

## APPENDIX A: 2024-25 CHARTER SCHOOL ANNUAL REPORT

PART 1: SCHOOL INFORMATION AND EXECUTIVE SUMMARY	
Name of Charter School:	Year School Opened:
New Beginnings Family Academy	2002
Street Address:	City/Zip Code:
184 Garden Street	Bridgeport, CT 06605
School Director:	School Director Contact Information:
Interim Director- Collette Fearon	<a href="mailto:cfearon@nbfacademy.org">cfearon@nbfacademy.org</a> /203-384-2897
Grades Authorized to Serve in 2022-2023:	Charter Term:
PK-6	2025-2028
<p><b>1. School Performance Best Practices:</b> In 250 words or less, describe the practice or practices in use at the school that have resulted in strong student outcomes and a positive school climate during the 2024-2025 school year. Explain the rationale for establishing the practice(s) and the issue(s) it was intended to address. Describe the impact of the practice(s) on the student outcomes, providing evidence to substantiate effectiveness (i.e. quantitative, qualitative data). Provide evidence of collaboration with local school districts as appropriate.</p> <p>At NBFA, Emotionally Responsive Practices (ERP) are central to academic success and a positive school climate. Teachers and staff use NBFA's ERP framework to support students' social-emotional growth and well-being, grounded in the belief that children learn best when they feel secure and connected to caring adults.</p> <p>ERP equips staff with strategies to support high-needs students facing daily stressors such as food insecurity, housing instability, and community violence. Tools like comfort bears, reflective techniques, and bibliotherapy help create emotionally safe classrooms where students can regulate, engage, and learn. Comfort bears serve as transitional objects for new students, comfort for children in distress, and instructional buddies that ease learning anxieties. Reflective techniques—through books, art, journaling, and conversations—allow adults to validate children's emotions, while understanding developmental milestones helps teachers address unresolved stages in supportive ways. These practices foster belonging, positive adult-student relationships, and safe learning environments—all essential for learning.</p> <p>NBFA's Positive Behavioral Interventions and Supports (PBIS) framework complements ERP by teaching and celebrating positive behaviors tied to NBFA's core values: Empathy, Responsibility, and Pride (E.R.P.). The "Bear Bucks" system reinforces these values through recognition. Together with Caring School Community, NBFA's core SEL program, these systems explicitly teach SEL competencies, nurture respectful relationships, and build inclusive classrooms where all students feel valued and ready to achieve.</p>	
<h3>ACADEMIC OUTCOMES</h3> <p>NBFA's Smarter Balanced Assessment (SBA) results show growth. In 2025, 29.7% of students met or exceeded proficiency in ELA and 21.2% in Math—outperforming Bridgeport by 8.7% and 5.5% respectively. Hispanic/Latino students showed the greatest gains, improving over 10% in both ELA and Math, exceeding state and district averages. High Needs students also showed improvement, with the Math average percentage of target achieved increasing from 53.7% in 2023–2024 to 55.1% in 2025 (+1.51%).</p> <h3>BEHAVIORAL AND CLIMATE OUTCOMES</h3> <ul style="list-style-type: none"> <li>Low Suspension Rates: Since the adoption of ERP in 2015, NBFA's suspension rates have remained among</li> </ul>	

- the lowest in Connecticut. In 2023–2024, the most recent year for which public data is available, only 2.3% of students were suspended compared to 7.0% statewide and 7.9% in the host district.
- 91.7% of parents that responded to the 2024-2025 climate survey feel that the school fosters a welcoming and inclusive environment for all families.
  - 80.2% of 2024-2025 parents that responded to the climate survey describe the overall school environment as positive. (42.7% very positive, 37.5% positive).
  - Improved Social-Emotional Skills: Results from the DESSA assessment show growth in SEL competencies. See data tables below.

#### DESSA Ranges for K-6<sup>th</sup> (2023-2024)

	Pre (fall 2023)	Mid (Winter 2024)	Post (Spring 2024)
Need for instruction in SEL competencies	18% (53 K-6 Students)	11% (32 students)	10% (27 students)
Typical range	66% (189 K-6 students)	69% (202 students)	62% (177 students)
Strength range	16% (45 K-6 students)	20% (59 students)	28% (81 students)

#### DESSA Ranges for K-6<sup>th</sup> (2024-2025)

	Pre (fall 2024)	Mid (Winter 2025)	Post (Spring 2025)
Need for instruction in SEL competencies	14% (33 K-6 students)	10% (23 students)	7% (16 students)
Typical range	71% (170 K-6 students)	60% (144 students)	62% (147 students)
Strength range	15% (35 K-6 students)	30% (71 students)	31% (75 students)

### Evidence of Collaboration with Local School Districts

NBFA maintains a collaborative relationship with the Bridgeport Board of Education (BBOE) to share best practices and align supports for students and families. Notable examples include:

- An open invitation for BBOE leaders and bus drivers to participate in professional learning sessions focused on ERP and restorative practice strategies.
- Ongoing communication and data-sharing to align approaches to student behavior and emotional support systems across schools.
- Charter School Leaders and BBOE Leaders meeting to collaborate on school safety protocols and communication procedures.
- Charter School Leaders and BBOE Special Education Leaders and staff meetings to collaborate around Special education matters.

## PART 2: SCHOOL PERFORMANCE

<p><b>1. School Goals:</b> State the school's mission statement. Provide the school's mission-specific, measurable goals. Analyze school progress toward these goals, providing data as appropriate. Add/Remove rows as necessary.</p>	
<b>MISSION STATEMENT</b>	
<p>New Beginnings Family Academy provides students a meaningful, high-quality education through experience-based learning that helps develop essential social, emotional and critical-thinking skills. This gives all children a foundation to achieve their full potential at every stage of life.</p>	
Goal Statement:	Evidence of Progress Toward Target Goals:
<p>NBFA will meet or exceed 79.8% of Average Percentage of Target Achieved for ELA in 2024-2025, based on the ESSA milestones.</p> <p>SPI ELA: 68.0 Growth: 79.8%</p>	<p>NBFA Average Percent of Target Achieved (APTA) in ELA is 51.9% (2024-2025).</p> <p>NBFA improved the average percentage of target achieved by Hispanic or Latino students increased by 10.6%, rising from 51.6% in 2023–2024 to 62.2% in 2025—outperforming both the state average (56.1%) and Bridgeport Public Schools (51.2%).</p>
<p>NBFA will meet or exceed 76.0% of Average Percentage of Target Achieved for Math in 2024-2025, based on the ESSA milestones.</p> <p>SPI Math: 64.4 Growth: 76.0%</p>	<p>NBFA Average Percent of Target Achieved (APTA) in Math is 54.4% (2024-2025).</p> <p>NBFA improved the average percentage of target achieved by Hispanic or Latino students by 11.6%, moving from 49.4% in 2023–2024 to 61.0%, again exceeding the state average (56.4%) and Bridgeport Public Schools (57.1%).</p> <p>NBFA's high-needs students also showed improvement, with the Math average percentage of target achieved increasing from 53.7% in 2023–2024 to 55.1% in 2025 (+1.51%).</p>
<p>NBFA will reduce chronic absenteeism to 7.0%, based on the ESSA milestones.</p> <p>.</p>	<p>During the 2024–2025 school year, NBFA prioritized building trusting relationships with students and families through regular, empathetic communication. These conversations helped identify barriers to attendance such as transportation, health, and family challenges. In response, NBFA provided targeted supports, including guidance on when to keep children home sick, assistance with transportation, PPT/504 supports, housing resources, donated clothing and supplies, free laundry options, afterschool programs, and connections to mental</p>

	<p>health services. Among families facing attendance barriers, attendance improved by an average of 10% in the second half of the year.</p> <p>NBFA also strengthened daily absence communication, upgrading from staff-generated emails to automated calls, texts, and emails, and introducing an online form for families to report absences. In addition, the school celebrated progress through school-wide rewards and recognition of individual students and families who showed improved attendance. Despite its best efforts, NBFA had a year-end chronic absenteeism rate of 32%.</p>
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**2. Student Achievement:** The data below summarizes the school's performance from the 2023-24 school year. Please review the data using [EdSight](#) to ensure its accuracy.

Performance Metric	2023-2024
1.1. Academic Achievement	
a. ELA Performance Index – All Students	56.4
b. ELA Performance Index – High Needs Students	55.2
c. Math Performance Index – All Students	50.3
d. Math Performance Index – High Needs Students	49.1
e. Science Performance Index – All Students	51.0
f. Science Performance Index – High Needs Students	53.2
1.2. Academic Growth	
a. ELA Academic Growth – All Students	56.4%
b. ELA Academic Growth – High Needs Students	56.8%
c. Math Academic Growth – All Students	55.3%
d. Math Academic Growth – High Needs Students	53.7%
e. Progress Toward English Language Proficiency – Literacy	59.8%
f. Progress Toward English Language Proficiency - Oral	48.8%
1.3. Participation Rates—ELA, Math, Science (a. All Students, b. High Needs Students)	
1.4. Chronic Absenteeism	a. All Students
	b. High Needs Students
1.5. Preparation for CCR – Percent Taking Courses	
1.6. Preparation for CCR – Percent Passing Exams	
1.7. On-track to High School Graduation	
1.8. 4-year Graduation—All Students (2023 Cohort)	
1.9. 6-year Graduation—High Needs Students (2021 Cohort)	
1.10. Postsecondary Entrance (Graduating Class 2023)	
1.11. Physical Fitness (estimated participation rate = <b>98.1%</b> )	
1.12. Arts Access	
<b>School Category: 3</b>	
<b>Charter School Accountability Index:</b>	
54.1%	

**3. Legal Compliance Best Practices:** Describe your charter school's systematic approach to maintaining regulatory compliance across all operational domains. Highlight your most effective frameworks for ensuring adherence to laws governing special education services, multilingual learner supports, and protection of student and employee rights. Detail specific compliance mechanisms—including policy development processes, staff training programs, and internal monitoring systems—that have proven especially successful in your school context. Present relevant compliance metrics, audit outcomes, and stakeholder feedback demonstrating your commitment to legal obligations and ethical practices. Include examples of productive collaborations with local districts that have enhanced your compliance efforts through resource sharing, professional development, or coordinated service delivery. Focus on distinctive practices rather than exhaustive documentation, prioritizing evidence-based insights within the 250-word limit.

At NBFA, a multi-tiered system of support (MTSS) ensures that all students receive high-quality differentiated instruction and behavioral supports. Instruction and interventions are guided by frequent progress monitoring and monthly SRBI meetings, where an interdisciplinary team of administrators, teachers, specialists, and the school counselor collaborate to design evidence-based supports. Students not meeting expected benchmarks are referred to SRBI, which may include internal interventions or outside referrals to community-based resources.

NBFA also provides accommodations for students with 504 Plans in accordance with state guidelines. Accommodations may include computer access, preferential seating, extended time, alternative test settings, and assistive technology. Plans are initiated through parent requests or PPT recommendations, supported by medical documentation, and reviewed annually by the 504 Coordinator with input from teachers, interventionists, and families.

For multilingual learners, NBFA uses an ESL Sheltered English Instruction Approach Program, led by a full-time ESL teacher with bilingual endorsement and a part-time ESL teacher. Services include home language surveys, LAS/Pre-LAS placement testing, systematic English language development, and annual LAS Links assessments. NBFA continues to seek a certified bilingual teacher to expand support.

Special education services are coordinated with Bridgeport Public Schools. Certified NBFA staff provide academic instruction, while BBOE staff deliver related services such as speech, social work, occupational/physical therapy, and psychological testing. Progress monitoring is tied to IEP goals, with annual reviews and ongoing meetings. Parents are recognized as essential partners in every step of the process.

### PART 3: STEWARDSHIP, GOVERNANCE, AND MANAGEMENT

- 1. Financial Documents:** As required by C.G.S. § 10-66cc(b)(2) and 10-66pp, the charter school, and if applicable, the charter school management organization of the state or local charter school, (1) shall submit FY 2023-2024 certified audit statements, including the statement of activities showing all revenues from public and private sources, expenditures, and net operating gain/loss, balance sheet and statement of cash flows; (2) the charter school and if applicable, the charter school management organization of the state or local charter school, shall submit a complete copy of the most recently completed Internal Revenue Service form 990, including all parts and schedules, other than Schedule B of such form; (3) provide the FY 2024-2025 budget; and (4) provide a FY 2025-2026 board-approved budget.

- 2. Financial Condition:** Provide the following financial data for FY 2023-2024

Total margin (net income/total revenue):	<b>14.4</b>
Debt to asset ratio (total liabilities/total assets):	<b>35.58</b>
Debt service coverage ratio (net income + depreciation + interest expense)/(annual principal + interest, and lease payments):	<b>29.19</b>
Current asset ratio (current assets/current liabilities):	<b>4.45</b>
Days of (unrestricted cash/((total expenditures-depreciation)/365)):	<b>13.98</b>
Cash flow (change in cash balance):	<b>1,360, 825</b>

**3. Governing Board:** Consistent with C.G.S. § 10-66bb(d)(3)(A), provide the information below for all governing board members. The governing board should include teachers, parents, guardians of students enrolled in the school, and the chairperson of the local or regional board of education of the town in which the charter school is located and which has jurisdiction over a school that resembles the approximate grade configuration of the charter school, or the designee of such chairperson, provided such designee is a member of the board of education or the superintendent of schools for the school district, or the superintendent's designee.

Name:	Occupation:	Board Role/Term:	Mailing/Email:	Background Check:
Don Foley	Finance Executive	Chair	<a href="mailto:Donald.e.foley@gmail.com">Donald.e.foley@gmail.com</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
LaShea Hall	Alumni Parent	Vice Chair	<a href="mailto:lasheahall@yahoo.com">lasheahall@yahoo.com</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Mylena Teixeira	Banker	Treasurer	<a href="mailto:Myl.teixeira@gmail.com">Myl.teixeira@gmail.com</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Mindy Pritchard	Entrepreneur	Secretary	<a href="mailto:mindyfox@optonline.net">mindyfox@optonline.net</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Kevin Knight	Marketing Professional	Member	<a href="mailto:Kknight521@aol.com">Kknight521@aol.com</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Craig Johnson	Environmental Lawyer	Member	<a href="mailto:Craigjohnson77@mail.com">Craigjohnson77@mail.com</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Denise Taylor	Teacher	Member	<a href="mailto:dtaylor@nbfacade.my.org">dtaylor@nbfacade.my.org</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Patricia Sempertegui	BBOE Social Worker	Member	<a href="mailto:psempertegui@bridgeportedu.net">psempertegui@bridgeportedu.net</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Kizzy Jeter-Wilcox	Parent	Member	<a href="mailto:Kjeterwilcox@familyresourceassociates.com">Kjeterwilcox@familyresourceassociates.com</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Tasha Harris	Teacher	Member	<a href="mailto:Tharris@nbfacade.my.org">Tharris@nbfacade.my.org</a>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
				<input type="checkbox"/> Yes <input type="checkbox"/> No
				<input type="checkbox"/> Yes <input type="checkbox"/> No
				<input type="checkbox"/> Yes <input type="checkbox"/> No
				<input type="checkbox"/> Yes <input type="checkbox"/> No
				<input type="checkbox"/> Yes <input type="checkbox"/> No

**4. Renewal Conditions and Terms:** Detail your charter school's advancement toward fulfilling the renewal conditions established during your most recent charter renewal process or addressing specific terms identified by the Connecticut State Department of Education. Present a comprehensive overview of implemented initiatives, strategic actions, and measurable outcomes that demonstrate your institution's meaningful progress toward resolving these identified areas for improvement. Include relevant performance metrics and evidence-based results that substantiate your school's efforts and commitment to addressing each condition. The section below contains a pre-populated chart of your school's specific renewal conditions or terms, which you should reference when documenting both completed work and forthcoming strategic plans designed to satisfy outstanding requirements.

Standard/Indicator:	Renewal Conditions and Terms:	Progress Update:
1.1 Academic Achievement	<p>New Beginnings Family Academy's 2023-24 Next Generation Accountability Index was 54.1, the state's index was 70.8.</p> <p>By August 7, 2025, NBFA will need to submit a corrective action plan to address academic underperformance. Starting October 2025, NBFA must submit progress reports to the CSDE at a minimum, three times annually.</p> <p>The corrective action school improvement plan must be developed in partnership</p>	<p>On August 6, 2025, NBFA submitted its 2025–2028 Corrective Action Plans (CAPs) to the Connecticut State Department of Education (CSDE). The CAPs outline targeted goals, aligned strategies, and actionable steps designed to strengthen academic outcomes.</p> <p>A Focus Committee of NBFA instructional leaders, teachers and instructional support staff supported the development of NBFA's comprehensive corrective action plans.</p> <p>Additionally, an Academic Advisory Council (AAC) of external stakeholders was established to serve as key accountability partners for the Focus Committee. These educational experts provide leadership, guidance, and resources to facilitate implementation of NBFA's CAPs.</p> <p>Several key action steps outlined in the CAPs have been implemented, including the following:</p> <ul style="list-style-type: none"> <li>• PD on explicit instruction across key components of reading (e.g., decoding, fluency, and comprehension) to equip teachers to deliver high-quality instruction that accelerates literacy growth and afford students rigorous and meaningful learning experiences.</li> <li>• Design and deliver embedded professional development (PD) and coaching on effective math</li> </ul>

		<p>instruction (e.g., explicit instruction, coherence, representation) to strengthen Tier I instruction.</p> <ul style="list-style-type: none"> <li>• Support planning for differentiated small-group math instruction in classrooms, with coaching support, using common planning criteria and established instructional protocols in order to provide students with meaningful and high-quality Tier 1 instruction.</li> <li>• Establish an attendance Team to outline targeted goals, align strategies, and implement actionable steps designed to improve student attendance.</li> </ul>
2.2 Financial Reporting Compliance	<p>December 31, 2025, NBFA will ensure that all budget approvals and revisions, including officially documented motions and voting results, strictly adhere to Board bylaws, and have all Board subcommittee meeting minutes posted on the school website. Written confirmation of these governance updates will be submitted to the CSDE within 30 days of implementation.</p> <p>NBFA will report, through submission of its annual report, on the school's financial viability, governance practices, and recruitment strategies for multilingual learners.</p>	<p>This governance matter has been resolved and written confirmation will be submitted to the CSDE in accordance to the timeline noted in New Beginnings Family Academy 2025-2028 Charter Renewal Report.</p>
3.5 Chronic Absenteeism	<p>New Beginnings Family Academy's chronic absenteeism rate for the 2022-23 school year was 24.7%, whereas the state average was 20.0%.</p> <p>The school's rate for the 2023-24 school year was 32.0%, whereas the state average was 17.7%.</p> <p>By August 7, 2025, NBFA will need to submit a corrective action plan to address chronic absenteeism. Starting October 2025, NBFA must submit progress reports to the CSDE at a minimum, three times annually.</p>	<p>On August 6, 2025, NBFA submitted its 2025–2028 Attendance Corrective Action Plans (CAP) to the Connecticut State Department of Education (CSDE). The CAP outlines targeted goals, aligned strategies, and actionable steps designed to improve student attendance.</p> <p>A Focus Committee of NBFA instructional leaders, teachers and instructional support staff supported the development of NBFA's attendance CAP.</p>

		<p>Additionally, an Academic Advisory Council (AAC) of external stakeholders was established to serve as key accountability partners for the Focus Committee. These educational experts provide leadership, guidance and resources to facilitate implementation of the CAP.</p> <p>As of September, the following key action step outlined in the CAP has been implemented:</p> <ul style="list-style-type: none"><li>• Establishing an attendance Team<ul style="list-style-type: none"><li>◦ Identify attendance team members representing diverse roles.</li><li>◦ Develop meeting protocols, agendas, and data review tools.</li><li>◦ Set regular meeting schedule (e.g., biweekly).</li></ul></li></ul>
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4.2 Students with Disabilities	<p>By November 30, 2025, all NBFA administrators and special educators must complete Individualized Education Program (IEP) Quality Training to enhance the quality of IEPs, then NBFA must submit written confirmation—along with a comprehensive list of participating staff—to the CSDE within 30 days of training completion</p> <p>School administration needs to continue to work with Bridgeport Board of Education and all districts of residence to ensure requirements of LRE are met.</p>	<p>Since the start of the 2025-2026 school year, NBFA's principal, special education teacher and select classroom teachers have attended 2 of 4 CSDE sponsored Quality Individualized Education Program (IEP) Trainings and are scheduled to attend the remaining two trainings.</p> <p>NBFA continues to collaborate with Bridgeport Special Education department to ensure compliance with all special education laws and adherence to the continuum of service delivery.</p>
4.5 Teacher/Staff Credentials	<p>As of May 1, 2025, the Bureau of Educator Standards and Certification reported 3 staff identified in the Educator Data System as out of compliance for the 2024-25 school year. 2 staff have no active certificates/permits on file; 1 staff has an assignment that does not match valid endorsement.</p> <p>In accordance with state statute, schools are responsible for ensuring that 100% of their staff possess the appropriate certificates, permits, or authorizations required for their positions.</p>	<p>This certification matter has been resolved and written confirmation will be submitted to the CSDE in accordance to the timeline noted in New Beginnings Family Academy 2025-2028 Charter Renewal Report.</p>

**5. Stewardship, Governance, and Management Best Practices:** Describe your charter school's most effective organizational systems that ensure financial sustainability, operational excellence, and robust accountability. Detail your governance structures, fiscal oversight mechanisms, and management practices that have demonstrably strengthened institutional health and performance outcomes. Explain why these specific approaches were implemented, connecting them to your school's mission and strategic priorities. Present concrete evidence of their effectiveness using key performance indicators, audit results, operational metrics, and stakeholder feedback that demonstrate measurable improvements. Include examples of productive partnerships with local districts that have enhanced your governance practices or operational efficiency. Focus on high-impact initiatives rather than comprehensive coverage, limiting your response to 250 words while providing specific, evidence-based insights.

NBFA's financial systems are strong. NBFA uses QuickBooks as its accounting system and state-provided databases (e.g., eGrants, EFS) for reimbursements and financial reporting. Expenditures are closely monitored across the organization, with stringent internal controls in place. The annual budget is developed with input from all administrators and is based on anticipated needs and projected revenue, with a strong effort made to create and maintain a balanced budget.

NBFA's current asset ratio is positive and projected to remain so. The debt-to-asset ratio will increase with the construction of the Early Learning Center, which will also raise the value of school assets. Importantly, the capital campaign successfully secured the private funding necessary for the ELC construction, allowing NBFA to move forward without incurring additional debt. Majorities of current liabilities are less than 30 days old and consist primarily of year-end accruals for teacher salaries and payroll taxes earned during the school year but paid over the summer.

NBFA also has a \$500,000 line of credit available; however, it has not been used since it was established and is not expected to be needed in the future. The school's three-year aggregated total margin is .29%, with the current year at 10.9%. Both the multi-year cumulative cash flow and the most recent year's cash flow remain positive. NBFA has never been in default on any debt covenants nor delinquent on any debt payments.

## PART 4: STUDENT POPULATION

**1. Enrollment and Demographic Data:** Provide 2024-2025 student demographic and enrollment information.

Grades Served:	PK-6	American Indian or Alaska Native:	0
Student Enrollment:	431	Asian:	0
Percentage of students identified EL/ML:	11.8%	Black/African American:	233
Percentage of students identified for Free/Reduced-Price Meals:	89%	Hispanic/Latino: of any race:	187
Percentage of students with disabilities:	14.4%	Native Hawaiian or Pacific Islander:	0
		Two or More Races:	6
		White:	5

**2024-2025 Enrollment by Grade Level:**

PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
99	64	70	66	37	40	30	25	0	0	0	0	0	0	431

**2. Enrollment Efforts:** Summarize the school's efforts to attract, enroll, and retain a diverse student population that reflects the demographics of the community. Describe strategies aimed at reaching and serving students of color, low-income families, English learners/Multilingual learners and students with disabilities. Include outreach initiatives, inclusive enrollment practices and support systems designed to promote equitable access.

NBFA's student demographics, including Pre-K, mirror those of peers attending Head Start and traditional public schools in Bridgeport. The student body is 98% Black and Hispanic, with more than 14.4% receiving special education services and 12% identified as multilingual learners. As a Title I school, NBFA qualifies for the federal Community Eligibility Provision (CEP), which provides all students with free or reduced-price lunch, although 89% qualify based on income below the federal poverty threshold. In addition, most students are considered high-needs because they receive special education services, are on a 504 plan, or are multilingual learners.

Unlike traditional public schools in Bridgeport, NBFA is a school of choice, with enrollment determined by a blind lottery each April. Families choose NBFA because of its emotionally responsive environment that respects individualized learning styles. The random lottery system ensures fairness and equitable access for all students, including those on IEPs, 504s, or multilingual learners.

NBFA has mirrored district growth in multilingual learners, whose first languages include Spanish, French Creole, and Portuguese. This has shaped how the school engages and supports students and families. All communications to families—such as newsletters, emails, and event information—are distributed in English and Spanish. Enrollment flyers and two-sided multilingual materials are also shared in high-traffic community spaces such as libraries, after-school centers, supermarkets, and bodegas. NBFA's website, translatable in over 100 languages, includes the school's state report card as a resource. Videos featuring non-English speaking families with English captions further ensure access for families with diverse learning needs.

**3. Waitlist Data:** Provide waitlist totals below, illustrating demand and community support for the school.

2024-2025 Waitlist:	2025-2026 Waitlist:
168	95

- 4. Student Population Best Practice:** Outline your charter school's most effective strategies for advancing educational equity through targeted recruitment, enrollment, and retention initiatives. Describe your signature approach to family engagement and community outreach that has successfully diversified your student population and ensured meaningful inclusion of underrepresented groups. Connect these practices to your school's distinctive educational model, explaining how they align with your core mission and values. Present specific evidence of impact through enrollment demographics, retention statistics, and stakeholder testimonials that demonstrate measurable progress toward equity goals. Include any notable collaborations with local districts that have enhanced your ability to serve diverse learners effectively. Focus on your most innovative and impactful practices rather than attempting comprehensive coverage, keeping your response focused and within the 250-word limit.

NBFA believes that if students are shielded from the negative effects of poverty-related stress through developmentally appropriate academic, social, and emotional programming, they will be better prepared to successfully participate in and complete post-secondary education. Recognizing that every child's needs are different, NBFA works to provide resources so each student gets what they need to thrive.

NBFA accomplishes this through intentional Social-Emotional Learning (SEL) instruction using the Caring Schools Curriculum, the integration of comfort bears to help students manage stress and express emotions, and strong relationships that ensure students feel connected to their school community. Student-to-adult ratios are kept low with instructional assistants in Pre-K and Kindergarten classrooms. Discipline and behavior are addressed through Emotionally Responsive Practices and Restorative Justice frameworks. Differentiated, data-informed small group learning and a daily WIN ("What I Need") block ensure students receive targeted instruction without losing Tier I learning opportunities. NBFA also offers 25 no-cost clubs for K–6 students, fostering engagement and enrichment.

The Early Learning Center (ELC), opening in 2026, will add four classrooms and 80 seats for preschoolers, providing a play-based, trauma-informed program that builds strong academic and social-emotional foundations. Extended day programming, aligned with the state's fee schedule, will support working families.

Community partnerships expand student opportunities with tutoring, enrichment, and experiential learning from such institutions as Fairfield University, Horizons, Maritime Aquarium, Greens Farms Academy and others. Family engagement is central, with literacy and math nights, cultural celebrations, conferences, and volunteer opportunities that strengthen the home-school partnership and celebrate student growth.

## APPENDIX B: CHARTER SCHOOL PERFORMANCE FRAMEWORK

The Connecticut State Department of Education's charter school performance framework establishes transparent accountability standards aligned with both state law and National Association of Charter School Authorizers' best practices. These four comprehensive performance standards—with their specific indicators—serve as the foundation for evaluating charter school effectiveness and sustainability. This robust framework guides all phases of the CSDE's oversight process, from initial charter approval through annual monitoring and renewal decisions, ensuring consistent, evidence-based evaluation of each school's educational impact and organizational viability.

Performance Standards:	
Performance Standards:	Performance Indicators:
1. School Performance	1.1. Academic Achievement a. ELA Performance Index—All Students b. ELA Performance Index—High Needs Students c. Math Performance Index—All Students d. Math Performance Index—High Needs Students e. Science Performance Index—All Students f. Science Performance Index—High Needs Students 1.2. Academic Growth a. ELA Academic Growth—All Students b. ELA Academic Growth—High Needs Students c. Math Academic Growth—All Students d. Math Academic Growth—High Needs Students e. Progress toward English Language Proficiency—Literacy f. Progress toward English Language Proficiency—Oral 1.3. Participation Rates—ELA, Math, Science (a. All Students, b. High Needs) 1.4. Chronic Absenteeism (a. All Students, b. High Needs) 1.5. Postsecondary Preparation 1.6. Postsecondary Readiness 1.7. On-track to High School Graduation 1.8. 4-year Adjusted Cohort Graduation (All Students) 1.9. 6-year Adjusted Cohort Graduation (High Needs Students) 1.10. Postsecondary Entrance Rate 1.11. Physical Fitness 1.12. Arts Access
2. Stewardship, Governance, and Management	2.1. Financial Management 2.2. Financial Reporting 2.3. Financial Viability 2.4. Governance and Management 2.5. Facility
3. Student Population	3.1. Recruitment and Enrollment Process 3.2. Waitlist and Enrollment Data 3.3. Demographic Representation 3.4. Family and Community Support 3.5. School Culture and Climate
4. Legal Compliance	4.1. Open Meetings and Information Management 4.2. Students with Disabilities 4.3. English Learners 4.4. Rights of Students 4.5. Teacher/Staff Credentials 4.6. Employee Rights

## APPENDIX C: STATEMENT OF ASSURANCES

It is imperative that charter schools—as with all other public schools—adopt and uphold the highest ethical and legal standards while delivering excellent academic opportunities for students and their families.

As the authorized representative of **New Beginnings Family Academy**, to the best of my knowledge, I affirm that:

1. Pursuant to C.G.S.A. § 10-66rr, all board members and staff have satisfactorily completed background checks, including a state and national criminal record check and a record check of the Department of Children and Families child abuse and neglect registry.
2. Pursuant to C.G.S.A. § 10-66rr, if applicable, all charter school management organization (CMO) governing board members and staff members, who performs a service involving direct student contact have satisfactorily completed background checks, as described in (1).
3. All contractors doing business with the school, who performs a service involving direct student contact have satisfactorily completed background checks, as described in (1).
4. Records of any and all background checks described above, are on file at **New Beginnings Family Academy** and available for random audit by the Connecticut State Department of Education (CSDE).
5. Pursuant to C.G.S.A. § 10-66oo, **New Beginnings Family Academy** Governing Board has adopted written anti-nepotism and conflict of interest policies consistent with state law and best practices in nonprofit corporate governance, and pursuant to 10-66bb(d), that no member or employee of the Governing Board has a personal or financial interest in any asset, real or personal, of the charter school.
6. Pursuant to C.G.S.A. § 10-66oo, each member of a governing council of a state or local charter school shall complete training related to charter school governing council responsibilities and best practices at least once during the term of the charter, and that no board member of **New Beginnings Family Academy** serves on the board of another charter school or CMO.
7. All public funds received by **New Beginnings Family Academy** have been, or are being, expended prudently and in a manner required by law.
8. All Governing Board meetings are open and accessible to the public, and that **New Beginnings Family Academy** has posted, and continues to post, on any Internet website that the Governing Board operates, the schedule, agenda, and minutes of each Governing Board meeting, including any meeting of a subcommittee of the Governing Board.
9. **New Beginnings Family Academy** does not discriminate in any employment practice, education program, or educational activity on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws.
10. **New Beginnings Family Academy** does not operate any school location outside the scope of its approved charter or subsequent State Board of Education approval.

By signing this Statement of Assurances on behalf of the Governing Board of **Jumoke Academy Charter School**, I acknowledge that I understand the terms contained herein and affirm the validity of each statement to the best of my knowledge. I further understand that **Jumoke Academy Charter School** may be subject to random audit by the CSDE to verify these statements.

**Signature:**

Myron Stewart

**Name of Board Chairperson:**

Myron Stewart, ViceChair

**Date:**

10-16-25

# NEW BEGINNINGS FAMILY ACADEMY

	FY 24-25 <b>Budget</b>	FY 25-26 <b>Budget</b>
<b>REVENUE</b>		
Government Funding	7,765,556	7,211,784
Fund Raising	305,796	453,043
Interest & Other	118,010	108,678
<b>TOTAL REVENUE</b>	<b>\$ 8,189,362</b>	<b>\$ 7,773,505</b>
<b>EXPENDITURES</b>		
<b>Personnel</b>		
Salaries	5,573,623	4,604,333
Payroll Taxes	250,813	207,195
Employee Benefits	1,140,061	1,174,144
<b>Total Personnel</b>	<b>\$ 6,964,497</b>	<b>\$ 5,985,672</b>
<b>OTPS:</b>		
Professional & Purchased Services	841,529	937,008
Facilities	409,886	410,962
Supplies & Materials	112,000	177,649
Other	138,951	262,213
Depreciation	529,252	518,845
<b>TOTAL EXPENDITURES</b>	<b>\$ 8,996,114</b>	<b>\$ 8,292,349</b>
<b>NET INCOME(LOSS)</b>	<b>\$ (806,752)</b>	<b>\$ (518,845)</b>

**NEW BEGINNINGS FAMILY ACADEMY, INC.**  
**Financial Statements**  
**June 30, 2024 and 2023**

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## **S E W A R D A N D M O N D E**

CERTIFIED PUBLIC ACCOUNTANTS  
296 STATE STREET  
NORTH HAVEN, CONNECTICUT 06473-2165  
(203) 248-9341  
FAX (203) 248-5813

### INDEPENDENT AUDITORS' REPORT

Board of Directors  
New Beginnings Family Academy, Inc.  
Bridgeport, Connecticut

#### **Opinion**

We have audited the accompanying financial statements of New Beginnings Family Academy, Inc. (a nonprofit organization), which comprise the statements of financial position as of June 30, 2024 and 2023, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of New Beginnings Family Academy, Inc. as of June 30, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with U.S. generally accepted accounting principles.

#### **Basis for Opinion**

We conducted our audits in accordance with U.S. generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of New Beginnings Family Academy, Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### **Responsibilities of Management for the Financial Statements**

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

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

## **Auditors' Responsibilities for the Audit of the Financial Statements**

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

In performing an audit in accordance with generally accepted auditing standards, we:

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

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

*Seward and Monde*

North Haven, Connecticut  
November 26, 2024

NEW BEGINNINGS FAMILY ACADEMY, INC.  
 STATEMENTS of FINANCIAL POSITION  
 June 30, 2024 and 2023

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	<u>2024</u>	<u>2023</u>
<b>ASSETS</b>		
Cash and cash equivalents	\$ 2,585,507	\$ 1,224,682
Grants receivable	316,110	193,818
Other receivables	145,571	108,119
Prepaid expenses	167,084	252,839
Property, plant and equipment, net	4,023,370	4,113,787
Finance right-of-use asset	<u>160,594</u>	<u>6,724</u>
 Total assets	 <u>\$ 7,398,236</u>	 <u>\$ 5,899,969</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Liabilities</b>		
Accounts payable	\$ 100,129	\$ 119,947
Accrued expenses	622,277	662,626
Finance lease liability	161,112	16,227
Mortgage payable	<u>2,045,000</u>	<u>2,045,000</u>
 Total liabilities	 <u>2,928,518</u>	 <u>2,843,800</u>
<b>Net Assets</b>		
Without donor restrictions	2,192,941	2,608,599
With donor restrictions	<u>2,276,777</u>	<u>447,570</u>
 Total net assets	 <u>4,469,718</u>	 <u>3,056,169</u>
 Total liabilities and net assets	 <u>\$ 7,398,236</u>	 <u>\$ 5,899,969</u>

See notes to financial statements

**NEW BEGINNINGS FAMILY ACADEMY, INC.**  
**STATEMENTS of ACTIVITIES**  
For the years ended June 30, 2024 and 2023

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	2024			2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
<b>Revenues and other support:</b>						
Federal and state financial assistance	\$ 6,889,404	\$ -	\$ 6,889,404	\$ 7,057,681	\$ -	\$ 7,057,681
Contributions of cash and other financial assets	168,345	2,046,700	2,215,045	375,491	7,500	382,991
Contributions of nonfinancial assets	347,545	-	347,545	347,545	-	347,545
Special event	-	-	-	106,559	67,553	174,112
Interest income	115,177	-	115,177	24,113	-	24,113
Other	426,584	-	426,584	297,220	-	297,220
Net assets released from restrictions	217,493	( 217,493)	-	239,490	( 239,490)	-
Total revenues and other support	<u>8,164,548</u>	<u>1,829,207</u>	<u>9,993,755</u>	<u>8,448,099</u>	<u>( 164,437)</u>	<u>8,283,662</u>
<b>Expenses:</b>						
Instruction	6,909,213	-	6,909,213	6,603,907	-	6,603,907
General and administrative	780,516	-	780,516	859,991	-	859,991
Auxiliary services	610,807	-	610,807	643,254	-	643,254
Development	279,670	-	279,670	439,057	-	439,057
Total expenses	<u>8,580,206</u>	<u>-</u>	<u>8,580,206</u>	<u>8,546,209</u>	<u>-</u>	<u>8,546,209</u>
Change in net assets	( 415,658)	1,829,207	1,413,549	( 98,110)	( 164,437)	( 262,547)
Net assets, beginning of year	<u>2,608,599</u>	<u>447,570</u>	<u>3,056,169</u>	<u>2,706,709</u>	<u>612,007</u>	<u>3,318,716</u>
Net assets, end of year	<u>\$ 2,192,941</u>	<u>\$ 2,276,777</u>	<u>\$ 4,469,718</u>	<u>\$ 2,608,599</u>	<u>\$ 447,570</u>	<u>\$ 3,056,169</u>

See notes to financial statements

**NEW BEGINNINGS FAMILY ACADEMY, INC.**  
**STATEMENTS of FUNCTIONAL EXPENSES**  
For the years ended June 30, 2024 and 2023

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	2024					2023				
	Instruction	General and Administrative	Auxiliary Services	Development	Total	Instruction	General and Administrative	Auxiliary Services	Development	Total
Salary and wages	\$ 4,074,711	\$ 460,240	\$ 193,874	\$ 204,042	\$ 4,932,867	\$ 3,924,738	\$ 500,538	\$ 188,762	\$ 204,315	\$ 4,818,353
Employee benefits	761,859	88,314	26,645	44,624	921,442	635,973	113,103	28,420	43,212	820,708
Payroll taxes	177,161	38,666	16,288	17,142	249,257	174,640	42,710	13,947	17,434	248,731
Staff recruiting	-	12,953	-	-	12,953	-	12,723	-	-	12,723
Legal fees	-	9,362	-	-	9,362	-	2,631	-	-	2,631
Postage and shipping	1,675	419	-	-	2,094	3,782	946	-	-	4,728
Occupancy	397,185	20,905	-	-	418,090	385,537	20,291	-	-	405,828
Equipment rental and maintenance	( 4,094)	969	-	-	( 3,125)	8,254	1,019	-	-	9,273
Travel	6	26	-	-	32	29	-	-	-	29
Transportation	215,266	-	-	-	215,266	229,666	-	-	-	229,666
Depreciation and amortization	496,493	26,131	-	-	522,624	500,814	26,359	-	-	527,173
Other fees	12,560	4,071	-	-	16,631	9,454	3,255	-	-	12,709
Outside services	315,706	19,314	-	-	335,020	264,065	32,400	-	-	296,465
Professional fees	-	36,035	-	-	36,035	-	33,400	-	-	33,400
Security	10,079	531	-	-	10,610	15,151	797	-	-	15,948
Insurance	58,648	14,662	-	-	73,310	60,346	15,086	-	-	75,432
Interest	68,671	-	-	-	68,671	60,675	-	-	-	60,675
Testing and evaluation	1,617	-	-	-	1,617	2,250	-	-	-	2,250
Instructional supplies	144,692	-	-	-	144,692	154,643	-	-	-	154,643
Other supplies	1,207	-	20,030	-	21,237	76	-	26,835	-	26,911
Custodial supplies	36,385	1,915	-	-	38,300	35,372	1,862	-	-	37,234
Payroll service	-	27,478	-	-	27,478	-	30,358	-	-	30,358
Food service	-	-	353,970	-	353,970	-	-	385,290	-	385,290
Other activities	43,857	-	-	-	43,857	25,200	-	-	-	25,200
Student activities	20,111	-	-	-	20,111	46,360	-	-	-	46,360
Office	75,418	18,525	-	13,862	107,805	66,882	22,513	-	24,046	113,441
Special event	-	-	-	-	-	-	-	-	150,050	150,050
<b>Total</b>	<b>\$ 6,909,213</b>	<b>\$ 780,516</b>	<b>\$ 610,807</b>	<b>\$ 279,670</b>	<b>\$ 8,580,206</b>	<b>\$ 6,603,907</b>	<b>\$ 859,991</b>	<b>\$ 643,254</b>	<b>\$ 439,057</b>	<b>\$ 8,546,209</b>

See notes to financial statements.

**NEW BEGINNINGS FAMILY ACADEMY, INC.**  
**STATEMENTS of CASH FLOWS**  
For the years ended June 30, 2024 and 2023

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	<u>2024</u>	<u>2023</u>
<b>Cash Flows from Operating Activities:</b>		
Change in net assets	\$ 1,413,549	(\$ 262,547)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	522,624	527,173
(Increase) decrease in assets:		
Grants receivable	( 122,292)	( 103,506)
Other receivables	( 37,452)	381,699
Prepaid expenses	85,755	82,291
Increase (decrease) in liabilities:		
Accounts payable	( 19,818)	( 214,844)
Accrued expenses	( 40,349)	10,619
Refundable advances	-	( 54,530)
Net cash provided by operating activities	<u>1,802,017</u>	<u>366,355</u>
<b>Cash Flows from Investing Activities:</b>		
Purchase of property, plant and equipment	( 400,776)	( 371,936)
Net cash used by investing activities	<u>( 400,776)</u>	<u>( 371,936)</u>
<b>Cash Flows from Financing Activities:</b>		
Principal payments on financing lease liability	( 40,416)	( 41,781)
Net cash used by financing activities	<u>( 40,416)</u>	<u>( 41,781)</u>
Change in cash and cash equivalents	1,360,825	( 47,362)
Cash, beginning of year	<u>1,224,682</u>	<u>1,272,044</u>
Cash and cash equivalents, end of year	<u>\$ 2,585,507</u>	<u>\$ 1,224,682</u>
<b>Supplemental Disclosure of Cash Flow Information:</b>		
Cash paid during the year for interest	<u>\$ 9,979</u>	<u>\$ 1,983</u>
<b>Supplemental Schedule of Noncash Investing and Financing Activities:</b>		
Financing right-of-use assets obtained in exchange for lease liabilities	<u>\$ 185,301</u>	<u>\$ -</u>

See notes to financial statements.

NEW BEGINNINGS FAMILY ACADEMY, INC.  
NOTES to FINANCIAL STATEMENTS  
June 30, 2024 and 2023

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**1 - Summary of Significant Accounting Policies**

**Nature of Activities**

New Beginnings Family Academy, Inc. (NBFA) is a not-for-profit organization incorporated under the Nonstock Corporation Act of Connecticut. The Connecticut State Department of Education (CT DOE) issued NBFA a charter that permits NBFA to operate a school in Bridgeport, Connecticut. NBFA's charter was renewed on March 2, 2022, and is effective through June 30, 2025. NBFA provides full day pre-kindergarten and kindergarten, and grades one through eight (six as of July 1, 2023), with an emphasis on combining academic standards and promoting a positive self-image. On October 6, 2021, the CT DOE approved the request for NBFA to open its own Early Childhood Center. In order to make this shift, NBFA phased out its middle school. In June 2023, NBFA graduated its last 7<sup>th</sup> and 8<sup>th</sup> grade classes. Starting in June 2024, students graduate from NBFA as 6<sup>th</sup> graders. The primary sources of revenue for NBFA are federal and state grants.

**Basis of Accounting**

NBFA prepares its financial statements in accordance with U.S. generally accepted accounting principles, which involves the application of accrual accounting; consequently, revenues and gains are recognized when earned, and expenses and losses are recognized when incurred.

**Estimates**

Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could differ from those estimates.

**Financial Statement Presentation**

Net assets, revenues, gains, and losses are classified based on the existence or absence of donor or grantor imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

**Net assets without donor restrictions** - Net assets that include all resources that are not subject to donor-imposed restrictions. Net assets without donor restrictions may be designated for specific purposes by the Board of Directors or may otherwise be limited by contractual agreements with outside parties.

Net assets with donor restrictions - Net assets that are subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that are restricted by a donor for use for a particular purpose or in a particular future period. Temporary restrictions may expire either because of the passage of time or because certain actions are taken by NBFA which fulfill the restrictions. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that the resources be maintained in perpetuity. Generally, the donors of these assets permit NBFA to use all or part of the investment return on these assets. NBFA does not have any donor-imposed restrictions that are perpetual in nature.

#### Cash and Cash Equivalents

For purposes of the statements of cash flows, NBFA considers all highly liquid investments available for current use with an initial maturity of three months or less to be cash equivalents.

#### Other Receivables

Other receivables are stated at the amount management expects to collect from outstanding balances. Management provides for probable uncollectible amounts through a provision for credit loss expense and an adjustment to an allowance for credit losses based on its assessment of the current status of individual accounts using an aging of past-due accounts. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the allowance for credit losses and a credit to accounts receivable. As of June 30, 2024, management has determined that all amounts are fully collectible and no allowance for credit losses is necessary. The balances of other receivables as of the beginning and end of the year ended June 30, 2024 was \$108,119 and \$145,571. The balances of other receivables as of the beginning and end of the year ended June 30, 2023 was \$489,818 and \$108,119.

#### Contributions

Contributions received are recorded as support without donor restrictions or with donor restrictions depending on the existence and/or nature of any donor restrictions.

Support that is restricted by the donor is reported as an increase in net assets without donor restrictions if the restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the support is recognized. All other donor-restricted support is reported as an increase in net assets with donor restrictions, depending on the nature of the restriction. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Contributions are considered conditional when the underlying agreement includes a performance barrier and a right of return to the promised assets exists. Conditional contributions are not recognized in the financial statements until the performance barrier and a right of return have been overcome. As of June 30, 2024 and 2023, NBFA had no conditional contributions.

## Grants

Grants may be considered an exchange transaction or a conditional/unconditional promise to give. NBFA recognizes grants deemed to be an exchange transaction once the performance obligation is met. Grants considered to be unconditional promises to give are recognized when awarded. Grants considered to be conditional promises to give are recognized when the condition is met. Funds received in advance for which qualifying expenditures have not been incurred are reflected as refundable advances in the accompanying statement of financial position. Receivables are recognized to the extent costs have been incurred, but not reimbursed.

Revenue from the state and local governments resulting from the School's charter status is based on the number of students enrolled and is recorded when services are performed in accordance with the charter agreement. NBFA receives a substantial portion of its operating support and revenue from the Connecticut State Department of Education. If the charter school laws were modified, reducing or eliminating these revenues, NBFA's finances could be materially affected.

Grants receivable are stated at the amount management expects to collect from outstanding balances. This estimate is based on management's assessments of the creditworthiness of its grantors, the aged basis of its receivables, as well as current economic conditions and historical information. The carrying value of grants receivable approximates fair value.

## Contributed Goods and Services

NBFA reports gifts of property and equipment as unrestricted support, at their estimated fair value, unless explicit donor stipulations specify how the donated assets must be used. Absent donor stipulations about how long those assets must be maintained, NBFA reports expirations of donor restrictions when the assets are placed in service.

Contributed services are recognized as contributions if the services (a) create or enhance nonfinancial assets or (b) require specialized skills that are provided by individuals possessing those skills, and typically would need to be purchased, if not provided by donation. In-kind contributions are reflected in the accompanying statement of activities at their fair value at the time the services are rendered.

## Other Revenue

Other revenues are recognized at the time of sale or when the performance obligation is satisfied.

## Property, Plant and Equipment

Property, plant and equipment are recorded at cost less accumulated depreciation. Depreciation is computed using the straight-line method over the estimated useful lives of the related assets. Expenditures for major renewals and replacements, and equipment costing over one thousand dollars are capitalized.

### Right-of-Use Assets

Right-of-use assets are recognized at the lease commencement date based on the estimated present value of the lease payments over the lease term and amortized on a straight-line basis.

### Lease Liabilities

Lease liabilities are recognized at the lease commencement date based on the estimated present value of the lease payments over the term of the lease.

### Refundable Advances

NBFA records certain grants and contracts as refundable advances until related services are performed, at which time they are recognized as revenue.

### Income Taxes

NBFA is a nonprofit organization exempt from federal income taxes under Internal Revenue Code Section 501(c)(3) and is not considered a private foundation. Certain activities not directly related to NBFA's tax-exempt purpose are subject to taxation as unrelated business income, however, a provision for unrelated business income tax was not required. As of June 30, 2024 and 2023, NBFA believes it does not have any uncertain tax positions.

The income tax returns for NBFA for the years ending June 30, 2021, 2022, 2023 and 2024 are subject to examination by Federal and State tax jurisdictions, generally for three years after filing.

### Functional Allocation of Expenses

The financial statements report certain categories of expenses that are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include certain salaries and wages and employee benefits, which are allocated on the basis of estimates of time and effort, as well as occupancy and depreciation, which are allocated based on square footage.

### Subsequent Events

Management has evaluated subsequent events through November 26, 2024, the date on which the financial statements were available to be issued.

### 2 - Adoption of New Accounting Standard

On July 1, 2023, the Organization adopted Financial Accounting Standards Board (FASB) Accounting Standards Update (ASU) No. 2016-13, Financial Instruments - Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments. The ASU required a new credit loss methodology, the Current Expected Credit Losses model (CECL). The FASB's CECL model utilizes a lifetime "expected credit loss" measurement objective for the recognition of credit losses for trade accounts receivable at the time the financial asset is originated or acquired. This model replaced the multiple existing impairment models in Generally Accepted Accounting Principles

(GAAP). The Organization adopted the guidance prospectively with no cumulative adjustment to net assets. There was no material impact to the timing of expense recognition in NBFA's statements of activities. Prior periods were not restated and continue to be presented under legacy GAAP.

### 3 - Liquidity and Availability of Financial Assets

The following reflects the financial assets of NBFA as of June 30 available for general expenditures within one year of the balance sheet date, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the balance sheet date.

	2024	2023
Total financial assets	\$ 3,047,188 *	\$ 1,526,619 *
Less, amounts not available to be used within one year due to contractual or donor imposed restrictions:		
Restricted funds	<u>( 2,276,777)</u>	<u>( 447,570)</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 770,411</u>	<u>\$ 1,079,049</u>

\* Excludes nonfinancial assets including prepaid expenses, property, plant and equipment and financing right-of-use asset.

### 4 - Property, Plant and Equipment

The following is a summary of property, plant and equipment at June 30:

	2024	2023
Building	\$ 2,049,125	\$ 2,049,125
Building improvements	6,623,910	6,484,515
Furniture and equipment	<u>1,281,833</u>	<u>1,189,634</u>
Less, Accumulated depreciation	<u>( 6,240,403)</u>	<u>( 5,749,210)</u>
Construction in progress	<u>3,714,465</u>	<u>3,974,064</u>
	<u>308,905</u>	<u>139,723</u>
Net property, plant and equipment	<u>\$ 4,023,370</u>	<u>\$ 4,113,787</u>

Depreciation expense for the years ended June 30, 2024 and 2023 was \$491,193 and \$486,831, respectively.

## 5 - Demand Note Payable

As of June 30, 2024 and 2023, NBFA had a \$500,000 secured line of credit available for its use at variable interest rates based on the bank's prime rate plus 1% (9.50% at June 30, 2024). The line of credit is secured by substantially all of NBFA's assets, and is subject to annual review and renewal. There were no borrowings at June 30, 2024 and 2023.

## 6 - Leases

During the year ended June 30, 2024, NBFA entered into a new long-term finance lease agreement for copiers. The asset and liability under finance leases are recorded at the lower of the present value of the minimum lease payments or the fair value of the assets. The weighted average discount rate on these finance leases was 8.5% and the weighted average remaining lease term was 4.25 years.

The following table presents the components of lease expenses included in operation and maintenance of plant expense on the statement of activities for the year ended June 30:

	2024	2023
Amortization of leased asset	\$ 31,431	\$ 40,342
Interest on lease liabilities	<u>9,979</u>	<u>1,983</u>
Total lease expense	<u><u>\$ 41,410</u></u>	<u><u>\$ 42,325</u></u>

Future minimum payments under finance leases as of June 30, 2024 are as follows:

2025	\$ 45,300
2026	45,300
2027	45,300
2028	45,300
2029	<u>11,326</u>
 Total minimum lease payments	 192,526
Less, amount representing interest	<u>(31,414)</u>
 Net minimum lease payments	 <u><u>\$ 161,112</u></u>

## 7 - Mortgage Payable

NBFA has a mortgage liability on their property amounting to \$2,045,000 at June 30, 2024 and 2023. The mortgage bears interest at 2.87%, and currently requires no principal payments. Interest expense on the mortgage was \$58,692 for the years ended June 30, 2024 and 2023, and was forgiven during the years ended June 30, 2024 and 2023.

## 8 - Net Assets with Donor Restrictions

Net assets with donor restrictions that are temporary in nature at June 30 are available for the following purposes:

	<u>2024</u>	<u>2023</u>
Student wellness	\$ -	\$ 10,149
Capital campaign	191,095	360,277
Curriculum materials	13,538	-
School garden supplies	2,091	2,091
Literacy intervention	2,500	-
Early Learning Center	2,067,553	67,553
Other	<u>-</u>	<u>7,500</u>
	<u><u>\$ 2,276,777</u></u>	<u><u>\$ 447,570</u></u>

## 9 - Net Assets Released from Restrictions

The sources of net assets released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of events specified by the donors were as follows at June 30:

	<u>2024</u>	<u>2023</u>
Capital campaign	\$ 169,182	\$ 128,514
Bridges in Mathematics program	-	4,698
Books for classrooms	-	4,281
Capacity building	-	96,904
Field trips	-	2,593
Literacy intervention	-	2,500
Student wellness	10,149	-
Curriculum materials	14,662	-
ERP	15,000	-
Student events	1,000	-
Other	<u>7,500</u>	<u>-</u>
	<u><u>\$ 217,493</u></u>	<u><u>\$ 239,490</u></u>

## 10 - Contributed Nonfinancial Assets

The City of Bridgeport provided transportation and special education services to the students of NBFA valued at \$215,266 and \$73,587 for the years ended June 30, 2024 and 2023. The contributed assistance is valued at fair value based on current rates for these services.

Interest expense on NBFA's mortgage in the amount of \$58,692 for the years ended June 30, 2024 and 2023 was forgiven by the mortgagor.

#### 11 - Retirement Plan

All certified administrators and teachers participate in the Connecticut Teachers' Retirement System that is administered by the State of Connecticut (the State). The Plan requires mandatory contributions by employees of 8.25% of their eligible annual compensation. The State provides the remaining funding of retirement benefits and is required to contribute at an actuarially determined rate, which may be reduced by an act of State Legislature. Administrative costs of the plan are funded by the State. NBFA has no obligation under this plan.

#### 12 - Concentration of Credit Risk

NBFA maintains its cash in bank deposit accounts which at times may exceed federally insured limits. NBFA has not experienced any losses in such accounts. NBFA believes it is not exposed to any significant credit risk on cash.

#### 13 - Contingent Liabilities

The use of grants in programs is subject to future review by the grantors. Such reviews may result in additional liabilities to the grantors for unexpended funds which were restricted to use in certain programs. Any such additional liabilities are not expected by management to be material and have not been reflected in the financial statements.

#### 14 - Risks, Commitments and Uncertainties

Substantially all of NBFA's teaching employees are covered by a collective bargaining agreement, which was renewed during the year, and will expire on June 30, 2027.

#### 15 - Commitment

On June 12, 2024, NBFA signed a construction contract with Montagno Construction, Inc. for the new Early Learning Center building for \$5,002,600.

EXTENDED TO MAY 15, 2025

## Return of Organization Exempt From Income Tax

Form 990

Department of the Treasury  
Internal Revenue Service

OMB No. 1545-0047

2023

Open to Public  
InspectionUnder 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.

A For the 2023 calendar year, or tax year beginning JUL 1, 2023 and ending JUN 30, 2024

B Check if applicable:	C Name of organization <b>NEW BEGINNINGS FAMILY ACADEMY, INC.</b>		D Employer identification number <b>** - * * * 8214</b>
<input type="checkbox"/> Address change	Doing business as		E Telephone number <b>203-384-2897</b>
<input type="checkbox"/> Name change	Number and street (or P.O. box if mail is not delivered to street address)		G Gross receipts \$ <b>9,704,902.</b>
<input type="checkbox"/> Initial return	<b>184 GARDEN STREET</b>		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<input type="checkbox"/> Final return/ terminated	City or town, state or province, country, and ZIP or foreign postal code <b>BRIDGEPORT, CT 06605</b>		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<input type="checkbox"/> Amended return	F Name and address of principal officer: <b>RONELLE SWAGERTY</b> <b>SAME AS C ABOVE</b>		If "No," attach a list. See instructions
<input type="checkbox"/> Application pending	I 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		J Website: <b>NBFACADEMY.ORG</b>
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other	L Year of formation: <b>1999</b>		M State of legal domicile: <b>CT</b>

## Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: <b>NEW BEGINNINGS FAMILY ACADEMY PROVIDES ITS STUDENTS A MEANINGFUL, HIGH-QUALITY EDUCATION THROUGH</b>		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	3	8
	3 Number of voting members of the governing body (Part VI, line 1a)	4	7
	4 Number of independent voting members of the governing body (Part VI, line 1b)	5	143
	5 Total number of individuals employed in calendar year 2023 (Part V, line 2a)	6	63
	6 Total number of volunteers (estimate if necessary)	7a	0.
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7b	0.
Revenue	b Net unrelated business taxable income from Form 990-T, Part I, line 11		
Expenses	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	7,805,393.	9,527,330.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	27,302.	29,342.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	24,113.	115,177.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	-12,049.	33,053.
		7,844,759.	9,704,902.
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	0.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	5,887,792.	6,103,566.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	279,670.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,219,514.	2,187,787.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	8,107,306.	8,291,353.	
19 Revenue less expenses. Subtract line 18 from line 12	-262,547.	1,413,549.	
Net Assets or Fund Balances	Beginning of Current Year	End of Year	
	20 Total assets (Part X, line 16)	5,899,969.	7,398,236.
	21 Total liabilities (Part X, line 26)	2,843,800.	2,928,518.
	22 Net assets or fund balances. Subtract line 21 from line 20	3,056,169.	4,469,718.

## Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer <b>RONELLE SWAGERTY, CEO</b>		Date
	Type or print name and title		
Paid Preparer	Print/Type preparer's name <b>GAYLE A. CARBONE</b>	Preparer's signature	Date
			Check <input type="checkbox"/> if self-employed
Use Only	Firm's name <b>SEWARD AND MONDE, C.P.A.'S</b>	PTIN <b>P01010777</b>	
	Firm's address <b>296 STATE STREET</b>	Firm's EIN <b>** - * * * 0830</b>	
	<b>NORTH HAVEN, CT 06473-2165</b>	Phone no. <b>203 248-9341</b>	

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

LHA For Paperwork Reduction Act Notice, see the separate instructions.

332001 12-21-23

Form 990 (2023)

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION



**Part IV Checklist of Required Schedules**

	<b>Yes</b>	<b>No</b>
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> .....	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors?</i> See instructions .....	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> .....	3 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> .....	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i> .....	5 X	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i> .....	6 X	
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> .....	7 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> .....	8 X	
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> .....	9 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> .....	10 X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable. <ul style="list-style-type: none"> <li>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> .....</li> <li>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> .....</li> <li>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> .....</li> <li>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> .....</li> <li>e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> .....</li> <li>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> .....</li> </ul>		
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> .....	11a 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> .....	11b X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> .....	11c X	
14a Did the organization maintain an office, employees, or agents outside of the United States? 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> .....	11d 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> .....	11e 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> .....	11f X	
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i> .....	12a 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> .....	12b 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> .....	13 X	
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> .....	14a X	
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? .....	14b X	
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> .....	15 X	
	16 X	
	17 X	
	18 X	
	19 X	
20a	20b	
	21 X	

**Part IV Checklist of Required Schedules (continued)**

		<b>Yes</b>	<b>No</b>
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III .....	22	X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J .....	23	X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a .....	24a	X
24b	.....	24b	
24c	.....	24c	
24d	.....	24d	
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I .....	25a	X
25b	.....	25b	X
26	.....	26	X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II .....	27	X
28	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV .....	28a	X
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV .....	28b	X
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV .....	28c	X
29	Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M .....	29	X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M .....	30	X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I .....	31	X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II .....	32	X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I .....	33	X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 .....	34	X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 .....	35b	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 .....	36	X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI .....	37	X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38	X

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**Check if Schedule O contains a response or note to any line in this Part V 

		<b>Yes</b>	<b>No</b>
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable .....	1a	34
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable .....	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? .....	1c	X

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

	Yes	No
<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 .....	2a	143
<b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns? .....	2b	<input checked="" type="checkbox"/>
<b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year? .....	3a	<input checked="" type="checkbox"/>
<b>b</b> If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i> .....	3b	
<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)? .....	4a	<input checked="" type="checkbox"/>
<b>b</b> If "Yes," enter the name of the foreign country _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). .....		
<b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? .....	5a	<input checked="" type="checkbox"/>
<b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? .....	5b	<input checked="" type="checkbox"/>
<b>c</b> If "Yes" to line 5a or 5b, did the organization file Form 8886-T? .....	5c	
<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? .....	6a	<input checked="" type="checkbox"/>
<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>7 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? .....	7a	<input checked="" type="checkbox"/>
<b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided? .....	7b	
<b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? .....	7c	<input checked="" type="checkbox"/>
<b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year .....	7d	
<b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? .....	7e	<input checked="" type="checkbox"/>
<b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? .....	7f	<input checked="" type="checkbox"/>
<b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? .....	7g	
<b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? .....	7h	
<b>8 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? .....	8	
<b>9 Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b> Did the sponsoring organization make any taxable distributions under section 4966? .....	9a	
<b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? .....	9b	
<b>10 Section 501(c)(7) organizations.</b> Enter:		
<b>a</b> Initiation fees and capital contributions included on Part VIII, line 12 .....	10a	
<b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities .....	10b	
<b>11 Section 501(c)(12) organizations.</b> Enter:		
<b>a</b> Gross income from members or shareholders .....	11a	
<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.) .....	11b	
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? .....	12a	
<b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year .....	12b	
<b>13 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? .....		
Note: See the instructions for additional information the organization must report on Schedule O.		
<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 .....	13b	
<b>c</b> Enter the amount of reserves on hand .....	13c	
<b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year? .....	14a	<input checked="" type="checkbox"/>
<b>b</b> If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i> .....	14b	
<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? .....	15	<input checked="" type="checkbox"/>
If "Yes," see the instructions and file Form 4720, Schedule N.		
<b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income? .....	16	<input checked="" type="checkbox"/>
If "Yes," complete Form 4720, Schedule O.		
<b>17 Section 501(c)(21) organizations.</b> Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? .....	17	
If "Yes," complete Form 6069.		

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

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

### Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year .....	1a	8
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
b	Enter the number of voting members included on line 1a, above, who are independent .....	1b	7
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? .....	2	X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? .....	3	X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? .....	4	X
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .....	5	X
6	Did the organization have members or stockholders? .....	6	X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? .....	7a	X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? .....	7b	X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body? .....	8a	X
b	Each committee with authority to act on behalf of the governing body? .....	8b	X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O .....	9	X

### Section B. Policies

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates? .....	10a	X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? .....	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.	12a	X
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13 .....	12b	X
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? .....	12c	X
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done .....	13	X
13	Did the organization have a written whistleblower policy? .....	14	X
14	Did the organization have a written document retention and destruction policy? .....	15a	X
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	15b	X
a	The organization's CEO, Executive Director, or top management official .....	16a	X
b	Other officers or key employees of the organization .....	16b	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? .....		
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? .....		

### Section C. Disclosure

17	List the states with which a copy of this Form 990 is required to be filed	NONE
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.	
	<input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain on Schedule O)	
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.	
20	State the name, address, and telephone number of the person who possesses the organization's books and records <b>LUIS CARTAGENA, COO &amp; CFO - (203) 384-2897</b> <b>184 GARDEN STREET, BRIDGEPORT, CT 06605</b>	

**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."

who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
(1) RONELLE P. SWAGERTY CEO	40.00		X				171,604.	0.	25,678.
(2) PAMELA DALTON CHIEF ACADEMIC OFFICER	40.00				X		150,160.	0.	12,911.
(3) VALORE TURNER UPPER SCHOOL PRINCIPAL	40.00				X		119,491.	0.	32,468.
(4) COLLETTE FEARON LOWER SCHOOL PRINCIPAL	40.00				X		146,788.	0.	468.
(5) LUIS CARTAGENA COO & CFO	40.00		X				103,483.	0.	31,642.
(6) ROREE WARNKE CHIEF DEVELOPMENT & COMMUNICATIONS O	40.00				X		104,795.	0.	24,278.
(7) DENISE TAYLOR DIRECTOR	40.00	X					56,271.	0.	25,371.
(8) DONALD FOLEY PRESIDENT	4.00	X	X				0.	0.	0.
(9) LASHEA HALL VICE PRESIDENT	4.00	X	X				0.	0.	0.
(10) MYLENA TEIXEIRA TREASURER	4.00	X	X				0.	0.	0.
(11) KEVIN KNIGHT SECRETARY	4.00	X	X				0.	0.	0.
(12) CRAIG JOHNSON DIRECTOR	4.00	X					0.	0.	0.
(13) MINDY FOX PRITCHARD DIRECTOR	4.00	X					0.	0.	0.
(14) PATRICIA SEMPERTEGUI DIRECTOR	4.00	X					0.	0.	0.

## **Part VII**

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

<b>1b Subtotal .....</b>	<b>852,592.</b>	<b>0.</b>	<b>152,816.</b>
<b>c Total from continuation sheets to Part VII, Section A .....</b>	<b>0.</b>	<b>0.</b>	<b>0.</b>
<b>d Total (add lines 1b and 1c) .....</b>	<b>852,592.</b>	<b>0.</b>	<b>152,816.</b>

**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

6

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

**4** For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual .....

**5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person .....

**Section B. Independent Contractors**

- 1** Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
CASTRO'S CONSTRUCTION LLC 106 WILLOW AVENUE, STRATFORD, CT 06604	CLEANING MAINTENANCE & REPAIR SERVICES	465,512.
LORETTA LACASSE, ICS-CT LLC 18 DEER RUN DRIVE, SEYMOUR, CT 06483	IT SERVICES	134,392.

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514				
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1 a</b> Federated campaigns .....	<b>1a</b>							
	<b>b</b> Membership dues .....	<b>1b</b>							
	<b>c</b> Fundraising events .....	<b>1c</b>							
	<b>d</b> Related organizations .....	<b>1d</b>							
	<b>e</b> Government grants (contributions) .....	<b>1e</b> <b>7 , 251 , 272 .</b>							
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above ...	<b>1f</b> <b>2 , 276 , 058 .</b>							
	<b>g</b> Noncash contributions included in lines 1a-1f .....	<b>1g</b> \$							
	<b>h Total.</b> Add lines 1a-1f .....	<b>9 , 527 , 330 .</b>							
<b>Program Service Revenue</b>	<b>2 a</b> STUDENT ACTIVITY FEE .....	<b>Business Code</b> <b>611110</b>	<b>29 , 342 .</b>	<b>29 , 342 .</b>					
	<b>b</b> _____								
	<b>c</b> _____								
	<b>d</b> _____								
	<b>e</b> _____								
	<b>f</b> All other program service revenue .....								
	<b>g Total.</b> Add lines 2a-2f .....		<b>29 , 342 .</b>						
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) .....		<b>115 , 177 .</b>		<b>115 , 177 .</b>				
	<b>4</b> Income from investment of tax-exempt bond proceeds .....								
	<b>5</b> Royalties .....								
	<b>6 a</b> Gross rents .....	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>(i) Real</td><td>(ii) Personal</td></tr><tr><td><b>6a</b> <b>33 , 053 .</b></td><td></td></tr></table>	(i) Real	(ii) Personal	<b>6a</b> <b>33 , 053 .</b>				
(i) Real	(ii) Personal								
<b>6a</b> <b>33 , 053 .</b>									
	<b>b</b> Less: rental expenses .....	<b>6b</b> <b>0 .</b>							
	<b>c</b> Rental income or (loss) .....	<b>6c</b> <b>33 , 053 .</b>							
	<b>d</b> Net rental income or (loss) .....		<b>33 , 053 .</b>		<b>33 , 053 .</b>				
	<b>7 a</b> Gross amount from sales of assets other than inventory .....	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>(i) Securities</td><td>(ii) Other</td></tr><tr><td><b>7a</b></td><td></td></tr></table>	(i) Securities	(ii) Other	<b>7a</b>				
(i) Securities	(ii) Other								
<b>7a</b>									
	<b>b</b> Less: cost or other basis and sales expenses .....	<b>7b</b>							
	<b>c</b> Gain or (loss) .....	<b>7c</b>							
	<b>d</b> Net gain or (loss) .....								
	<b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td></td><td></td></tr><tr><td><b>8a</b></td><td></td></tr></table>			<b>8a</b>				
<b>8a</b>									
	<b>b</b> Less: direct expenses .....	<b>8b</b>							
	<b>c</b> Net income or (loss) from fundraising events .....								
	<b>9 a</b> Gross income from gaming activities. See Part IV, line 19 .....	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td><b>9a</b></td><td></td></tr></table>	<b>9a</b>						
<b>9a</b>									
	<b>b</b> Less: direct expenses .....	<b>9b</b>							
	<b>c</b> Net income or (loss) from gaming activities .....								
	<b>10 a</b> Gross sales of inventory, less returns and allowances .....	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td><b>10a</b></td><td></td></tr></table>	<b>10a</b>						
<b>10a</b>									
	<b>b</b> Less: cost of goods sold .....	<b>10b</b>							
	<b>c</b> Net income or (loss) from sales of inventory .....								
<b>Miscellaneous Revenue</b>	<b>11 a</b> _____	<b>Business Code</b>							
	<b>b</b> _____								
	<b>c</b> _____								
	<b>d</b> All other revenue .....								
	<b>e Total.</b> Add lines 11a-11d .....								
	<b>12 Total revenue.</b> See instructions .....	<b>9 , 704 , 902 .</b>	<b>29 , 342 .</b>	<b>0 .</b>	<b>148 , 230 .</b>				

**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 

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 .....				
2 Grants and other assistance to domestic individuals. See Part IV, line 22 .....				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 .....				
4 Benefits paid to or for members .....				
5 Compensation of current officers, directors, trustees, and key employees .....	460,934.	109,803.	328,808.	22,323.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) .....				
7 Other salaries and wages .....	4,599,264.	4,218,861.	195,103.	185,300.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) .....				
9 Other employee benefits .....	794,111.	728,425.	24,643.	41,043.
10 Payroll taxes .....	249,257.	193,449.	38,666.	17,142.
11 Fees for services (nonemployees):				
a Management .....	9,362.		9,362.	
b Legal .....	36,035.		36,035.	
c Accounting .....				
d Lobbying .....				
e Professional fundraising services. See Part IV, line 17 .....				
f Investment management fees .....				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	161,152.	132,674.	28,478.	
12 Advertising and promotion .....	23,890.	23,890.		
13 Office expenses .....	290,686.	254,996.	21,828.	13,862.
14 Information technology .....	127,759.	109,445.	18,314.	
15 Royalties .....				
16 Occupancy .....	428,700.	407,264.	21,436.	
17 Travel .....	32.	6.	26.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .....				
19 Conferences, conventions, and meetings .....	287.	287.		
20 Interest .....	68,671.	68,671.		
21 Payments to affiliates .....				
22 Depreciation, depletion, and amortization .....	522,624.	496,493.	26,131.	
23 Insurance .....	73,310.	58,648.	14,662.	
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 FOOD SERVICES	374,000.	374,000.		
b OTHER ACTIVITIES	34,537.	21,584.	12,953.	
c STUDENT ACTIVITIES	20,111.	20,111.		
d OTHER FEES	16,631.	12,560.	4,071.	
e All other expenses .....				
<b>25 Total functional expenses.</b> Add lines 1 through 24e	<b>8,291,353.</b>	<b>7,231,167.</b>	<b>780,516.</b>	<b>279,670.</b>
<b>26 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 <input type="checkbox"/>			
		(A) Beginning of year	(B) End of year
<b>Assets</b>	1 Cash - non-interest-bearing .....	1,224,682.	1 2,585,507.
	2 Savings and temporary cash investments .....		2
	3 Pledges and grants receivable, net .....	193,818.	3 316,110.
	4 Accounts receivable, net .....	108,119.	4 145,571.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		5
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....		6
	7 Notes and loans receivable, net .....		7
	8 Inventories for sale or use .....		8
	9 Prepaid expenses and deferred charges .....	252,839.	9 167,084.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	10a 10,263,773.	
	b Less: accumulated depreciation .....	10b 6,240,403.	10c 4,113,787. 10c 4,023,370.
	11 Investments - publicly traded securities .....		11
	12 Investments - other securities. See Part IV, line 11 .....		12
	13 Investments - program-related. See Part IV, line 11 .....		13
	14 Intangible assets .....		14
	15 Other assets. See Part IV, line 11 .....	6,724.	15 160,594.
	<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	5,899,969.	16 7,398,236.
<b>Liabilities</b>	17 Accounts payable and accrued expenses .....	782,573.	17 722,406.
	18 Grants payable .....		18
	19 Deferred revenue .....		19
	20 Tax-exempt bond liabilities .....		20
	21 Escrow or custodial account liability. Complete Part IV of Schedule D .....		21
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		22
	23 Secured mortgages and notes payable to unrelated third parties .....	2,045,000.	23 2,045,000.
	24 Unsecured notes and loans payable to unrelated third parties .....		24
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....	16,227.	25 161,112.
	<b>26 Total liabilities.</b> Add lines 17 through 25 .....	2,843,800.	26 2,928,518.
<b>Net Assets or Fund Balances</b>	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.		
	27 Net assets without donor restrictions .....	2,608,599.	27 2,192,941.
	28 Net assets with donor restrictions .....	447,570.	28 2,276,777.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.		
	29 Capital stock or trust principal, or current funds .....		29
	30 Paid-in or capital surplus, or land, building, or equipment fund .....		30
	31 Retained earnings, endowment, accumulated income, or other funds .....		31
	32 Total net assets or fund balances .....	3,056,169.	32 4,469,718.
	<b>33 Total liabilities and net assets/fund balances</b> .....	5,899,969.	33 7,398,236.

Form 990 (2023)

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI 

1 Total revenue (must equal Part VIII, column (A), line 12) .....	1	9 , 704 , 902.
2 Total expenses (must equal Part IX, column (A), line 25) .....	2	8 , 291 , 353.
3 Revenue less expenses. Subtract line 2 from line 1 .....	3	1 , 413 , 549.
4 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) .....	4	3 , 056 , 169.
5 Net unrealized gains (losses) on investments .....	5	
6 Donated services and use of facilities .....	6	
7 Investment expenses .....	7	
8 Prior period adjustments .....	8	
9 Other changes in net assets or fund balances (explain on Schedule O) .....	9	0.
10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) .....	10	4 , 469 , 718.

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII 

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other .....		
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? .....	2a	X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:		
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
2b Were the organization's financial statements audited by an independent accountant? .....	2b	X
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:		
<input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
2c 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? .....	2c	X
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? .....	3a	X
3b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits .....	3b	X

Form 990 (2023)

**SCHEDULE A**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

# Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section

4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**2023**

Open to Public  
Inspection

Name of the organization

**NEW BEGINNINGS FAMILY ACADEMY, INC.**

Employer identification number

\* \* - \* \* 8 214

**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		
<b>Total</b>						

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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
3 The value of services or facilities furnished by a governmental unit to the organization without charge .....						
4 <b>Total.</b> 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) .....						
<b>6 Public support.</b> Subtract line 5 from line 4.						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
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.) .....						
<b>11 Total support.</b> Add lines 7 through 10						
<b>12 Gross receipts from related activities, etc. (see instructions)</b> .....					<b>12</b>	
<b>13 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**

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f)) .....	<b>14</b>	%
15 Public support percentage from 2022 Schedule A, Part II, line 14 .....	<b>15</b>	%
<b>16a 33 1/3% support test - 2023.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here</b> . The organization qualifies as a publicly supported organization .....		
<b>b 33 1/3% support test - 2022.</b> 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 <b>stop here</b> . The organization qualifies as a publicly supported organization .....		
<b>17a 10% -facts-and-circumstances test - 2023.</b> 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 <b>stop here</b> . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....		
<b>b 10% -facts-and-circumstances test - 2022.</b> 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 <b>stop here</b> . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....		
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....		

Schedule A (Form 990) 2023

**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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose .....						
3 Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
5 The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<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 .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)						

**14 First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

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

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f)) .....	15	%
16 Public support percentage from 2022 Schedule A, Part III, line 15 .....	16	%

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

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f)) .....	17	%
18 Investment income percentage from 2022 Schedule A, Part III, line 17 .....	18	%

**19a 33 1/3% support tests - 2023.** 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 - 2022.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

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

**Part IV Supporting Organizations (continued)**

	Yes	No
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?	11a	
b A family member of a person described on line 11a above?	11b	
c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.	11c	

**Section B. Type I Supporting Organizations**

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

**Section C. Type II Supporting Organizations**

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

**Section D. All Type III Supporting Organizations**

	Yes	No
<b>1</b> Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1	
<b>2</b> Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).	2	
<b>3</b> By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.	3	

**Section E. Type III Functionally Integrated Supporting Organizations**

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

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

**1**  Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.

All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

<b>Section A - Adjusted Net Income</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b> Net short-term capital gain	<b>1</b>		
<b>2</b> Recoveries of prior-year distributions	<b>2</b>		
<b>3</b> Other gross income (see instructions)	<b>3</b>		
<b>4</b> Add lines 1 through 3.	<b>4</b>		
<b>5</b> Depreciation and depletion	<b>5</b>		
<b>6</b> 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)	<b>6</b>		
<b>7</b> Other expenses (see instructions)	<b>7</b>		
<b>8</b> <b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	<b>8</b>		
<b>Section B - Minimum Asset Amount</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b> Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
<b>a</b> Average monthly value of securities	<b>1a</b>		
<b>b</b> Average monthly cash balances	<b>1b</b>		
<b>c</b> Fair market value of other non-exempt-use assets	<b>1c</b>		
<b>d Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>		
<b>e Discount</b> claimed for blockage or other factors <i>(explain in detail in Part VI):</i>			
<b>2</b> Acquisition indebtedness applicable to non-exempt-use assets	<b>2</b>		
<b>3</b> Subtract line 2 from line 1d.	<b>3</b>		
<b>4</b> Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	<b>4</b>		
<b>5</b> Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>		
<b>6</b> Multiply line 5 by 0.035.	<b>6</b>		
<b>7</b> Recoveries of prior-year distributions	<b>7</b>		
<b>8</b> <b>Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>		
<b>Section C - Distributable Amount</b>			Current Year
<b>1</b> Adjusted net income for prior year (from Section A, line 8, column A)	<b>1</b>		
<b>2</b> Enter 0.85 of line 1.	<b>2</b>		
<b>3</b> Minimum asset amount for prior year (from Section B, line 8, column A)	<b>3</b>		
<b>4</b> Enter greater of line 2 or line 3.	<b>4</b>		
<b>5</b> Income tax imposed in prior year	<b>5</b>		
<b>6</b> <b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	<b>6</b>		
<b>7</b> <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)**

<b>Section D - Distributions</b>		<b>Current Year</b>
<b>1</b>	Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>
<b>2</b>	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>
<b>3</b>	Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>
<b>4</b>	Amounts paid to acquire exempt-use assets	<b>4</b>
<b>5</b>	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i> )	<b>5</b>
<b>6</b>	Other distributions ( <i>describe in Part VI</i> ). See instructions.	<b>6</b>
<b>7</b>	<b>Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>
<b>8</b>	Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions.	<b>8</b>
<b>9</b>	Distributable amount for 2023 from Section C, line 6	<b>9</b>
<b>10</b>	Line 8 amount divided by line 9 amount	<b>10</b>

<b>Section E - Distribution Allocations</b> (see instructions)	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2023</b>	<b>(iii) Distributable Amount for 2023</b>
<b>1</b> Distributable amount for 2023 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2023 (reasonable cause required - <i>explain in Part VI</i> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2023			
<b>a</b> From 2018			
<b>b</b> From 2019			
<b>c</b> From 2020			
<b>d</b> From 2021			
<b>e</b> From 2022			
<b>f Total</b> of lines 3a through 3e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2023 distributable amount			
<b>i</b> Carryover from 2018 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2023 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2023 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>6</b> Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>7</b> <b>Excess distributions carryover to 2024.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2019			
<b>b</b> Excess from 2020			
<b>c</b> Excess from 2021			
<b>d</b> Excess from 2022			
<b>e</b> Excess from 2023			

Schedule A (Form 990) 2023

Part VI

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

**SCHEDULE D**  
**(Form 990)**Department of the Treasury  
Internal Revenue Service**Supplemental Financial Statements**Complete if the organization answered "Yes" on Form 990,  
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

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

OMB No. 1545-0047

**2023**Open to Public  
Inspection

Name of the organization

**NEW BEGINNINGS FAMILY ACADEMY, INC.**

Employer identification number

\*\*-\*\*\*8214

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

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

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).	
<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	<b>Held at the End of the Tax Year</b>
a Total number of conservation easements .....	2a
b Total acreage restricted by conservation easements .....	2b
c Number of conservation easements on a certified historic structure included on line 2a .....	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register .....	2d
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year .....	
4 Number of states where property subject to conservation easement is located .....	
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? .....	<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year .....	
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year .....	
8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .....	<input type="checkbox"/> Yes <input type="checkbox"/> No
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.	
b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.	
(i) Revenue included on Form 990, Part VIII, line 1 .....	\$ _____
(ii) Assets included in Form 990, Part X .....	\$ _____
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:	
a Revenue included on Form 990, Part VIII, line 1 .....	\$ _____
b Assets included in Form 990, Part X .....	\$ _____

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

Schedule D (Form 990) 2023

332051 09-28-23

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

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance .....					
1b Contributions .....					
1c Net investment earnings, gains, and losses .....					
1d Grants or scholarships .....					
1e Other expenditures for facilities and programs .....					
1f Administrative expenses .....					
1g End of year balance .....					

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

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

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

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

- (i) Unrelated organizations? .....
- (ii) Related organizations? .....

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

- b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? .....

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

**Part VI Land, Buildings, and Equipment**

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land .....				
1b Buildings .....		8,673,035.	5,166,876.	3,506,159.
1c Leasehold improvements .....				
1d Equipment .....		1,281,833.	1,073,527.	208,306.
1e Other .....		308,905.		308,905.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B)) .....				<b>4,023,370.</b>

**Part VII Investments - Other Securities**

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives .....		
(2) Closely held equity interests .....		
(3) Other _____		
(A) _____		
(B) _____		
(C) _____		
(D) _____		
(E) _____		
(F) _____		
(G) _____		
(H) _____		

Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))

**Part VIII Investments - Program Related.**

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) _____		
(2) _____		
(3) _____		
(4) _____		
(5) _____		
(6) _____		
(7) _____		
(8) _____		
(9) _____		

Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))

**Part IX Other Assets**

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

(a) Description	(b) Book value
(1) _____	
(2) _____	
(3) _____	
(4) _____	
(5) _____	
(6) _____	
(7) _____	
(8) _____	
(9) _____	

Total. (Column (b) must equal Form 990, Part X, line 15, col. (B)) .....

**Part X Other Liabilities**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) FINANCE LEASE LIABILITY	161,112.
(3) _____	
(4) _____	
(5) _____	
(6) _____	
(7) _____	
(8) _____	
(9) _____	

Total. (Column (b) must equal Form 990, Part X, line 25, col. (B)) .....

161,112.

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

Schedule D (Form 990) 2023

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements .....	1	9,993,755.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments .....	2a	
b	Donated services and use of facilities .....	2b	288,853.
c	Recoveries of prior year grants .....	2c	
d	Other (Describe in Part XIII.) .....	2d	
e	Add lines 2a through 2d .....	2e	288,853.
3	Subtract line 2e from line 1 .....	3	9,704,902.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b .....	4a	
b	Other (Describe in Part XIII.) .....	4b	
c	Add lines 4a and 4b .....	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	9,704,902.

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements .....	1	8 , 580 , 206.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities .....	2a	288 , 853.
b	Prior year adjustments .....	2b	
c	Other losses .....	2c	
d	Other (Describe in Part XIII.) .....	2d	
e	Add lines 2a through 2d .....	2e	288 , 853.
3	Subtract line 2e from line 1 .....	3	8 , 291 , 353.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b .....	4a	
b	Other (Describe in Part XIII.) .....	4b	
c	Add lines 4a and 4b .....	4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) .....	5	8 , 291 , 353.

## **Part XIII | Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

**SCHEDULE E  
(Form 990)**Department of the Treasury  
Internal Revenue Service**Schools**Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or  
Form 990-EZ, Part VI, line 48.

OMB No. 1545-0047

**2023**Open to Public  
InspectionAttach to Form 990 or Form 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

Name of the organization

**NEW BEGINNINGS FAMILY ACADEMY, INC.**Employer identification number  
**\*\*\*-\*\*\*8214****Part I**

- 1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body? .....
- 2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships? .....
- 3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its tax year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II .....
- THROUGH HANDBOOKS SENT TO STUDENTS AND PARENTS .**
- .....  
.....  
.....

	YES	NO
1	X	
2	X	
3	X	
4a	X	
4b		X
4c	X	
4d	X	

- 4 Does the organization maintain the following?
- a Records indicating the racial composition of the student body, faculty, and administrative staff? .....
- b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis? .....
- c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships? .....
- d Copies of all material used by the organization or on its behalf to solicit contributions? .....

If you answered "No" to any of the above, please explain. If you need more space, use Part II.

**4B: NO SCHOLARSHIPS OR FINANCIAL ASSISTANCE HAVE BEEN AWARDED**

5a	X	
5b	X	
5c	X	
5d	X	
5e	X	
5f	X	
5g	X	
5h	X	

- 5 Does the organization discriminate by race in any way with respect to:
- a Students' rights or privileges? .....
- b Admissions policies? .....
- c Employment of faculty or administrative staff? .....
- d Scholarships or other financial assistance? .....
- e Educational policies? .....
- f Use of facilities? .....
- g Athletic programs? .....
- h Other extracurricular activities? .....

If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.

6a	X	
6b	X	
6c		
6d		
6e		
6f		
6g		
6h		

- 6a Does the organization receive any financial aid or assistance from a governmental agency? .....
- b Has the organization's right to such aid ever been revoked or suspended? .....
- If you answered "Yes" on either line 6a or line 6b, explain on Part II.
- 7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, as modified by Rev. Proc. 2019-22, 2019-22 I.R.B. 1260, covering racial nondiscrimination? If "No," explain on Part II .....

7	X	
7a		
7b		
7c		
7d		
7e		
7f		
7g		
7h		

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

Schedule E (Form 990) 2023

## **Part II**

**Supplemental Information.** Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also provide any other additional information. See instructions.

**LINE 6 - EXPLANATION OF GOVERNMENT FINANCIAL AID:**

NBFA RECEIVES A SUBSTANTIAL AMOUNT OF SUPPORT FROM THE STATE OF CT FOR

OPERATING ITS SCHOOL. NBFA ALSO RECEIVES FEDERAL GRANTS FOR TITLE I, II

AND IV, ESSER AND NATIONAL SCHOOL BREAKFAST AND LUNCH AND FRESH FRUIT AND

## **VEGETABLES PROGRAMS.**

**SCHEDULE J**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

# Compensation Information

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization

**NEW BEGINNINGS FAMILY ACADEMY, INC.**

Employer identification number  
**\* \* - \* \* \* 8214**

**Part I Questions Regarding Compensation**

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

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

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

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

- 3** Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- |   |  |
|---|--|
| <input type="checkbox"/> Compensation committee<br><input type="checkbox"/> Independent compensation consultant<br><input type="checkbox"/> Form 990 of other organizations | <input type="checkbox"/> Written employment contract<br><input type="checkbox"/> Compensation survey or study<br><input checked="" type="checkbox"/> Approval by the board or compensation committee |
|---|--|

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

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

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

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

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

- a** The organization? .....
- b** Any related organization? .....

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

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

- a** The organization? .....
- b** Any related organization? .....

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

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

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

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

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

Schedule J (Form 990) 2023

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

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

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

**Part III** **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

**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

**2023**

Open to Public  
Inspection

Name of the organization

NEW BEGINNINGS FAMILY ACADEMY, INC.

Employer identification number

\*\*-\*\*\*8214

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

EXPERIENCE-BASED LEARNING THAT HELPS DEVELOP ESSENTIAL SOCIAL,

EMOTIONAL AND CRITICAL-THINKING SKILLS. THIS GIVES ALL CHILDREN A

FOUNDATION TO ACHIEVE THEIR FULL POTENTIAL AT EVERY STAGE OF LIFE.

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

EVERY STAGE OF LIFE.

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

NEIGHBORHOOD IN BRIDGEPORT AND REFLECT THE VARIOUS ETHNICITIES AND

CULTURES THAT MAKE UP PARK CITY. THEIR FAMILIES CONTRIBUTE GREATLY TO

THE SCHOOL'S CLIMATE AND STUDENT OUTCOMES.

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

THE BOARD PRESIDENT AND TREASURER REVIEW THE FORM 990 BEFORE IT IS FILED.

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

BOARD MEMBERS ARE REQUIRED TO DECLARE THEIR ASSOCIATION WITH ANY

ORGANIZATION OR INDIVIDUAL CONSIDERED FOR PROVIDING GOODS OR SERVICES TO

THE ACADEMY AND REFRAIN FROM DEBATING OR VOTING THEREON.

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

THE CEO IS GIVEN A YEARLY REVIEW LED BY THE CHAIR OF THE GOVERNANCE

COMMITTEE. THE RESULTS ARE SHARED WITH THE BOARD OF DIRECTORS AND THEY

APPROVE THE COMPENSATION AMOUNT.

---

Name of the organization

# NEW BEGINNINGS FAMILY ACADEMY, INC.

**Employer identification number**  
\* \* - \* \* \* 8214

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

THE ACADEMY MAKES ITS CONFLICT OF INTEREST POLICY, ITS GOVERNING DOCUMENTS  
AND FINANCIAL STATEMENTS AVAILABLE UPON REQUEST.