

APPENDIX A: 2022-23 CHARTER SCHOOL ANNUAL REPORT

PART 1: SCHOOL INFORMATION AND EXECUTIVE SUMMARY

Name of Charter School:	Year School Opened:
Booker T. Washington Academy	2014
Street Address:	City/Zip Code:
804 State Street	New Haven, CT 06511
School Director:	School Director Contact Information:
Adam Rosenberg	adam.rosenberg@btwanewhaven.org /203-230-0071
Grades Authorized to Serve in 2022-2023:	Charter Term:
K-8	2020-2024 (1-year COVID-19 Extension)

- School Performance Best Practices:** 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 2022-2023 school year. Explain the rationale for establishing the practice(s) and the issue(s) it was intended to address. Describe impact of the practice(s) on the school outcomes referencing evidence of effectiveness (i.e. quantitative, qualitative data). Provide evidence of collaboration with local school districts in this area as appropriate.

The learning intervention strategy of setting aside time for "what I need" or WIN blocks is a valuable approach to student remediation or enrichment. This strategy recognizes that each student has unique learning needs and provides dedicated time for addressing those needs. During the WIN block, students can receive targeted support in areas where they require remediation, such as additional practice, one-on-one instruction, or small group sessions. Similarly, students who excel in certain subjects or skills can use this time for enrichment activities, challenging projects, or advanced coursework. By prioritizing individualized attention and tailored interventions, the WIN block empowers students to make significant progress and reach their full potential academically.

As a result of implementing "WIN" blocks, BTWA students in need of intensive support in reading fell from 58% in Kindergarten to 28%, and from 32% in first grade to 7%. Additionally, the percentage of students at or above the grade level mean on DIBELS increased from 33% to 54% for kindergarten, and from 45% to 68% for first graders. For Kindergarten thru Grade 8, the average percentage at the national norm in reading increased from 38% in the fall to 44% in the spring and in math from 34% in the fall to 43% in the spring. On NWEA, growth exceeded, or well exceeded the national average for all grades in reading and all but two grades in math. As scholar skills grew, school climate improved at a similar rate.

PART 2: SCHOOL PERFORMANCE

1. School Goals: 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.

MISSION STATEMENT

The Booker T. Washington Academy's mission is to provide a safe, nurturing, and challenging learning environment with the aim of producing responsible and productive citizens prepared to compete successfully in the global marketplace. To achieve this aim, we are committed to ensuring that each of our scholars has the capacity to read, write, think, discuss and problem solve and to transfer these skills to achieve their college and career objectives.

Goal Statement:

Academics: To ensure that every one of our scholars has the capacity to read, write, think, discuss and problem solve and that these transferable skills can be utilized effectively to achieve their college and career objectives.

Evidence of Progress Toward Target Goals:

The Booker T. Washington Academy continues to focus on recovery and accelerated learning to meet the needs of each of our scholars. To achieve this goal, we continue to engage in the following:

Academic learning support:

- Extending the school day and year.
- Increasing access to targeted intensive tutoring during the school day.

Technology:

- Creating training workshops for parents regarding the effective use of technology at home to support the acceleration of student learning in school. •
- Purchasing additional chrome books to replace units that are either broken or in need of repair, reducing the potential for learning loss due to interruption in access to technology.

Social-Emotional Strategies:

- Moving beyond a case-by-case approach to SEL support, towards a clear and coherent system to address student and staff mental health needs.
- Building a clear and coherent system that is sustainable outside of the ESSER II and ARP ESSER III Federal Recovery funding
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	<p>Culturally Responsive Learning:</p> <ul style="list-style-type: none">• Ensuring that all adults have high expectations for all learners and continuing to promote culturally responsive teaching.• Developing and implementing a bank of evidence-based culturally responsive instructional strategies reflective of BTWA demographics.• <p>Family Engagement:</p> <ul style="list-style-type: none">• Strengthening the capacity of families to support their child's learning.• Improving the capacity of staff to engage in high-impact family engagement activities and strategies.
<p>Citizenship: To embrace the five character virtues as exemplified by PRIDE: Perseverance, Responsibility, Integrity, Discipline, Empathy, and demonstrate their grasp of these virtues in their decisions and actions.</p>	<p>The Booker T. Washington Academy uses a variety of non-academic data to measure student performance in the area of citizenship, including non-academic performance indicators such as attendance, tardies, discipline referrals, and in and out of school suspensions. The quality of student non-academic performance has improved consistently from year to year, in line with steady enrollment in the BTWA community.</p>
<p>Purpose: To adopt the philosophy of Booker T. Washington, specifically as it relates to the importance of hard work, the value of quality education, and the commitment to giving back to the community.</p>	<p>Our Core Values describe our purpose to align the expectations and behaviors of all stakeholders:</p> <p>Beliefs- changing the beliefs of adults regarding the unlimited potential of all learners regardless of race or zip code.</p> <p>Teach-explicitly focusing on skill development in academics and social-emotional learning leveraging culturally responsive practices.</p> <p>Whatever it Takes-being committed to implementing best practices versus what is currently educationally fashionable.</p> <p>Achievement-validating our beliefs with student performance outcomes.</p>
<p>2. Student Achievement: Data summarizing school performance and academic achievement from the 2021-22 school year provided below. Please review data evidencing student growth and progress toward closing achievement gaps.</p>	
<p>Performance Metric</p>	<p>2021-2022</p>

1.1. Academic Achievement		
a. ELA Performance Index – All Students		56.8
b. ELA Performance Index – High Needs Students		54.7
c. Math Performance Index – All Students		50.4
d. Math Performance Index – High Needs Students		48.8
e. Science Performance Index – All Students		52.6
f. Science Performance Index – High Needs Students		50.8
1.2. Academic Growth		
a. ELA Academic Growth – All Students		52.2%
b. ELA Academic Growth – High Needs Students		50.9%
c. Math Academic Growth – All Students		64.7%
d. Math Academic Growth – High Needs Students		62.3%
e. Progress Toward English Language Proficiency – Literacy		*
f. Progress Toward English Language Proficiency - Oral		60.6%
1.3. Participation Rates—ELA, Math, Science (a. All Students, b. High Needs)		
1.4. Chronic Absenteeism	a. All Students	28.2%
	b. High Needs	31.0%
1.5. Postsecondary Preparation		*
1.6. Postsecondary Readiness		*
1.7. On-track to High School Graduation		*
1.8. 4-year Graduation—All Students 2020-21 Cohort		*
1.9. 6-year Graduation—High Needs 2018-19 Cohort		*
1.10. Postsecondary Entrance		*
1.11. Physical Fitness (estimated participation rate = 98.6%)		45.7%
1.12. Arts Access		*
School Category:		3
Charter School Accountability Index:		56.0

3. Legal Compliance Best Practices: In 250 words or less, detail how specific practices employed at the school result in ensuring that the school operates in compliance with applicable laws and regulations (e.g. support for students with disabilities, English learners/Multilingual learners, employee and student rights) overtime. Describe the areas of operation including policies and procedures that ensure compliance with applicable laws and regulations. Include quantitative and qualitative information associated with compliance. Provide evidence of collaboration with local school districts in this area as appropriate.

The Booker T. Washington Academy is compliant with all local, state, and federal applicable laws and regulations related to identifying and serving students with disabilities, and English learners, including employee and student rights. BTWA collaborates with the New Haven School District to provide special education services for scholars with disabilities. BTWA has a Memorandum of Understanding agreement with the NHPS for support in speech, occupation, and physical therapy. BTWA employs a certified special education teacher and academic assistant to provide direct service to students with learning disabilities, in line with their IEP requirements. BTWA uses an established protocol for identifying students who may qualify for English Language Learner services that are aligned to the state and federal guidelines for Limited English proficiency.

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 2021-2022 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 2022-2023 budget; and (4) provide a FY 2023-2024 board-approved budget.

2. Financial Condition: Provide the following financial data for FY 2022-2023

Total margin (net income/total revenue):	0.02
Debt to asset ratio (total liabilities/total assets):	0.35
Debt service coverage ratio (net income + depreciation + interest expense)/ (annual principal + interest, and lease payments):	No Debt in FY 2023
Current asset ratio (current assets/current liabilities):	2.37
Days of (unrestricted cash/((total expenditures-depreciation)/365)):	90.92
Cash flow (change in cash balance):	(\$408,535) FY23 Unaudited

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. The chairperson 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:
Kelcy Steele	Pastor	Chair	pastorksteele@gmail.com	X Yes <input type="checkbox"/> No
Kate Kelly	College Professor	Treasurer	etaky@outlook.com	X Yes <input type="checkbox"/> No
Dave Martin	Program Officer	Secretary	dmartin@wcgmf.com	X Yes <input type="checkbox"/> No
Sydney Perry	Retired	Member	sydneyperry613@gmail.com	X Yes <input type="checkbox"/> No
Jesse Phillips	DEI Coordinator	Member	jesseleading@gmail.com	X Yes <input type="checkbox"/> No
Ed Joyner	Retired	NHPS Rep		X Yes <input type="checkbox"/> No

4. Renewal Terms and Other Issues: Provide a progress update on terms established in the charter school's most recent renewal; summarize actions taken and progress data to substantiate efforts to address such terms. Provide an update on how the charter school is addressing or plans to address the issues noted. The chart below is pre-populated to include terms documented in the school's last renewal resolution or issues identified by the CSDE.

Standard/Indicator:	Term or Condition:	Progress Update:
1.1 Academic Achievement	<p>In 2020, the SBE required BTWA to develop and implement a corrective action plan in student academic achievement.</p> <p>The school should continue its efforts to improve student outcomes in ELA and math.</p>	<p>We continue to implement with fidelity the approved actions in the corrective action plan and embedded these into the ESSER II ARC ESSER III plans for recovery and acceleration of learning, in response to the learning loss associated with the COVID-19 pandemic.</p>
3.5 Chronic Absenteeism	<p>The school's chronic absenteeism rate for the 2020-21 school year was 59.8%, whereas the state average was 19.0%. The school's rate in the 2021-22 school year was 28.2%, whereas the state average was 23.7%.</p> <p>The school should continue its efforts to lower the chronic absenteeism rate.</p>	<p>Chronic absenteeism increased significantly during the pandemic. Many of Booker T. Washington's families experienced difficulty with supporting remote instruction.</p> <p>As a result, we have enacted intentional strategies, including:</p> <ol style="list-style-type: none"> 1. Purchase of a school van which functions as a shuttle for students who missed traditional transportation provided by the district. 2. Recognizing students with perfect attendance during school-wide community meetings. 3. Making phone calls to families when students are absent on a daily basis. Whenever transportation is an issue, BTWA sends its school van to pick up students and bring them to school. 4. Incentivizing improved attendance.

<p>4.5 Teacher/Staff Credentials</p>	<p>As of May 25, 2023, the Bureau of Educator Standards and Certification reported 9 staff identified in the Educator Data System as out of compliance for the 2022-23 school year.</p> <p>The report had one staff member listed for two assignments.</p> <p>Per state statute, it is the school's responsibility to take steps to ensure 100% of school staff hold appropriate certificates, permits, or authorizations for positions.</p>	<p>BTWA is committed to employing appropriately certified teachers for all positions within the school. Throughout the first eight years of operation, teacher certification has not been an issue. Unfortunately, BTWA teacher recruitment has been affected by the teacher shortage impacting school districts across the state, and has had to compete with traditional public schools for certified teachers.</p> <p>BTWA has adjusted its recruitment strategies to attract highly qualified and appropriately certified teachers, to include the following.</p> <ol style="list-style-type: none"> 1. Improve compensation packages to be more competitive 2. Emphasize the availability of professional development programs and opportunities for growth within the schools. 3. Foster a positive and supportive school culture that values collaboration, innovation, and teacher well-being. 4. Expand recruitment effort to include attending job fairs, partnering with universities and colleges, utilizing on-line job boards, and leveraging social media platforms. 5. Expand mentorship programs for new teachers that go beyond TEAM, providing on-going mentoring, coaching and support in order to aid them in being successful in their roles. <p>Going forward, BTWA commits to ensuring that 100% of school staff hold appropriate certificates, permits, or authorizations for the positions they hold.</p>
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5. Stewardship, Governance, and Management Best Practices: In 250 words or less, summarize practices/processes established in the areas of stewardship, governance, and management (e.g., financial management, reporting compliance, sustaining financial viability, and school operations) that ensure the school is financially viable, organizationally healthy, strong, and held accountable to established goals. Explain the rationale for establishing and/or continuing the practice(s). Explain the impact on the school, referencing quantitative and qualitative data. Provide evidence of collaboration with local school districts in this area as appropriate.

The Booker T. Washington Academy Board of Directors clearly understands its role and responsibility as the holder of the charter to be, (1) relentless focus on student achievement, (2) ensuring the school has effective leadership, (3) establishing policies, (4) maintaining legal and regulatory compliance, and (5) overseeing financial management and sustaining financial viability. Since our inception, we have proven our ability to sustain fiscal viability and spend conservatively while ensuring that our scholars receive a high-quality education.

We have consistently been able to maintain a savings/surplus over the course of our existence. Our total margin is 0.04 for 2023. We also have built healthy cash reserves with approximately 3 months of cash on hand in the bank (90 days) and a current ratio of 2.37. There are no immediate problems covering current liabilities and efficient use of working capital. Our debt to asset ratio at the end of fiscal year 2023 was 0.35. This illustrates little fiscal risk as we are well equipped to pay for our liabilities with liquid assets.

We continue to expend significant time and resources to secure foundation and other private funding to offset the inequitable funding that results from charter's non-inclusion in the state's ECS (Education Cost Sharing) Funding Formula.



PART 4: STUDENT POPULATION

1. Enrollment and Demographic Data: Provide 2022-2023 student demographic and enrollment information.

Grades Served:	K-8	American Indian or Alaska Native:	0%
Student Enrollment:	444	Asian:	0%
		Black/African American:	83%
Percent of Free/Reduced-Price Meals:	82	Hispanic/Latino:	14%
		Native Hawaiian or Pacific Islander:	0%
Percent of Special Education Students:	7.4	Two or More Races:	2%
		White:	1%

2022-2023 Enrollment by Grade Level:

PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
0	52	46	58	52	62	35	57	45	37	0	0	0	0	444

2. Enrollment Efforts: Summarize the school's efforts to attract, enroll and retain a diverse student population, representative of students of color, low-income students, English learners/Multilingual learners, and students with disabilities.

The Booker T. Washington Academy utilizes a variety of strategies to attract, enroll, and retain a diverse and representative student population, including minority students, low income students, ELL students, and students with disabilities. All interested New Haven families have the opportunity to apply to the Booker T. Washington Academy. Scholars living in New Haven's Dixwell and Newhallville neighborhoods are given preference for enrollment. Both neighborhoods have significant populations of students with a history of social, emotional, and behavioral concerns. Included in this pool are students requiring special education and English language learners. We recruit from all New Haven communities beginning in March through newspaper advertisements, flier distribution door-to-door and in community health centers and churches, and public service announcements on local radio stations. We also conduct Open Houses at school and attend NHPS Choice events throughout the Greater New Haven Community to promote the school. In all communication with potential families, we intentionally describe our desire and commitment to recruit and serve ELL and special needs scholars.

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

2022-2023 Waitlist:	2023-2024 Waitlist:
BTWA participates in the New Haven Choice Lottery, and does not have access to waitlist information.	BTWA participates in the New Haven Choice Lottery, and does not have access to waitlist information.

4. Student Population Best Practice: In 250 words or less, summarize practice(s)/system(s) used in the area of student population (e.g., family and community engagement, recruitment processes, retention strategies) to ensure the school promotes equity by effectively attracting, enrolling and retaining students, particularly among targeted populations. Explain the rationale for establishing and/or continuing the practice(s). Include a brief narrative on the school's unique model and describe the practice(s) and its impact on the school, referencing quantitative and qualitative data. Provide evidence of collaboration with local school districts in this area as appropriate.

At the Booker T. Washington Academy, we are proud to play a part in increasing educational opportunities and equity for students and providing parents with high-quality educational choice in New Haven. We serve predominantly low-income families from under-resourced communities, as evidenced by at least 80 percent of our population being eligible for free or reduced lunch. We intentionally tailor our school program to meet the needs of families we serve, offering before and after-school care to increase school access for families. We provided extended learning during the summer, focusing exclusively on students most affected by the pandemic.

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 **Booker T. Washington 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 **Booker T. Washington Academy** and available for random audit by the Connecticut State Department of Education (CSDE).
5. Pursuant to C.G.S.A. § 10-66oo, **Booker T. Washington 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 **Booker T. Washington Academy** serves on the board of another charter school or CMO.
7. All public funds received by **Booker T. Washington 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 **Booker T. Washington 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. **Booker T. Washington 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. **Booker T. Washington 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 **Booker T. Washington Academy**, 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 **Booker T. Washington Academy** may be subject to random audit by the CSDE to verify these statements.

Signature: *Kelcy Steele*

Kelcy Steele (Oct 17, 2023 17:46 EDT)

Name of Board Chairperson: Kelcy Steele

Date: 10/17/23

ELEVATE CHARTER SCHOOLS

FINANCIAL STATEMENTS AND INDEPENDENT AUDITORS' REPORT

FOR THE PERIOD ENDED JUNE 30, 2022

ELEVATE CHARTER SCHOOLS

FINANCIAL STATEMENTS AND INDEPENDENT AUDITORS' REPORT FOR THE PERIOD ENDED JUNE 30, 2022 TABLE OF CONTENTS

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INDEPENDENT AUDITORS' REPORT



To the Board of Directors of
Elevate Charter Schools
2666 State Street, Suite B
Hamden, CT 06517

Opinion

We have audited the accompanying financial statements of Elevate Charter Schools (a not-for-profit corporation, "Elevate") which comprise the statement of financial position as of June 30, 2022, and the related statement of activities, changes in net assets, functional expenses, and cash flows for the four month period then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Elevate as of June 30, 2022, and the changes in its net assets and its cash flows for the four month period then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America ("GAAS"). 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 Elevate and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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 Elevate's ability to continue as a going concern for one year after the date that the financial statements are 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 GAAS 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 GAAS, 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 Elevate'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 Elevate'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 audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

Cerin & Associates LLP

March 24, 2023
Bohemia, New York

ELEVATE CHARTER SCHOOLS

STATEMENT OF FINANCIAL POSITION
JUNE 30, 2022

ASSETS

Current Assets:

Cash.....	\$	2,145,916
Equipment, net		<u>4,691</u>

TOTAL ASSETS \$ 2,150,607

LIABILITIES AND NET ASSETS

Current Liabilities:

Accounts payable.....	\$	<u>35,587</u>
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TOTAL LIABILITIES 35,587

Net Assets:

Without donor restrictions.....		<u>2,115,020</u>
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TOTAL NET ASSETS 2,115,020

TOTAL LIABILITIES AND NET ASSETS \$ 2,150,607

ELEVATE CHARTER SCHOOLS

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS FOR THE PERIOD ENDED JUNE 30, 2022

SUPPORT AND REVENUE:

Private grants.....	\$ 2,360,005
TOTAL SUPPORT AND REVENUE	2,360,005

EXPENSES:

Program services.....	93,437
General and administrative.....	151,548
TOTAL EXPENSES	244,985
CHANGE IN NET ASSETS	\$ 2,115,020

Net Assets, beginning of year.....	-
Net Assets, end of year.....	\$ 2,115,020

ELEVATE CHARTER SCHOOLS

*STATEMENT OF FUNCTIONAL EXPENSES
FOR THE PERIOD ENDED JUNE 30, 2022*

	Program Services	General and Administrative	Total Expenses
Salaries and wages.....	\$ 70,900	\$ 34,333	\$ 105,233
Payroll taxes and fringes.....	12,206	5,911	18,117
Occupancy.....	4,689	3,623	8,312
Office expenses.....	706	546	1,252
Computers and software.....	4,936	3,814	8,750
Bank service fees.....	-	254	254
Advertising.....	-	304	304
Staff travel.....	-	346	346
Professional fees.....	-	102,074	102,074
Depreciation and amortization.....	-	343	343
Total.....	<u>\$ 93,437</u>	<u>\$ 151,548</u>	<u>\$ 244,985</u>

The accompanying notes are an integral part of these financial statements.

ELEVATE CHARTER SCHOOLS

*STATEMENT OF CASH FLOWS
FOR THE PERIOD ENDED JUNE 30, 2022*

CASH FLOWS FROM OPERATING ACTIVITIES:

Change in net assets..... \$ 2,115,020

Adjustment to reconcile change in net assets to net
cash provided by operating activities

Depreciation and amortization expense..... 343

Changes in operating assets and liabilities:

Accounts payable..... 35,587

NET CASH PROVIDED BY OPERATING ACTIVITIES 2,150,950

CASH FLOWS USED IN INVESTING ACTIVITIES:

Purchase of property and equipment..... (5,034)

Net increase in cash and cash equivalents..... 2,145,916

Cash, beginning of year..... -

Cash, end of year..... \$ 2,145,916

ELEVATE CHARTER SCHOOLS

NOTES TO FINANCIAL STATEMENTS FOR THE PERIOD ENDED JUNE 30, 2022

NOTE 1 - NATURE OF ORGANIZATION

Elevate Charter Schools ("Elevate") is a not-for-profit charter school management organization ("CMO") founded in 2022. The mission of Elevate is to develop and operate high-performing charter schools, that relentlessly provide each child with a rigorous and personalized educational experience, enabling them to reach their full potential in an ever-changing, multicultural world.

For the period ended June 30, 2022, Elevate's revenues were primarily derived from private foundation grants.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This summary of significant accounting policies of Elevate is presented to assist in understanding Elevate's financial statements. These financial statements and notes are representations of Elevate's management, which is responsible for the integrity and objectivity of the financial statements. These accounting policies conform to accounting principles generally accepted in the United States of America ("GAAP") and have been consistently applied in the preparation of the financial statements.

Income Taxes:

Elevate was incorporated in February 2022. During December 2022, Elevate received tax exempt status from the Internal Revenue Service ("IRS") and is therefore exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code and is publicly supported, as described in Section 509(a). Elevate is also exempt from state and local taxes. Elevate has evaluated for uncertain tax positions and has determined that there were no uncertain tax positions for 2022.

Elevate files the IRS Form 990 and respective state and local tax returns. These returns are subject to review and examination by federal, state, and local taxing authorities. Elevate has determined that it has registered in all states where it is required to be registered.

Basis of Accounting:

These financial statements are presented on the accrual basis of accounting. Revenue is recorded when earned and expenses are recorded when incurred.

Basis of Presentation:

Elevate is required to report information regarding its financial position and activities according to the following net asset classifications:

Net assets without donor restrictions - Net assets that are not subject to donor-imposed stipulations.

Net assets with donor restrictions - Net assets subject to donor-imposed stipulations or other stipulations that may or will be met, either by action of Elevate and/or the passage of time. When a restriction expires, these net assets are reclassified annually to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions. Other donor restrictions are perpetual in nature, whereby the donors may stipulate the funds be maintained in perpetuity. Elevate had no net assets with donor restrictions as of June 30, 2022.

ELEVATE CHARTER SCHOOLS

NOTES TO FINANCIAL STATEMENTS FOR THE PERIOD ENDED JUNE 30, 2022

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Cash Equivalents:

For purposes of the financial statements, Elevate considers all highly liquid investments (including money market accounts) with an initial maturity of three months or less to be cash equivalents. As of June 30, 2022, Elevate did not have any cash equivalents.

Property and Equipment:

Property and equipment are stated at original cost or estimated fair market value, if donated. Major renewals and improvements, which substantially increase the useful lives of the related assets, are capitalized, while repairs, maintenance, and minor renewals are charged to expense as incurred. Depreciation and amortization are computed using the straight-line method over the assets' estimated useful lives as follows:

Computers..... 3 years

Revenue Recognition:

Contributions and grants from private foundations, or individuals, are recognized when Elevate satisfies any restrictions on the funds provided by the donor. If there are no restrictions placed on the grant, revenue is recognized at the time of receipt.

Elevate recognizes revenue in accordance with Financial Accounting Standards Board ("FASB") Accounting Standards Update ("ASU") No. 2014-09, Revenue from Contracts with Customers (Topic 606). The core principle under ASU 2014-09 is that revenues are recognized to depict the transfer of promised goods or services to customers in an amount that reflects the consideration at which the entity expects to be entitled in exchange for those goods or services.

In accordance with the ASU, Elevate is required to include disclosure of the remaining performance obligations. Due to the nature of Elevate's contracts, these reporting requirements are not applicable. The majority of Elevate's contracts meet the exemption as defined in Accounting Standards Codification ("ASC") 606-10-50-14 because the performance obligations are part of a contract that has an original expected duration of one year or less. Performance obligations are satisfied over time as they are rendered at which point Elevate will recognize revenue. Payments are due upon receipts of related billing.

Functional Allocation of Expenses:

Functional expenses for shared costs have been allocated between program services and general and administrative expenses based on an analysis of personnel time, space utilized, and other equitable bases for the related activities. The allocation methodologies utilized for Elevate's major expenses are as follows:

Expense	Method of Allocation
Salaries and wages	Time and effort
Payroll taxes and fringe benefits	Based upon salaries
Occupancy	Square footage utilized

ELEVATE CHARTER SCHOOLS

NOTES TO FINANCIAL STATEMENTS FOR THE PERIOD ENDED JUNE 30, 2022

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Use of Estimates:

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Events Occurring After the Report Date:

Elevate has evaluated all subsequent events and transactions between July 1, 2022 and March 24, 2023, which is the date the financial statements were available to be issued, for possible disclosure and recognition in the financial statements.

NOTE 3 - EQUIPMENT

Equipment was comprised of the following as of June 30, 2022:

Computers.....	\$5,034
Less: Accumulated depreciation.....	(343)
Equipment, net.....	<u>\$4,691</u>

NOTE 4 - CONCENTRATION OF RISK

During the period ended June 30, 2022, 100% of Elevate's revenue was from one private foundation.

Elevate maintains cash in a financial institution that is insured by the Federal Deposit Insurance Corporation ("FDIC"). From time to time, Elevate may have cash on deposit with this financial institution that is in excess of FDIC limits of \$250,000 per account. As of June 30, 2022, Elevate had amounts in excess of the FDIC limit by \$1,895,916.

Due to recent bank failures and other uncertainties affecting the banking sector, there may be greater financial and liquidity risk for uninsured deposits held at financial institutions. Although the FDIC has taken significant steps to protect uninsured deposits impacted by these bank failures, there are no assurances surrounding any potential future failures and their impacts on uninsured deposits in terms of both guarantees and the ability to access funds timely.

NOTE 5 - LEASING ARRANGEMENTS

Elevate leases office space at two locations on a month-to-month basis with monthly lease payments ranging from \$355 to \$1,438 per month. Total rent expense for these leases for the period ended June 30, 2022 was \$8,129 and is included in occupancy expense on the accompanying statement of functional expenses.

Booker T. Washington Academy							
FY 22-23 BUDGET V ACTUALS							
As of June 30,2022	FY20 Actuals	FY21 Actuals	2021-2022 Budget	April Projections YEAR End 6/30/22	Proposed FY2022-2023 BUDGET	Variance	NOTES
Revenue							
44540 State Grants	-	-	-	-	-	-	
44530 Local Government Grants	1,928	3,656	-	-	-	-	
44545 Per Pupil Revenue	4,725,000	5,400,000	6,237,000	6,051,021	6,188,925	137,904	Per Pupil Budgeted at 537 @ \$11,525 per student
Total 44540 State Grants	4,726,928	5,403,656	6,237,000	6,051,021	6,188,925	137,904	
43000 Non-Profit Revenue	-	-	-	-	-	-	
43310 Corporate and Business Grants	1,000	-	-	-	-	-	
43320 Discounts - Long-term Grants	-	-	-	-	-	-	
43330 Foundation and Trust Grants	919,384	903,000	992,500	856,000	595,000	(261,000)	Buck, Charitable Contribution and New Alliance
43450 Individual Contributions	270	-	1,000	1,000	1,000	-	
Total 43000 Non-Profit Revenue	920,654	903,000	993,500	857,000	596,000	(261,000)	
44000 Federal Grants	-	-	-	-	-	-	
44510 Federal Grants	-	-	-	-	-	-	
44515 E-Rate	4,682	38,242	30,542	30,542	32,193	1,651	
44516 Other Federal Grants	-	315,277	-	-	-	-	
44550 ESSA - Student Entitlements - All Title Grants	-	-	-	-	-	-	
44551 Title I	202,429	179,959	234,183	235,225	235,225	-	Based on FY22 Allocation
44552 Title II	21,482	23,832	23,460	31,414	31,414	-	Based on FY22 Allocation
44553 Title IV	11,267	11,210	11,267	11,267	13,611	2,344	Based on FY22 Allocation
44554 Title III	3,386	3,164	3,386	2,850	2,850	0	
44555 Special Education Reimbursement	78,004	55,156	100,000	100,000	180,000	80,000	
44556 Education Stabilization Fund	23,644	92,851	665,001	665,001	859,170	194,169	Half of ARP grant and remaining ESSER II
Total 44000 Federal Grants	344,894	719,691	1,067,839	1,076,299	1,354,463	278,164	
46430 Miscellaneous Revenue	-	-	-	-	-	-	
47200 Program Income	-	-	-	-	-	-	
47240 After School Program	35,922	393	50,000	547	-	(547)	After school Program to be Outsourced
47241 Summer Program	-	-	-	-	-	-	
47250 Uniform Income	4,863	189	6,600	6,600	5,000	(1,600)	
Total 47200 Program Income	40,784	582	56,600	7,147	5,000	(2,147)	
49000 Special Events Income	-	-	-	-	-	-	
49010 Special Events Contributions	-	-	-	-	-	-	
49020 Fundraising/ Fundraising School Events	10,949	1,566	10,000	10,000	15,000	5,000	
Total 49000 Special Events Income	10,949	1,566	10,000	10,000	15,000	5,000	
50030 Interest	1,094	515	1,093	1,093	1,093	-	
Total Revenue	6,045,304	7,029,009	8,366,032	8,002,560	8,160,481	157,921	
Gross Profit	6,045,304	7,029,009	8,366,032	8,002,560	8,160,481	157,921	
Expenditures							
60000 Personnel Salaries							
60001 Payroll - Leadership Staff	568,386	650,479	760,836	702,234	454,840	(247,394)	Leadership Staff moved to CMO
60002 Payroll - Other	17,311	59,531	40,000	40,000	40,000	-	
60005 Payroll - Academic Deans and Directors	101,547	343,280	419,759	364,977	326,640	(38,337)	
60010 Payroll - Teachers	1,325,642	1,730,586	1,901,629	1,686,084	2,131,502	445,418	
60011 Payroll - Special Education Teachers	47,456	99,705	113,560	170,495	178,300	7,805	
60012 Payroll - Specialty Teachers	335,515	414,443	392,404	407,019	494,848	87,829	
60015 Payroll - Academic Assistants	388,167	329,380	428,483	297,152	264,150	(33,003)	
60020 Payroll - Student Support	135,114	171,867	265,726	272,607	136,990	(135,617)	
60025 Payroll - Nurse	62,908	109,628	111,629	111,629	117,238	5,609	
60030 Payroll - Hall/Bus Monitoring	36,990	15,040	67,322	32,163	51,158	18,995	
60032 Payroll - Behavioral Support/Classroom Aides	-	-	-	249,408	109,757	(139,651)	
60035 Payroll - Before/After School	66,480	-	-	3,200	-	(3,200)	After school Program to be Outsourced
60036 Summer School Program Salary	585	53,360	102,800	103,708	-	(103,708)	Summer school Program Outsourced to YMCA
60040 Payroll - Finance & Operations	239,565	267,371	286,953	307,232	249,775	(57,457)	
Total 60000 Personnel Salaries	3,325,665	4,244,670	4,891,101	4,747,907	4,555,197	(192,710)	
60044 Personnel Taxes and Benefits							
60050 Payroll - Social Security ER	97,839	116,962	181,450	164,445	157,029	(7,416)	
60055 Payroll - Medicare ER	46,263	61,648	72,290	68,398	65,470	(2,927)	
60059 SUI	-	37,751	48,911	48,911	45,552	(3,359)	
60060 Payroll - CT Withholding	40,857	-	-	-	-	-	
60064 Personnel Benefits	-	-	-	-	-	-	
60065 Payroll - Health Benefits	370,599	448,598	455,488	508,871	534,315	25,444	5% increase
60070 Payroll - Dental & Vision Benefits	34,172	38,827	69,046	40,346	42,363	2,017	
60080 Payroll - Life Insurance	-	798	-	1,281	1,500	219	
60082 Workers Compensation Insurance	20,371	25,966	38,421	38,421	41,495	3,074	
Total 60064 Personnel Benefits	425,142	514,189	562,955	596,418	619,672	23,254	
Total 60044 Personnel Taxes and Benefits	610,101	730,550	865,606	878,172	887,724	9,551	
60100 Classroom Expenses							
60101 Art Supplies	869	-	2,536	2,536	2,536	-	
60102 Assessment Materials and Svcs	-	1,500	9,841	9,841	9,841	-	
60103 Classroom Events	987	310	10,502	10,502	-	(10,502)	
60104 Classroom Supplies	17,420	45,742	24,067	30,343	24,067	(6,276)	
60105 Education Software	19,692	28,127	17,250	11,674	15,000	3,326	Excel, Google Classrooms, Myon
60106 Music Supplies	-	-	2,389	2,389	2,389	-	
60107 Physical Education Supplies	511	-	2,838	2,838	2,838	-	
60108 Textbooks and Materials	54,549	81,311	99,679	103,669	102,230	(1,439)	PP budgeted @537
60110 Library Supplies	-	-	1,990	1,990	1,990	-	
Total 60100 Classroom Expenses	94,027	156,990	171,092	175,782	160,891	(14,891)	
60200 School Related Services							
60109 Summer School Expenses	16,908	1,552	19,324	-	-	-	
60201 Nursing Supplies	1,906	16,020	10,000	10,000	8,500	(1,500)	
60202 Pupil Services	-	-	34,400	5,000	5,000	-	
60203 Student Field Trips	-	-	60,000	-	25,000	25,000	
60203-1 Field Trips - Fundraised	900	-	22,880	500	15,000	14,500	
60206 Student Transportation	-	-	-	46,140	40,000	(6,140)	
Total 60203 Student Field Trips	900	-	82,880	46,640	80,000	33,360	
Total 60200 School Related Services	19,714	17,573	146,604	61,640	93,500	31,860	

Booker T. Washington Academy							
FY 22-23 BUDGET V ACTUALS							
As of June 30,2022	FY20 Actuals	FY21 Actuals	2021-2022 Budget	April Projections YEAR End 6/30/22	Proposed FY2022-2023 BUDGET	Variance	NOTES
62100 Contract Services							
60099 Payroll Processing Fees	8,349	10,297	9,034	13,246	9,034	(4,212)	
62110 Accounting Fees	117,500	117,500	115,000	115,000	125,000	10,000	
62115 Audit Services	17,225	17,915	25,984	25,984	25,984	-	
62130 Fundraising Fees	8,037	2,702	13,018	7,152	10,000	2,848	
							Hill for Literacy; Powerschool; Modern Classrooms; Great Minds; Wilson Language Training Corp ; Marcia Brenner Associates; Erudite Educational Consulting; Leaving the Village. Use In Service Development for FY23 - Greenwood
62135 In-Service Dev Consultants	31,500	3,500	70,985	45,455	115,591	70,136	Heinemann.
62140 Legal Fees	11,500	3,161	19,706	19,706	40,000	20,294	Pending claim
62145 IT Services	41,272	45,402	40,432	40,432	40,432	-	
62150 - Management Fees	-	-	-	-	375,560	375,560	5% of Revenue Federal/ Per Pupil; offsets the salaries of 4 Leadership positions that moved to Elevate
62190 Other Contract Services	66,834	24,005	50,525	50,525	50,525	-	
Total 62100 Contract Services	302,216	224,481	344,684	317,500	792,126	474,625	
62800 Facilities and Equipment							
62801 Facility Supplies	6,701	8,031	36,000	36,000	37,800	1,800	Increase 5% over last year
62804 Snow Removal/Waste Management	25,325	18,340	31,383	31,383	31,383	-	
62815 Maintenance and Repairs	33,439	42,493	59,873	59,873	59,873	-	
62825 Utilities	91,739	94,283	108,675	138,651	140,000	1,349	
62835 Security System	3,708	6,723	6,142	6,142	6,142	-	
62840 Equipment Rental	-	136	15,451	7,725	12,000	4,275	
62850 Custodial / Janitorial Services	154,385	234,995	216,000	215,021	216,000	979	
62890 Rent	419,725	451,745	515,986	515,986	523,422	7,436	Christ: \$12,885; St Stans - \$28,957.26; 2666 State \$1,776.25
62891 Real Estate Tax	201,546	205,766	211,939	211,939	211,939	-	
62892 Relocation	-	3,333	-	6,180	-	(6,180)	
Total 62800 Facilities and Equipment	936,568	1,065,845	1,201,449	1,228,900	1,238,559	9,659	
65000 Operations							
60205 Staff Uniforms	2,034	-	3,386	1,500	3,386	1,886	
60210 Student Uniforms	7,312	293	14,424	14,424	10,000	(4,424)	
Total Student Services	9,346	293	17,810	15,924	13,386	(2,538)	
62865 General Insurance	-	-	-	-	-	-	
62870 Property Insurance	28,072	31,996	36,000	36,000	36,000	-	
Total 62865 General Insurance	28,072	31,996	36,000	36,000	36,000	-	
65000 Operations							
65005 Office Equipment Lease							
65005-1 Photocopier	18,692	17,316	18,499	18,499	18,499	-	
65010 Books, Subscriptions, Reference	(13)	931	4,600	7,838	4,600	(3,238)	Powerschool
65015 Classroom & Office Equipment - Non Depr	17,656	21,618	19,664	19,664	19,664	-	
65016 Classroom & Office Furniture - Non Depr	7,815	2,169	21,419	9,433	12,000	2,567	
65020 Postage and Delivery	3,592	1,630	8,065	3,199	8,065	4,866	
65030 Printing and Copying	10,348	450	8,274	2,735	8,274	5,539	
65040 Office Supplies	18,320	13,911	21,288	33,360	21,288	(12,072)	
65050 Telecommunications	45,495	47,697	46,430	46,430	46,430	-	
65051 Communications E-Rate	8,467	6,375	18,451	14,505	18,451	3,946	
65105 Bank Fees	2,042	2,191	3,000	2,493	3,000	507	
65150 Memberships and Dues	13,841	12,091	18,113	18,113	18,113	-	
Total 65000 Operations	146,254	126,378	187,803	176,269	178,384	2,115	
68000 Staff Travel							
68310 Travel - Conf, Mtg and Conv	-	-	1,330	2,729	1,330	(1,399)	
68315 Travel - Air/Ground Transport	42,524	2,135	9,738	1,468	9,738	8,270	
68320 Travel - Lodging	12,555	-	4,445	2,000	4,445	2,445	
68325 Travel - Meals & Entertainment	923	67	1,955	1,955	1,955	-	
68330 Travel - Mileage	2,728	128	2,885	571	2,885	2,314	
68335 Travel - Parking	8,377	5,615	18,349	7,388	8,400	1,012	
Total 68000 Staff Travel	67,106	7,944	38,702	16,111	28,753	12,642	
65100 Recruitment and Marketing							
65110 Advertising Expenses	530	630	24,000	10,000	12,000	2,000	
65115 Student Recruitment	12,413	9,011	10,935	8,683	15,000	6,317	
65140 Staff Recruitment	12,503	11,374	15,143	12,936	15,000	2,064	
Total 65100 Recruitment and Marketing	25,446	21,016	50,078	31,619	42,000	10,381	
65145 Professional Development	1,237	-	-	-	-	-	
65160 Meeting Supplies & Food	7,378	4,402	6,874	6,874	6,874	-	
65170 Staff Development & Training	8,737	70,360	44,606	124,646	-	(124,646)	Moved expenses to In Service Development Consultants
Total 65145 Professional Development	17,352	74,762	51,480	131,520	6,874	(124,646)	
90000 Miscellaneous Expense		(300)	-	-	-	-	
65102 Gifts and Gratitude	-	-	-	2,375	-	(2,375)	
65105 Bank Fees	-	-	-	-	-	-	
60930 Late fees & penalties	-	600	-	-	-	-	
65130 Interest Expense - General	-	-	500	500	500	-	
62810 Depr and Amort - Allowable	35,064	75,173	81,820	120,256	120,256	-	
Total 90000 Miscellaneous Expense	34,716	75,473	82,320	125,059	120,756	(4,303)	
Total Expenditures	5,616,585	6,777,971	8,084,729	7,942,404	8,154,150	211,746	
Net Revenue	428,719	251,038	281,303	60,156	6,332	(53,825)	

ELEVATE CHARTER SCHOOLS

NOTES TO FINANCIAL STATEMENTS FOR THE PERIOD ENDED JUNE 30, 2022

NOTE 6 - LIQUIDITY

Elevate has cash of \$2,145,916 available to meet general expenditures over the next 12 months.

Elevate's goal is generally to maintain financial assets to meet 60 days of operating expenses, which is approximately \$40,215 at June 30, 2022.

Form 990 Department of the Treasury	Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public. Go to www.irs.gov/Form990 for instructions and the latest information.	OMB No. 1545-0047 2021 Open to Public Inspection
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For the 2021 calendar year, or tax year beginning 07-01-2021, and ending 06-30-2022		
B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization BOOKER T WASHINGTON ACADEMY INC Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 804 STATE STREET City or town, state or province, country, and ZIP or foreign postal code NEW HAVEN, CT 06511	D Employer identification number 27-2924625 E Telephone number (203) 859-6630 G Gross receipts \$ 7,977,848
F Name and address of principal officer: JOHN TAYLOR 804 STATE STREET NEW HAVEN, CT 06511		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "No," attach a list. See instructions. H(c) Group exemption number
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: WWW.BTWANEWHAVEN.ORG		
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: M State of legal domicile: CT

Part I Summary			
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: BOOKER T. WASHINGTON ACADEMY, INC. (THE "ACADEMY") EDUCATES ITS SCHOLARS FOR LEADERSHIP AND RESPONSIBLE CITIZENSHIP IN SOCIETY BY DEVELOPING THE COGNITIVE, MORAL, AND SOCIAL SKILLS OF CHILDREN SO THEY CAN COMPETE ACADEMICALLY AND THRIVE IN A DIVERSE GLOBAL COMMUNITY.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	11
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	11
	5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	131
	6 Total number of volunteers (estimate if necessary)	6	
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, Part I, line 11		7b	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 7,028,428	Current Year 7,723,421
	9 Program service revenue (Part VIII, line 2g)	582	254,427
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		0
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	7,029,010	7,977,848
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	
14 Benefits paid to or for members (Part IX, column (A), line 4)			0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		4,975,221	5,485,134
16a Professional fundraising fees (Part IX, column (A), line 11e)			0
b Total fundraising expenses (Part IX, column (D), line 25) 72,926			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		1,802,755	2,195,925
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		6,777,976	7,681,059
19 Revenue less expenses. Subtract line 18 from line 12		251,034	296,789
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	3,181,568	2,897,473
	21 Total liabilities (Part X, line 26)	1,269,760	688,876
22 Net assets or fund balances. Subtract line 21 from line 20		1,911,808	2,208,597

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		2022-11-15 Date		
	KATE KELLY TREASURER Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date 2022-11-16	Check <input type="checkbox"/> if self-employed	PTIN P01943427
	Firm's name ACCAVALLLO & COMPANY LLC			Firm's EIN 03-0500350	
	Firm's address 1000 BRIDGEPORT AVE STE 210 SHELTON, CT 06484			Phone no. (203) 925-9600	

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☐ ☒**1** Briefly describe the organization's mission:

BOOKER T. WASHINGTON ACADEMY, INC. (THE "ACADEMY") EDUCATES ITS SCHOLARS FOR LEADERSHIP AND RESPONSIBLE CITIZENSHIP IN SOCIETY BY DEVELOPING THE COGNITIVE, MORAL, AND SOCIAL SKILLS OF CHILDREN SO THEY CAN COMPETE ACADEMICALLY AND THRIVE IN A DIVERSE GLOBAL COMMUNITY.

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

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

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

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

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

4a (Code:) (Expenses \$ **6,568,012** including grants of \$) (Revenue \$ **884**)
 ENGAGING INTO CLOSING THE ACADEMIC ACHIEVEMENT GAP BETWEEN HOME AND SCHOOL FACILITATE THE POSITIVE TRANSITION OF ENROLLED STUDENTS TO HIGH SCHOOL, COLLEGE AND BEYOND.

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

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

(Code:) (Expenses \$ **109,737** including grants of \$) (Revenue \$)
 ENGAGING INTO CLOSING THE ACADEMIC ACHIEVEMENT GAP BETWEEN HOME AND SCHOOL FACILITATE THE POSITIVE TRANSITION OF ENROLLED STUDENTS TO HIGH SCHOOL, COLLEGE AND BEYOND.

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

(Expenses \$ **109,737** including grants of \$) (Revenue \$)

4e Total program service expenses **6,677,749**

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

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

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

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

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

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 131			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.	2b Yes			
3a Did the organization have unrelated business gross income of \$1,000 or more during the year? . . .	3a		No	
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O . . .	3b			
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No	
b Yes Enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts	4b			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . .	5a		No	
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No	
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c			
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . .	6a		No	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b			
7 Organizations that may receive deductible contributions under section 170(c).				
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a			
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			
d If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8			
9 Sponsoring organizations maintaining donor advised funds.				
a Did the sponsoring organization make any taxable distributions under section 4966?	9a			
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . .	9b			
10 Section 501(c)(7) organizations. Enter:				
a Initiation fees and capital contributions included on Part VIII, line 12	10a			
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11 Section 501(c)(12) organizations. Enter:				
a Gross income from members or shareholders	11a			
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a			
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.				
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a			
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c Enter the amount of reserves on hand	13c			
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		No	
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O . .	14b			
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	15		No	
16 If "Yes," complete the instructions and file Form 720, Schedule N.	16		No	
17 Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? . .	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 lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.
Check if Schedule O contains a response or note to any line in this Part VI ☒

Section A. Governing Body and Management

	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	11	
1b Enter the number of voting members included in line 1a, above, who are independent.	11	
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?		No
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		No
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5 Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6 Did the organization have members or stockholders?		No
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?		No
7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		No
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	Yes	
b Each committee with authority to act on behalf of the governing body?	Yes	
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 in Schedule O.		No

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?		No
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		No
b Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a Did the organization have a written conflict of interest policy? If "No," go to line 13.	Yes	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?		No
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done.		No
13 Did the organization have a written whistleblower policy?	Yes	
14 Did the organization have a written document retention and destruction policy?		No
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official		No
b Other officers or key employees of the organization		No
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?		No
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.
- 18** Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☐ Own website ☒ Another's website ☒ Upon request ☐ Other (explain in Schedule O)
- 19** Describe in 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:
 BOOKER T WASHINGTON ACADEMY INC 246 DIXWELL AVENUE NEW HAVEN, CT 06511 (203) 859-6630

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII ☒**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOHN TAYLOR EXECUTIVE DI	40.00	X		X				179,207	0	21,116
(2) LAURA MAIN CHIEF ACADEM						X		139,113	0	11,689
(3) REGINALD HICKMAN PRINCIPAL						X		125,000	0	19,235
(4) TAVARES BUSSEY PRINCIPAL						X		116,699	0	11,521
(5) VERNEE BUTTERFIELD TALENT RECRU						X		106,090	0	17,788
(6) FRANK GALICIA DEAN OF ACAD						X		103,000	0	18,474
(7) JEFFREY CIRILLO BOARD MEMBER		X						0	0	0
(8) DR EDWARD JOYNER NHPS REPRES		X						0	0	0
(9) KATE KELLY TREASURER		X		X				0	0	0
(10) DAVID MARTIN SECRETARY		X						0	0	0
(11) ELDREN MORRISON FOUNDER		X						0	0	0
(12) SYDNEY PERRY BOARD MEMBER		X						0	0	0
(13) JESSE PHILLIPS BOARD MEMBER		X						0	0	0
(14) PASTOR KELCY STEELE INTERIM CHAI		X		X				0	0	0
(15) SHERRI THOMPSON PARENT REPRES		X						0	0	0

[illegible]

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	769,109		99,823

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 or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

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

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

	Yes	No
3		No
4	Yes	

5		No
---	--	----

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation

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

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other Amt Similar Amounts					
1a Federated campaigns . . .			1a		
b Membership dues . . .			1b		
c Fundraising events . . .			1c		
d Related organizations . . .			1d		
e Government grants (contributions) . . .			1e	6,834,815	
f All other contributions, gifts, grants, and similar amounts not included above . . .			1f	888,606	
g Noncash contributions included in lines 1a - 1f: \$. . .			1g		
h Total. Add lines 1a-1f					7,723,421
Program Service Revenue	2a PROGRAM REVENUE	Business Code	254,427	254,427	
	b				
	c				
	d				
	e				
	f All other program service revenue.				
	g Total. Add lines 2a-2f.	254,427			
	3 Investment income (including dividends, interest, and other income from investments)				
4 Net capital gain or (loss) from investment of tax-exempt bond proceeds					
5 Royalties					
Other Revenue	6a Gross rents	(i) Real (ii) Personal			
	b Less: rental expenses				
	c Rental income or (loss)				
	d Net rental income or (loss)				
	7a Gross amount from sales of assets other than inventory	(i) Securities (ii) Other			
	b Less: cost or other basis and sales expenses				
	c Gain or (loss)				
	d Net gain or (loss)				
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18				
	b Less: direct expenses				
	c Net income or (loss) from fundraising events				
	9a Gross income from gaming activities. See Part IV, line 19				
b Less: direct expenses					
c Net income or (loss) from gaming activities					
10a Gross sales of inventory, less returns and allowances					
b Less: cost of goods sold					
c Net income or (loss) from sales of inventory					
Miscellaneous Revenue		Business Code			
11a					
b					
c					
d All other revenue					
e Total. Add lines 11a-11d					
12 Total revenue. See instructions		7,977,848	254,427		

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	200,323	162,262	28,045	10,016
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	4,544,612	4,054,537	449,573	40,502
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	481,264	434,518	45,002	1,744
10 Payroll taxes	258,935	230,452	25,894	2,589
11 Fees for services (non-employees):				
a Management				
b Legal				
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 Schedule O)	239,126	41,029	195,322	2,775
12 Advertising and promotion	51,889	47,761	3,753	375
13 Office expenses				
14 Information technology				
15 Royalties				
16 Occupancy	506,335	450,638	50,634	5,063
17 Travel	18,987	18,052	850	85
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	109,737	109,737		
23 Insurance	30,054		30,054	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a REPAIRS AND MAINTENANCE	371,543	330,674	37,154	3,715
b REAL ESTATE TAXES	205,767	183,132	20,577	2,058
c SUPPLIES	205,280	205,280		
d STAFF DEVELOPMENT	146,860	130,705	14,686	1,469
e All other expenses	310,347	278,972	28,840	2,535
25 Total functional expenses. Add lines 1 through 24e	7,681,059	6,677,749	930,384	72,926
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	2,808,054	1	2,177,614
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	66,894	4	418,867
	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		9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10a 633,101			
	b Less: accumulated depreciation 10b 353,498	246,975	10c	279,603
	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	59,645	15	21,389
16 Total assets. Add lines 1 through 15 (must equal line 33)	3,181,568	16	2,897,473	
Liabilities	17 Accounts payable and accrued expenses	99,050	17	131,134
	18 Grants payable		18	
	19 Deferred revenue	650,000	19	353
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	520,710	25	557,389
	26 Total liabilities. Add lines 17 through 25	1,269,760	26	688,876
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	1,911,808	27	2,208,597
	28 Net assets with donor restrictions		28	
	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	1,911,808	32	2,208,597
33 Total liabilities and net assets/fund balances	3,181,568	33	2,897,473	

Part XI Reconciliation of Net AssetsCheck 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	7,977,848
2	Total expenses (must equal Part IX, column (A), line 25)		2	7,681,059
3	Revenue less expenses. Subtract line 2 from line 1		3	296,789
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))		4	1,911,808
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 in Schedule O)		9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))		10	2,208,597

Part XII Financial Statements and ReportingCheck 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: If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O. <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
2b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
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 in Schedule O and describe any steps taken to undergo such audits.		

Additional Data	Return to Form
------------------------	--------------------------------

Software ID:
Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A
(Form 990)Department of the Treasury
Internal Revenue Service**Public Charity Status and Public Support**Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021**Open to Public
Inspection**Name of the organization
BOOKER T WASHINGTON ACADEMY INC

Employer identification number

27-2924625

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

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

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

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

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 failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . . .						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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.). . .						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f) divided by line 11, column (f))	14	
15 Public support percentage for 2020 Schedule A, Part II, line 14	15	
16a 33 1/3% support test—2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 33 1/3% support test—2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 Total support. (Add lines 9, 10c, 11, and 12.) .						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here. <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2021 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	

- 19a 33 1/3% support tests—2021.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐
- b 33 1/3% support tests—2020.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐
- 20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

	Yes	No
1 Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's 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 directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.		
2		

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

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

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8		
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1		
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (explain in detail in Part VI):			
2 Acquisition indebtedness applicable to non-exempt use assets	2		
3 Subtract line 2 from line 1d	3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 0.035	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		
Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2 Enter 85% of line 1	2		
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)			

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

(continued)

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

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

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).

Facts And Circumstances Test

Return Reference	Explanation
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Additional Data

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Software ID:

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SCHEDULE D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**

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

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

OMB No. 1545-0047

2021**Open to Public
Inspection**Name of the organization
BOOKER T WASHINGTON ACADEMY INCEmployer identification number
27-2924625**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

Part II Conservation Easements.

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

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

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

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

(ii) Assets included in Form 990, Part X ▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

b Assets included in Form 990, Part X ▶ \$ _____

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

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

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

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

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

Part IV Escrow and Custodial Arrangements.

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

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

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

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

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

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

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

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

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

- (i)** Unrelated organizations
(ii) Related organizations

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

(a) Description	(b) Book value
(1) _____	
(2) _____	
(3) _____	
(4) _____	
(5) _____	
(6) _____	
(7) _____	
(8) _____	
(9) _____	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	

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) _____	
(3) _____	
(4) _____	
(5) _____	
(6) _____	
(7) _____	
(8) _____	
(9) _____	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	557,389

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 FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☐

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

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

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.

Return Reference	Explanation
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SCHEDULE E
(Form 990)**Schools**

OMB No. 1545-0047

2021Department of the Treasury
Internal Revenue Service

- **Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.**
- **Attach to Form 990 or Form 990-EZ.**
- **Go to www.irs.gov/Form990EZ for the latest information.**

Open to Public InspectionName of the organization
BOOKER T WASHINGTON ACADEMY INC

Employer identification number

27-2924625

Part I

	YES	NO
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?	1 Yes	
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?	2 Yes	
3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage during its taxable year in a manner reasonably expected to be noticed by visitors to the homepage, or newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has a solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," describe. If "No," please explain. If you need more space use Part II.	3 Yes	
<hr/>		
<hr/>		
<hr/>		
4 Does the organization maintain the following?		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	4a Yes	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	4b Yes	
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	4c Yes	
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.	4d Yes	
<hr/>		
<hr/>		
5 Does the organization discriminate by race in any way with respect to:		
a Students' rights or privileges?	5a	No
b Admissions policies?	5b	No
c Employment of faculty or administrative staff?	5c	No
d Scholarships or other financial assistance?	5d	No
e Educational policies?	5e	No
f Use of facilities?	5f	No
g Athletic programs?	5g	No
h Other extracurricular activities? If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.	5h	No
<hr/>		
<hr/>		
6a Does the organization receive any financial aid or assistance from a governmental agency?	6a	No
b Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either line 6a or line 6b, explain on Part II.	6b	No
<hr/>		
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, covering racial nondiscrimination? If "No," explain on Part II.	7 Yes	

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.

Return Reference	Explanation
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Schedule E (Form 990) (2021)

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Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service

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

2021

Open to Public Inspection

Name of the organization
BOOKER T WASHINGTON ACADEMY INC

Employer identification number

27-2924625

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 | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., 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, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

3 Indicate which, if any, of the following the filing 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 | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input 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 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 in lines 5 and 6? If "Yes," describe in Part III

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

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

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

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 are not listed on Form 990, Part VII.

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

[illegible]

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.

Return Reference	Explanation
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Additional Data

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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 990-EZ.

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

OMB No. 1545-0047

2021**Open to Public
Inspection**Name of the organization
BOOKER T WASHINGTON ACADEMY INC

Employer identification number

27-2924625

Return Reference	Explanation
FORM 990 - ORGANIZATION'S MISSION	BOOKER T. WASHINGTON ACADEMY, INC. (THE "ACADEMY") EDUCATES ITS SCHOLARS FOR LEADERSHIP AND RESPONSIBLE CITIZENSHIP IN SOCIETY BY DEVELOPING THE COGNITIVE, MORAL, AND SOCIAL SKILLS OF CHILDREN SO THEY CAN COMPETE ACADEMICALLY AND THRIVE IN A DIVERSE GLOBAL COMMUNITY.
FORM 990, PAGE 2, PART III, LINE 4D	ENGAGING INTO CLOSING THE ACADEMIC ACHIEVEMENT GAP BETWEEN HOME AND SCHOOL FACILITATE THE POSITIVE TRANSITION OF ENROLLED STUDENTS TO HIGH SCHOOL, COLLEGE AND BEYOND.
FORM 990, PAGE 6, PART VI, LINE 11B	NO REVIEW WAS OR WILL BE CONDUCTED.
FORM 990, PAGE 6, PART VI, LINE 19	FORM 990 IS AVAILABLE ON GUIDESTAR AT GUIDESTAR.ORG FOR PUBLIC INSPECTION.

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