2025–2026 CHARTER SCHOOL ANNUAL REPORT

PART 1: SCHOOL INFORMATION AND EXECUTIVE SUMMARY	
Name of Charter School:	Year School Opened:
Common Ground High School	1997
Street Address:	City/Zip Code:
358 Springside Avenue	New Haven, CT 06515
School Director:	School Director Contact Information:
Monique Frasier	monique.frasier@nhep.com /203-389-4333
Grades Authorized to Serve in 2025-2026:	Charter Term:
9-12	2024-2027

School Performance Best Practices

1. In 250 words or less, what best practices have contributed significantly to the academic success of students?

In 2025-26, Common Ground worked relentlessly to help <u>every</u> student travel pathways to college success, environmental leadership, meaningful careers, and happy, healthy, sustainable lives. We continued to invest in the foundational building blocks of teaching and learning at the heart of our school model:

Rigor. In every classroom, Common Ground holds students to high standards – grounded in clear skills progressions, aligned with Common Core and NGSS. Common Ground mobilizes robust, differentiated cycles of professional development, walkthroughs, and coaching to strengthen standards-aligned, data-driven instruction.

Relevance: Rooted in the Environment. Common Ground's 4-year pathways model – starting with place-based, interdisciplinary core curriculum in grades 9 and 10, and then branching out to include early college, green jobs, and varied academic offerings in grades 11 and 12 – creates opportunities for students to do real-world work, focused on their urban environment, and aligned with college and career readiness.

Responsive Relationships. Common Ground's advisory model – which now includes "houses" based on interests in art, music, the outdoors, writing, and athletics – helps every student find family within the school community.

Roadmaps & Routines. Coaching supports bell-to-bell teaching, aligned with clear learning objectives and agendas. Math courses – utilizing Illustrative Math – keep on pace, helping students master key content.

Real Roles & Rights. Common Ground's schoolwide POWER theme sets the expectation that every student leads. Students create and defend portfolios that demonstrate their growth as leaders over four years of high school.

We work continuously to better meet our responsibility to students, and to put these practices into action.

2. What is the school intended to improve through its best practices?

These practices respond to the needs of our student body:

- Common Ground supports the growth of students with a history of low academic performance. In our most recent entering class, 52% of students scored in the bottom two quintiles in reading, and 69% scored in the bottom two quintiles in math, on the NWEA MAP. By the end of 9th grade, the number scoring in the bottom two quintiles had decreased to 39% in reading and 55% in math.
- Over the last decade, the percentage of CGHS students who qualify for special education has grown from 19% to 35%. Statewide, 18.5% of students qualify for special education, and in New Haven, 16.3% qualify.

Our core practices also aim to build a stronger school model, addressing key improvement areas:

- We agree fully with the Department of Education' assessment at our last renewal: we need to do more to ensure all students make gap-closing gains and reach high academic standards. Our corrective action and school improvement plans focus squarely on improving reading and math achievement. The practices outlined above – and described in more detail later – drive students' academic success.
- We believe that the core practices described above – ensuring all students experience a rigorous, relevant, responsive education – are also the key to improving attendance and engagement. Common Ground's chronic absenteeism has been far too high. In 2025-26, we moved forward with a concerted approach to improving attendance, rooted in evidence-based practices, and saw real improvements.

3. How does the school provide evidence that the best practices are yielding an improvement?

As a result of these practices:

- From Spring 2025 to Spring 2026, our students moved from the 53rd to the 60th percentile in reading, and from the 27th to the 39th percentile in math, on the NWEA MAP – making gap-closing gains.
- The percentage of students demonstrating science proficiency on NGSS tests has also increased steadily – from 27% in 2024, to 30% in 2025, to 37% in 2026. By comparison, in 2025 (the most recently publicly available data), 22% of students in our host district demonstrated proficiency.
- Two in three seniors graduated with college credit on their transcripts, and 45.2% of students met the state's official benchmark of college readiness – just below the state average (47.2%), and significantly above our host district average (36.2%). Common Ground students' AP scores beat the global average.
- 100% of seniors defended portfolios demonstrating growth as learners and leaders, and 11 became Common Ground's and Connecticut's first students to earn a Seal of Climate and Environmental Literacy for their extraordinary contributions as environmental leaders.
- Common Ground's 4-year graduation rate rose to 88.9% for the Class of 2025, up significantly from 72.5% in 2024, just below the state average (90.8%) and significantly above our host district average (72.5%).
- 61% of members of Common Ground's class of 2025 enrolled in college in the year after graduation – up from 53.8% in the Class of 2024, and above the most recent available rate for our host district (56.2%).

Next Generation Accountability, 2024-25 – Common Ground High School (Grades: 9-12)
School Category: 3

Indicator	Index/Rate	Target	Points Earned	Max Points	% Points Earned	State % Points Earned
1a. ELA Performance Index - All Students	47.6	75	95.3	150	**63.5**	**86.3**
1b. ELA Performance Index - High Needs Students	38.2	75	76.4	150	**51.0**	**73.2**
1c. Math Performance Index - All Students	43.2	75	86.4	150	**57.6**	**81.5**
1d. Math Performance Index - High Needs Students	36.9	75	73.8	150	**49.2**	**67.5**
1e. Science Performance Index - All Students	49.9	75	66.5	100	**66.5**	**83.5**
1f. Science Performance Index - High Needs Students	42.2	75	56.3	100	**56.3**	**69.5**
2a. ELA Academic Growth - All Students	.	100%	.	.	**.**	**60.6**
2b. ELA Academic Growth - High Needs Students	.	100%	.	.	**.**	**55.7**
2c. Math Academic Growth - All Students	.	100%	.	.	**.**	**62.3**
2d. Math Academic Growth - High Needs Students	.	100%	.	.	**.**	**55.9**
2e. Progress Toward English Proficiency - Literacy	.	100%	.	.	**.**	**58.7**
2f. Progress Toward English Proficiency - Oral	.	100%	.	.	**.**	**55.7**
4a. Chronic Absenteeism - All Students	48.1%	<=5%	0.0	50	**0.0**	**51.3**
4b. Chronic Absenteeism - High Needs Students	52.5%	<=5%	0.0	50	**0.0**	**20.8**
5. Preparation for CCR - Percent Taking Courses	92.5%	75%	50.0	50	**100.0**	**100.0**
6. Preparation for CCR - Percent Passing Exams	45.2%	75%	30.1	50	**60.2**	**62.9**
7. On-track to High School Graduation	70.5%	94%	37.5	50	**75.0**	**91.4**
8. 4-year Graduation: All Students (2024 Cohort)	72.5%	94%	77.2	100	**77.2**	**94.6**
9. 6-year Graduation: High Needs Students (2022 Cohort)	86.5%	94%	92.0	100	**92.0**	**92.9**
10. Postsecondary Entrance (Graduating Class 2024)	53.8%	75%	71.7	100	**71.7**	**89.3**
11. Physical Fitness (estimated participation rate = 100.0%)	10.4%	75%	6.9	50	**13.9**	**65.4**
12. Arts Access	64.1%	60%	50.0	50	**100.0**	**91.9**
Accountability Index	.		870.1	1450	**60.0**	**71.8**

Gap Indicators

Indicator	Non-High Needs Rate	High Needs Rate	Size of Gap	State Gap Mean +1 Standard Deviation	Is Gap an Outlier?
ELA Performance Index Gap	.	38.2	.	16.9	
Math Performance Index Gap	.	36.9	.	18.4	
Science Performance Index Gap	.	42.2	.	18.2	
Graduation Rate Gap (2022 Cohort)	.	86.5	.	8.6	

If the Non-High Needs Rate exceeds the ultimate target (75 for Performance Index and 94% for Graduation Rate), the ultimate target is used for gap calculations.
If the size of the gap exceeds the state mean gap plus one standard deviation, the gap is an outlier.

Assessment Participation Rates

Indicator	Participation Rate (%)
ELA - All Students	91.8
ELA - High Needs Students	91.4
Math - All Students	91.8
Math - High Needs Students	91.4
Science - All Students	87.8
Science - High Needs Students	85.7

Minimum participation standard is 95%.

SECTION 1: SCHOOL PERFORMANCE

1. School Goals

MISSION STATEMENT

Common Ground High School will graduate students with the knowledge, skills, and understanding to live healthy, powerful, and productive lives. We do so through authentic learning that develops academic excellence, ecological literacy, strong character, and commitment to community.

Common Ground High School takes the urban environment as its organizing focus. Common Ground uses three sites as laboratories for learning: the urban farm that is the school's campus, the natural environment of the adjacent West Rock Ridge State Park, and the urban setting of New Haven, Connecticut. Close study of these places develops understanding of local and global issues. Through this study and core academic work, students experience a rigorous high school curriculum that prepares them for competitive colleges, meaningful careers, and purposeful lives.

Common Ground High School is a program of the New Haven Ecology Project. NHEP is a center for learning and leadership, inviting people across ages and identities to connect with their urban environment, build community, grow into their full potential, and contribute to a just and sustainable world.

Goal	Evidence of Progress Toward Target Goals
Goal 1: All students will experience real academic growth, meet high standards, and travel pathways to post high school success.	**Reading Achievement.** The percentage of students meeting or exceeding college-ready benchmarks on the ELA SAT grew since our last renewal. In 2024-25, 48.9% of students met or exceeded benchmarks in English, up from 38.3% in 2023-24, 31.7% in 2022-23, and 21.6% in 2021-22. While the percentage of students meeting college-ready benchmarks decreased to 42.6% in 2025-26, this is still twice the rate as in 2021-22. By comparison, 31.8% of students in our host district met or exceeded benchmarks in ELA. **Reading & Math Growth: NWEA MAP.** As part of our state accountability and school improvement plans, we have been tracking the percentage of our students who earn scores in the top three quintiles on MAP reading and math. From Spring 2024-25 to Spring 2025-26, the percentage of students meeting this benchmark increased between 13 and 25 points at every grade level. Overall, our students moved from the 53rd percentile to the 60th percentile in

	reading, and from the 27th to the 39th percentile in math – making gap-closing gains in both subjects. Our students' growth rate put them in the 60th percentile in reading growth, and 59th percentile in math growth between Spring 2025 and Spring 2026 – again, demonstrating progress greater than their peers nationally. **Science Achievement.** The percentage of students demonstrating science proficiency on NGSS tests has increased steadily since the last renewal – from 27% in 2024, to 30% in 2025, to 37% in 2026. By comparison, in 2025 (the most recently publicly available data), 22% of students in our host district demonstrated proficiency. **College-Ready Coursework.**The percentage of Common Ground students taking two or more AP/Dual Enrollment courses, two or more CTE courses, or two workplace experience courses remains high – 92.5% in 2024.25, above the state average in four of the last 5 years, and substantially above our host district average in every year since our last renewal. **College-Ready Results & College-Level Work.** The percent of juniors and seniors earning college-ready scores on the SAT, ACT, or AP, or earning three or more Early College credits, was 45.2% in 2024-25. This is just below the state average (47.2%), and substantially above our host district average (36.2%). It also represents a significant increase in college readiness over time – the percentage of students reaching this benchmark grew from 15.4% in 2021-22, to 31.4% in 2021-22, to 38% in 2022-33, to 45.8% in 2023-24, before leveling out in 2024-25. In the classes of 2025 and 2026, more than 60% of seniors graduated with college credit on their high school transcripts. This year, 100% of our AP Government students, 73% of AP Environmental Science students, and 66% of AP Language & Composition students earned a score of 3 or better. Common Ground students scored above the global average in AP Government and Environmental Science, and just below the global average in Language & Composition. **Four-Year Graduation Rate.** Common Ground's 4-year graduation rate for the class of 2025 was 88.9% —up significantly from 72.5% in the Class of 2024, just below the state average (90.8%) and significantly above our host district average (72.5%). To achieve these results, we instilled fidelity in our systems for monitoring student attendance and academic progress, responding to these data in real time to match students with required interventions, and ensuring students who are not on track regain those credits over the summer. **College Matriculation & Success.** According to National Student Clearinghouse data, 61% of Common Ground's class of 2025 enrolled in college in the year after graduation – up from 53.8% for the Class of 2024. This compares to 56.2% of students in our host district, and 67% of students statewide. Members of the Class of 2026 are on track to enroll at similarly high levels, having earned admissions to Yale, American University, Wesleyan, the Culinary Institute of America, the University of Connecticut, and a variety of other public and private institutions.
Goal 2: All Common Ground students will grow into powerful environmental and social justice leaders.	**Demonstrated Growth as Environmental Leaders: Senior Portfolios.** In 2026, 100% of graduating seniors successfully defended portfolios showing their growth as powerful environmental leaders. In addition, 100% of these portfolios and defenses included a concrete post-high school plan, a senior project that made substantial contributions to our local community and environment, and artifacts and reflections related to learning beyond the school day and school building. **Senior Leadership: Seal of Climate & Environmental Literacy.** This Spring, Common Ground became (we believe) Connecticut's first high school to offer graduates an opportunity to earn a Seal of Climate & Environmental Literacy on their high school diploma. Eleven seniors stepped up – successfully completing our environmental core curriculum, taking on advanced coursework and independent environmental opportunities, and completing a capstone project that makes a measurable contribution to one of the U.N. Sustainable Development Goals:

	● Brandyn Buckle helped to lead our compost operation and educate the public about this effort, which diverts 100,000+ lbs of waste from incinerators and landfills annually. ● Kris Lebron Romero led a successful effort to change district-wide policy, allowing Share Tables that reduce food waste in cafeterias across New Haven Public Schools. ● Claire Armstrong helped to lead efforts to build sidewalks in Common Ground's neighborhood, and led green infrastructure workshops and webinars statewide. ● Santino Pizarro led efforts to address illegal dumping along Wintergreen Brook, building on the work of other students who created an urban oasis adjacent to Common Ground. ● Starting in 10th grade, Isonnette O'Brien founded and led one of our most popular after-school programs, the student crew that cares for the Javier Martinez Wetland. ● Maxwell Pina built a 3D digital model of Common Ground's campus, supporting future sustainability planning. ● Na'Miah Williams planted hundreds of street trees across New Haven, and led a successful effort to introduce Meatless Mondays in Common Ground's cafeteria. ● Jessica Salerno conducted original research on freshwater ecosystems and led efforts to improve recycling at Common Ground. ● Sana Salimi helped hundreds of other young people and city residents contribute to New Haven's Vision 2034 plan. ● Kai Wagner led environmental education programs for younger students. ● Shakelle Morocho organized collaborative art exhibitions that highlighted conservation challenges and solutions, and designed forest restoration zones and outdoor interpretive exhibits in Common Ground's outdoor classrooms. **Student Leadership – Positive Community & Environmental Impact.** These senior leaders are the most mature examples of a school-wide commitment that every student steps up as a powerful environmental leader: ● Despite the termination of federal grants, Common Ground's Green Jobs Corps engaged 60 New Haven young people in 91 paid environmental jobs in 2025-26 – up from 47 in 2024-25. These young people helped to grow and share more than 14,000 pounds of healthy local produce, planted more than 100 trees across the city, helped to lead environmental education programs for more than 800 New Haven children, and more. ● Common Ground students logged more than 3,500 hours of community service during the 2025-26 school year. In all, 150 of our students completed at least 15 hours of community service, and 22 contributed enough to the community to earn special recognition on their transcripts. ● In the most recent survey of students (in 2025), more than 50% of students expressed an interest in pursuing an environmental career or college degree after graduation.
Goal 3: Common Ground will build an inclusive, positive school climate that supports <u>all</u> students' success and leadership.	**Positive Student-Teacher Relationships.** On end-of-course surveys in Fall 2025 and Spring 2026, nearly 80% of students agreed or strongly agreed that they "have a positive relationship with your teacher, where they respond to your needs." Less than 5% disagreed or strongly disagreed. **Attendance & Chronic absenteeism.** One critical area of focus has been improving student attendance. As we describe in more detail below, we have employed linked strategies to cut our chronic absenteeism rate to 33% in 2025-26 – still significantly above where it needs to be, but significantly below rates in 2024-25. We know we need to continue and strengthen this work. **Engagement in Expanded Learning & Leadership Opportunities.** Opportunities for expanded learning and leadership continue to be a critical part of our approach to engaging students, supporting their post-high school success, and enriching classroom learning. In 2025-26, as in each of the previous four years, nearly 100% of our students chose to join in some combination of regular after-school enrichment and recreation programs, paid work and leadership through our Green Jobs Corps, early college opportunities, credit-bearing internships, and unique elective courses. Nearly 100% of students participated in Common Ground's after-school enrichment,

	academic support, and recreation programs last year, up from 87% in 2024-25 and 64% in 2023-24. The average student joined in after-school programs 30 times this school year. **Growth Area: Serious Disciplinary Incidents.** Common Ground's suspension and expulsion rate decreased from 9.8% in 2023-24 to 8.4% in 2024-25. However, disproportionately higher rates of suspension among African-American students meant that Common Ground moved from Tier 2 to Tier 3 in the state's accountability system. We can and will do better.
Goal 4: <u>All</u> Common Ground's staff will model effective teaching practices, continuously grow as educators, and support educational change at other schools in New Haven and beyond.	**Building a Strong, Diverse Team.** Common Ground continues to build a highly qualified teaching team that is reflective of our diverse student body. In 2025-26, 45.8% of our teachers were educators of color – a decrease from diversity in 2024-25, but still nearly twice the rate as in 2019-20. This compares to 13% of educators statewide, and 32% of educators in our host district. We have also built continuity in our leadership; 100% of our school leadership team – inclusive of vertical and horizontal team leads, student support and culture team leads, instructional coaches, and our two certified administrators – returned from 2024-25 to 2025-26. We have made particular progress in building the capacity of a team of instructional coaches who also act as vertical team leads – experienced and skilled classroom teachers who are positioned to drive and accelerate our instructional improvement work. **Staff Development & Instructional Improvement.** In 2025-26, Common Ground continued implementation of a professional evaluation system aligned with state guidelines and model plans. As a result, 100% of teachers set individualized goals as part of Connecticut's new teacher evaluation system, and all were able to identify and pursue targeted professional development plans aligned with these goals. Simultaneously, Common Ground continued to build teachers' capacity through cycles of professional learning, classroom walkthroughs, data collection, and coaching that engaged 100% of classroom teachers. All-staff professional development during the 2025-26 school year included substantive, deep work around data-driven instructional practices, focused work around improving the quality of math and science instruction, and additional investments in the effectiveness of our instructional coaches – work taken on in partnership with the professional development team at Area Cooperative Educational Services, with support from a School Improvement Grant from the State of Connecticut. All of these efforts were tightly aligned with our school improvement plan. **Collaboration with New Haven Schools.** Common Ground continues our partnership with New Haven Public Schools, focused on building outdoor learning experiences for our city's students: ● In 2025-26, Common Ground embedded members of our environmental education team at 9 New Haven K-8 schools, facilitating weekly or more frequent opportunities for students while also building the capacity of educators to facilitate relevant, engaging outdoor learning. This work with New Haven schools engaged 1,415 students and 50 teachers in weekly outdoor learning, and 3,338 students via one time special events or programs at our school partners benefited from improved outdoor classrooms, school gardens, and teacher capacity at these schools. ● We have also worked with our NHPS partners to secure funds needed to sustain and grow this partnership. For instance, Common Ground is just completing work through a 3-year, $197,000 grant from the National Fish & Wildlife Foundation l: (1) embed experienced environmental educators in our city's public schools for at least one day each week, (2) create, refine, implement, and field test outdoor environmental education experiences, aligned with district science curriculum, (3) invest in outdoor classrooms and habitats at six partner schools and at NHEP's flagship schoolyard habitat, and (4) take learning beyond the schoolyard through urban waters field experiences on NHEP's campus. Common Ground worked closely with district staff in the development of this proposal, and with individual New Haven Public Schools in its implementation.

	● Alongside this work to create outdoor learning environments at partner schools, we welcome thousands of New Haven public school students, parents, and teachers to our campus each year. We collaborate with New Haven Public Schools to provide free busing from district K-8 schools to our campus, and also offer school vacation programs when New Haven schools are closed. Last school year, 1,090 children enjoyed summer camp, school vacation day programs, after-school adventures, and other classes for children. Because children come for many kinds of programs, this represents about 2,000 registrations and over 100,000 hours of learning and play in nature. In addition, 5,029 children and 1,201 teachers and family members visited from local schools for farm and forest-based field trips, and 7,984 children and adults enjoyed free weekend programs like Open Farm Day, Nature Playdates, and Guided Hikes. **Supporting Innovation Beyond New Haven.** Common Ground continues to leverage our unique school model to create larger ripples and support innovative teaching beyond New Haven: ● In summer 2025, Common Ground hosted a 3-day curriculum development institute, resulting in a new set of prototype toolkits that support students' engagement in environmental problem-solving. On post-workshop surveys, 75% of participants said they felt "very" or "extremely" confident in taking action based on what they learned in the school year ahead. ● During school year 25-26, Common Ground continued to work with our partner schools and organizations to develop the environmental problem-solving toolkits started at our June workshop. Over the last school year, at least 400 students across our partner schools engaged in new rigorous, relevant environmental problem-solving opportunities as a result of this work. For instance, three dozen students at The Greene School in Rhode Island conducted an environmental health audit of campus, and developed proposals for improving health conditions on campus, using curricula developed by Common Ground. All 115 students at New Roots Charter School in Ithaca, New York, are engaged in expanded environmental problem-solving opportunities – for instance, using the solid waste toolkit developed with Common Ground to learn about and address the environmental impacts of solid waste. At Boston Green Academy, one of our partner teachers is now engaging all 7th graders in environmental problem-solving through an Introduction to Sustainability course. ● Common Ground has been a leader in the Green Schools National Network's cadre of model schools, called the Catalyst Schools Network. **Articles and blog posts in local media and other outlets have shared Common Ground's unique educational model with a broad community of educators.** For instance: ● The New Haven Independent covered Common Ground's Green Jobs Corps. ● The New Haven Register recently covered Common Ground's graduation, celebrating the first 11 students to be awarded the Seal of Climate and Environmental Literacy. ● The New Haven Arts Paper covered Common Ground's participation in New Haven's annual Youth Shakespeare Festival,highlighting Common Ground's Early College Shakespeare Performance course. ● CT Public produced a video profiling Kris Lebron Romero, Common Ground '26, and highlighting how Common Ground supported their journey as an environmental leader. ● Southern Connecticut State University featured the stories of two Common Ground alumni, Taylor Wilmott and Kai Krieger, who each started their first year at SCSU with more than a dozen Early College credits – helping them find their majors ● The New Haven Register covered Common Ground's partnership with the City of New Haven's Peace Commission to celebrate International Peace Day.

2. School Performance

Our students' academic growth and success will always be our top priority and the most important measure of our impact. Over the last year, we continued to invest in the core strategies and systems that we know make the greatest difference.

Common Ground has built teachers' capacity through cycles of professional learning, classroom walkthroughs, data collection, and coaching that engaged 100% of classroom teachers. All-staff professional development during the 2025-26 school year included concerted, school-wide work around data-driven instruction, with a particular focus on strengthening math and science instruction. These staff development priorities align with Common Ground's foundational building blocks of teaching and learning and school improvement plans, and are driven by data from classroom observations and student work.

We continue to believe that high-quality coaching is the most impactful strategy we can use to improve instruction. Common Ground's team of 5 instructional coaches, with coaching loads based on disciplinary expertise, maintained a consistent schedule of classroom observations, vertical team meetings, and coaches meetings throughout the year. One hundred percent of the 2024-25 coach team returned in 2025-26. In 2025-26, thanks to a School Improvement Grant from the State Department of Education, we are partnering with coaching experts at Area Cooperative Educational Services to provide ongoing professional development and coaching of coaches to ensure the work of this team is aligned and effective. Our common classroom observational tool has generated solid data that has driven both what comes next in our professional development cycle, and learner-forward feedback in individual coaching conversations. Coaching conversations are not focused on narrating what happened in the classroom, but on what teachers can do differently to drive student learning. As a result, the percentage of teachers who say they receive feedback from coaches and school administrators that helps them increase rigor "all of the time" or "most of the time," and the percentage of teachers who say the feedback they receive from coaches is "very helpful" increased substantially over the course of the year.

While these aligned cycles of coaching, observation, and professional learning are our top priorities, we also moved forward with improvements in teaching and learning on several other fronts:

1. We made substantial progress in revising our curriculum to strengthen standards alignment, ensuring that nearly all courses have standards-driven unit plans and lesson plans documented in UCCI Chalk, our common curriculum management platform.
2. We have continued to refine the Multi-Tiered Support System (MTSS) for Tier 2 and 3 interventions, including after school academic support, Saturday Academy, and Attendance team action and wraparound interventions. While budget cuts made us pull back from in-school math supports in Fall 2025, we were able to re-launch an in-school algebra support course in Spring 2026 that allows all students to access grade-level content while also filling requisite skill gaps. Some vertical teams – our science department, for instance – have made particularly substantial progress in using these tiered intervention supports; the next step is to use this example to improve practice across all our teams.
3. We fully implemented re-paced versions of all math courses, and provided intense coaching and mentoring of the math team, supporting more rapid student progress.
4. We have implemented strengthened versions of our core Junior Seminar course (higher expectations, re-focus on justice themes and college-ready work), a Junior Statistics course (addressing math content gaps, further SAT prep), and implemented major updates to U.S. History (increasing rigor and scope, getting closer to the present day).
5. We integrated additional lab work and NGSS-aligned interim assessments into science courses – supported by a new lab safety officer, a strong science team lead, and science vertical team time.
6. Our team implemented strengthened literacy components including: grade-level learning outcomes scaffolded for reading and writing to guide content-area courses, specific writing strategies for each step of the writing process, and common writing rubrics for types and grade-levels. As part of that effort, we also significantly increased opportunities for formal writing (at grade-level expectations) in ELA, Social Studies, and Science courses. In 2025-26, our vertical teams have added additional interim assessments

– providing data that drives targeted instruction and intervention that keeps all students on track to learning outcomes. All of these strategies are works in progress – we need to implement them with fidelity and consistency, and continue to invest in our team's effectiveness. Key areas of improvement in the year ahead, aligned with state accountability indicators, include: ● **Indicator 1&2: Academic Growth & Success:** Strengthening our students' achievement in math, literacy and other core academic subjects remains our highest priority. While achievement on the ELA SAT has grown substantially over the last five years, and remains above performance in our host district, the percentage of students reaching college and career ready benchmarks decreased from 2024-25 to 2025-26, and math performance dropped substantially. ● **Indicator 4: Chronic Absenteeism:** Alongside improving academic achievement, decreasing chronic absenteeism is a central priority for Common Ground in the year ahead. Chronic absenteeism dropped from 48% in 2024-25 to 33% as of May 2025-26. This is still far from where it needs to be – and we take full responsibility for working as a whole school community to keep our students in school. ● **Indicator 7: On Track to High School Graduation:** The percentage of Common Ground 9th grades who are on track to graduate – 70.5% in 2024-25 – indicates that too many of our incoming students are not making sufficient progress. We are committed to implementing the strategies that we know including summer academic intensives and ongoing, coordinated work by our student support staff and 9th grade team to catch students before they lose credit. We discuss our strategies for growth in these areas in more detail, below, when we share responses to our renewal terms and conditions, below.

SECTION 2: STEWARDSHIP, GOVERNANCE, AND MANAGEMENT	
1. **Financial Documents:** See attachments for required financial documents..	
2. **Financial Condition:** Provide the following financial data for FY 2024-2025	
Total margin (net income/total revenue):	-18.1%
Debt to asset ratio (total liabilities/total assets):	14.8%
Debt service coverage ratio (net income + depreciation + interest expense)/ (annual principal + interest, and lease payments):	N/A
Current asset ratio (current assets/current liabilities):	1
Days of (unrestricted cash/((total expenditures-depreciation)/365)):	22
Cash flow (change in cash balance):	$190,517

3. Governing Board:

Name:	Occupation:	Board Role/Term:	Mailing/Email:	Background Check:
Karen Amaker	CT State Department of Education	Board Member Term expires: 6/29	karen.amaker@nhep.com	☒ Yes
Kyeen Andersson	International Health Policy Analyst.	Secretary Term expires: 6/27	kyeen.andersson@nhep.com	☒ Yes
Lauren Caplan	Founder, Mill River Advisory	Term expires: 6/28	lauren.caplan@nhep.com	☒ Yes
Kymani Chapman	Student, Common Ground High School	Student Rep. Term expires: 6/27	Student member - N/A	N/A

Rebecca Colon	Parent, Common Ground High School	Parent Rep. Term expires: 6/27	rebecca.colon@nhep.com	☒ Yes
Lizanne Cox	Retired Charter School Director	Board Chair Term expires: 6/28	liz.cox@nhep.com	☒ Yes
Jameson C. Davis	Founder/President, Writing Wrongs LLC,	Term expires: 6/28	jameson.davis@nhep.com	☒ Yes
Sarah Field	Teacher, Common Ground High School	Teacher Rep. Term expires: 6/27	sarah.field@nhep.com	☒ Yes
Brian Kelahan	Retired Common Ground Teacher	Term expires: 6/27	brian.kelahan@nhep.com	☒ Yes
Alexis Smith	Executive Director, New Haven Legal Aid	Board Member Term expires: 6/27	alexis.smith@nhep.com	☒ Yes
Stacy Spell	Retired Police Officer, Neighborhood Leader	Board Member Term expires: 6/29	stacy.spell@nhep.com	☒ Yes
Genevive Walker	Executive Director, Common Ground	Ex Officio Member	genevive.walker@nhep.com	☒ Yes
Almut Zieher	Yale Child Study Center	Term expires: 6/27	almut.zieher@nhep.com	☒ Yes

4. Stewardship, Governance, and Management Best Practices

Describe your charter school's most effective organizational systems that ensure financial sustainability, operational excellence, and robust accountability.

Common Ground maintains a strong framework of financial oversight and operational accountability to support long-term sustainability. The Board Finance Committee meets monthly to review financial reports, monitor budget performance, approve invoices, assess projections, and provide fiscal oversight. To strengthen internal controls and operational capacity, Common Ground partners with Your Part-Time Controller, an external financial services agency that supports key functions such as annual audits, EFS reporting, monthly closes, and compliance activities. This partnership helps ensure accuracy, efficiency, and adherence to best practices.

The Financial Sustainability Task Force complements these efforts by proactively evaluating the school's financial position and developing long-term strategies. Through data analysis, financial review, scenario planning, and strategic discussions, the Task Force helps leadership identify risks, evaluate options, and make informed decisions. Together, the Board Finance Committee, external financial partner, and Financial Sustainability Task Force provide a comprehensive system of governance, accountability, and financial stewardship that supports Common Ground's mission and long-term success.

1. Clear Objectives & Data Analysis: Review budgets, audits, and financial projections; analyze staffing and salary structures; assess enrollment trends and forecasts; and examine development and fundraising projections.

2. Financial Context Review: Monitor cash flow and liquidity; evaluate fundraising performance; assess personnel and operating cost pressures; and review enrollment-driven revenue impacts.

3. Scenario Planning & Strategic Decisions: Model enrollment and revenue changes; evaluate benefits, labor, and facility costs; consider collective bargaining impacts; and support proactive planning and risk management.

4. Oversight & Accountability Structure: Monthly Board Finance Committee review; external financial services support; ongoing compliance and audit readiness; and integrated governance and fiscal stewardship.

Detail your governance structures, fiscal oversight mechanisms, and management practices that have demonstrably strengthened the school's health and performance outcomes. **Diverse and representative Board of Directors** with parent, teacher, and student representation; members reflect the community and bring expertise in education, finance, law, business, and the environment. **Strong governance practices and board development**, including ongoing training in charter school governance and a deliberate board renewal process that has added parents, educators, former school leadership, and mission-aligned community members. **Active board committee structure** with School, Finance & Development, and Governance Committees meeting regularly to support organizational effectiveness and strategic oversight. **Enhanced financial leadership and fundraising accountability**, including board-led efforts to address budget challenges, fundraising training, and expectations for board member giving and donor engagement. **Ongoing performance monitoring** through a monthly board dashboard that tracks key financial, operational, and school quality indicators, including student attendance, teacher attendance, and academic achievement data.
Explain why these specific approaches were implemented, connecting to your school's mission and priorities. Key indicators of the effectiveness of our strategies include successful annual independent audits. Our most recent external audit resulted in an unmodified decision, with no material weaknesses or significant deficiencies identified. The one finding identified by the auditors in 2025 – related to missing employment agreements for three of our teachers – was addressed through a change in policy and practice to create a central, comprehensive system for tracking employee agreements and ensuring they are completed. Timely submission of all required financial reports and End-of-Year Financial Statements, as well as monthly budget-to-actual reviews are all compelling reasons why these approaches were implemented. Common Ground has strengthened cash-flow monitoring and planning, reduced financial risk and increased organizational stability. These efforts have also improved the alignment of financial resources with strategic priorities, including educational programming, employee support, environmental sustainability, and campus improvements.
Include examples of partnerships with local districts that enhance your governance or operational efficiency. Common Ground actively seeks opportunities to partner with local districts and schools to strengthen operations and governance. For instance, we have been in regular communications with New Haven's Board of Education to invite a representative to join Common Ground's board, and welcomed a board member who is a long-time New Haven Public Schools employee to our board. We partner with local school leaders to recruit candidates for open positions, and regularly seek and share advice on governance and operations challenges with local schools.
Focus on high-impact initiatives rather than comprehensive coverage, limiting your response to 500 words while providing specific, evidence-based insights.

SECTION 3: STUDENT POPULATION

1. Enrollment and Demographic Data: Provide 2025-2026 student demographic and enrollment information.

Grades Served:	9-12	Percentage of American Indian or Alaska Native:	
Student Enrollment:	219	Percentage of Asian:	
Percentage of students identified as EL/ML:	11.42	Percentage of Black/African American:	31.02
Percentage of students eligible for Free/Reduced-Price Meals:	64.74	Percentage of Hispanic/Latino: of any race:	51.39
		Percentage of Native Hawaiian or Pacific Islander:	
Percentage of students with disabilities:	35.16	Percentage of Two or More Races:	6.94
		Percentage of White:	10.65

2025-2026 Enrollment by Grade Level:

PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
										81	53	47	38	**219**

2. Enrollment Efforts

Common Ground reaches out to prospective students of all backgrounds, and is fully committed to educating and graduating every student. We attract and enroll students who belong to special populations through:

- A comprehensive student recruiting plan that includes (1) active social media outreach, (2) visits to area public, charter, and private K-8 schools, (3) in person open houses and opportunities to shadow, (4) bilingual recruitment materials, and (5) translators available for interviews, shadows, and open houses.
- Close cooperation with special educators, guidance counselors, and middle school teachers from sending schools and districts in order to support the smooth transition of students with specific learning needs, and to ensure students, families, and schools have accurate information about our school model.
- An intake process – including student registration, placement testing, summer pre-orientation and academic acceleration, and family and student orientations – that welcomes students and provides the information we need to meet their needs, while not creating barriers to access. Our SummerBridge program offers a month of academic acceleration and culture-building to all incoming students.

We use a variety of strategies to retain and support students from priority populations:

- Special education services are planned in partnership with sending school districts; Common Ground's special educators work with support educators and district staff to meet students' educational needs.
- Common Ground's team structure and common planning time gives teachers working at a grade level time to review data, share practices, and strategize.
- We offer wraparound support for those who aren't succeeding academically – e.g., Saturday academy, expanding our summer school to fill additional skills gaps and help recover credit, and partnering with the New Haven Housing Authority to coordinate supports.
- Common Ground's ACE Team – including social workers, student culture staff, and school nurse – develop, implement, and monitor individual support plans for students who face barriers to educational success.

These strategies have a demonstrated track record of recruiting and retaining students from priority populations:

- Common Ground welcomes and supports the academic growth of students with a history of low academic performance. For instance, in our most recent entering 9th grade class, 52% of students scored in the bottom two quintiles in reading, and 69% scored in the bottom two quintiles in math.
- The percentage of our students who qualify for free and reduced lunch grew from 49% in 2016-17 to 65% in 2025-26 – evidence that we are serving a high needs and economically diverse community of students. This is significantly above the state average of 44% (SY 2025-26).
- CGHS also serves a significant and growing number of students with IEPs. Over the last decade, the percentage of CGHS students who qualify for special education services has grown from 19% to 35%. In comparison, statewide, 18.5% of students qualify for special education and in New Haven, 16.3% qualify.
- The percentage of our student body who are English Learners was 11.4% in SY 2025-26, up from 5.8% at the time of our last renewal.

These strategies make a measurable difference in educational outcomes, especially those in special populations. For instance, as noted above, 52% of 9th graders scored in the bottom two quintiles in reading when they entered Common Ground, and 69% scored in the bottom two quintiles in math. By the end of their 9th grade year, the number scoring in the bottom two quintiles had decreased to 39% in reading and 55% in math.

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

2025-2026 Waitlist:	2026-2027 Waitlist[1]:
114	136

[1] Calculating an accurate waitlist number is difficult because of the logistics of the lottery process, where students are added to and removed from the waiting list on a rolling basis. The 2026-27 waitlist is calculated based on the number of students who ranked Common Ground as one of their top choices through the New Haven lottery (226), minus the number who declined placement or whose seat was lost because they did not meet district deadlines (57), minus the number who accepted placement (33). This represents students interested in attending Common Ground who were not able to attend. In addition, 71 students applied to Common Ground through our regular lottery, and 18 to date through our late lottery.

4. Student Population Best Practices
Common Ground is fully committed to welcoming and supporting the achievement of the 76% of our students who the state identifies as High Needs. We believe a mix of rigorous, relevant instruction, responsive academic interventions, and whole person support is needed to help our students – and their families – grow into their full potential. Here are some key elements of Common Ground's approach that differentiate it from many schools: ● Common Ground's position within a community non-profit creates unique resources for student support. For instance, our urban farm provides ingredients for healthy, universal free lunch, and fuels a vegetable share program that provides access to local, fresh produce for high school families on a sliding fee basis. ● Common Ground's out-of-school programs, made possible through a 21st Century Community Learning Center grant, provide engaging enrichment opportunities and academic support. In the 2025-26 school year, nearly 100% of our students joined our out-of-school enrichment, academic support, and recreation programs. This number does not include participation in summer programs, which engaged more than 50 young people in academic acceleration and credit recovery opportunities. ● Green Jobs Corps, our youth employment and leadership development program, connected 60 of our students with paid work opportunities, career and leadership development opportunities, and wraparound support in 2025-26. We give preference to students who face multiple barriers to educational success, including low family income, history of behavioral and social difficulties, low academic performance, etc.

SECTION 4: STUDENT POPULATION
1. Legal Compliance Best Practices
Common Ground engages in robust annual cycles of policy revision, staff and board professional development, and monitoring to ensure we maintain regulatory compliance across all operational domains. Our board, and in particular the school committee and governance committee of the board, work closely with school and organizational leaders to review all organizational policies on an annual basis to ensure they align with new statutes and model policies from CABE. Board members and our executive director attend policy update sessions provided by Pullman Comley, then share with the board and school leadership for updating and revising policy handbooks. During the school year, our Executive Director and School Director maintain ongoing communication with staff at the State Turnaround Office to monitor compliance and address any outstanding issues. We also make regular use of our legal counsel (Zangari Cohn Cuthbertson Duhl & Grello P.C., who bring significant background in Connecticut education law) to ensure regulatory compliance and support good decision-making. To ensure we are meeting our obligation to employees, we are in frequent communication with our wall-to-wall employee union, which often results in resolution prior to grievance. We are particularly committed to ensuring we are stepping up to meet our responsibilities to our students with disabilities, since they make up such a significant part of our student body. Our best practice is full inclusion, least restrictive environment. Regular meetings with district special education teams, including highest-level school and organizational leadership, help ensure we are working together to meet the terms of students' IEPs.

5. **Renewal Conditions and Terms**		
Standard	Conditions and Terms:	Progress Update:
Academic Achievement	In 2024, the SBE required **Common Ground** High School to submit and implement a revised corrective action plan in student academic achievement as a condition of renewal. Common Ground's 2023-24 Next Generation Accountability Index was 61.8, whereas the state's index was 70.8. The school's 2024-25 Next Generation Accountability Index was 60.0, whereas the state index was 71.8. The school should continue efforts to improve student outcomes.	In 2025-26, Common Ground redoubled its school improvement efforts, aligned with the corrective action plan developed in partnership with the Department of Education. In the past year, we: ● Developed an intensive, year-long partnership with ACES to increase our team's capacity for data-driven instruction, and to strengthen our coaching model – a key strategy for instructional improvement. ● Continued to strength cycles of classroom observation, coaching, and strategic work in vertical teams, led by our strongest classroom teachers in each department – including consistent 1:1 debriefing with their individual team members, weekly instructional coaches meetings, and dedicated vertical meeting time focused on data review and action planning. ● Made substantial progress in strengthening standards alignment and documenting courses, units, and lessons in UCCI Chalk, our curriculum platform. ● Fully implemented re-paced versions of all math courses, and provided intense coaching and mentoring for the math team. ● Strengthened our MTSS system by (1) continuing intensive reading labs and re-instituting math labs to fill requisite skill gaps while sustaining grade-level instruction, and by (2) improving attendance, school day alignment, family communication, and consistent implementation of after-school and Saturday academic labs. This work is far from done. As noted elsewhere in this annual report, science performance has improved substantially over the last year, ELA performance is up significantly since our last renewal, and NWEA MAP scores demonstrate gap-closing growth. However, SAT math performance dropped substantially in 2025-26, after increasing in each of the last two years. We can and will do better in the year ahead.
Chronic Absenteeism	In 2023-24, Common Ground had a chronic absenteeism rate of 38.9%, compared to the state rate of 17.7%. In 2024-25, Common Ground's rate increased significantly to 48.1%, while the state rate improved to 17.2%. This shows a concerning trend - Common Ground's chronic absenteeism rate has increased by	Alongside improving academic achievement, decreasing chronic absenteeism has been a central priority for Common Ground since our last renewal. We share the state's concern about the increase in chronic absenteeism. We need an all-hands-on-deck strategy to improve attendance, tightly aligned with the best evidence on what it takes to improve attendance. In 2025-26 and continuing into the year ahead, we are implementing a strategy to: ● Build all staff awareness and accountability for our attendance challenge, our policy, and their role in positively impacting attendance – through start of year professional learning, regular attendance updates, and training from our lead social worker, driving work to build students' connection to school. ● Implement core school improvement work related to instruction, curriculum, MTSS, and data-driven decision-making, which will improve attendance by helping young people experience success in school.

	approximately 9 percentage points, while the state rate has improved. This widening gap suggests this is an urgent area for continued focus.	- Build our ACE team's capacity to use data and evidence-based practices through technical assistance and PD. The ACE team, working under the leadership of our school director, includes members of culture team, social workers, Director of Student Engagement and special educators. The team works together to analyze attendance data for Tier I, II, III students and create and log MTSS plans in Powerschool. ACE team members work in a case manager role with Tier III students, mobilizing training from our lead social worker on mindful conversations. - Work actively with outside partners like Clifford Beers, Juvenile Review Board, and IOP to address the challenges that are at the root of absences. - Dedicate time of one of our front office staff to monitoring, sharing, and mobilizing attendance data, and to ensuring that families are getting accurate information on their students' attendance and its consequences on a daily basis – through postcards, electronic communication, letters, and phone calls that drive home the importance of attendance to families. - Ensure that every Common Ground student is engaged in the wide array of out-of-school programs, green jobs opportunities, internships, early college courses, and student leadership opportunities that Common Ground offers, recognizing that positive engagement is critical to attendance. We are seeing the impact of these linked strategies. Chronic absenteeism dropped from 48% in 2024-25 to 33% as of May 2025-26. This is still far from where it needs to be – and we take full responsibility for working as a whole school community to keep our students in school.
Teacher/Staff Credentials	As of April 24, 2026, the Bureau of Educator Standards and Certification reported 4 staff out of compliance. In the Educator Data System for 2025-26, 3 staff have no active certificate/permit/ authorization, and 1 staff assignment does not match a valid endorsement. In accordance with state statute, schools are responsible for ensuring that 100% of their staff possess the appropriate certificates, permits, or authorizations required for their positions.	Common Ground is fully committed to ensuring all staff have an appropriate credential, and has systems in place to monitor and achieve progress toward this important standard. Our School Director and Director of Operations & Human Resources maintain a staff certification tracker, and meet throughout the school year to address any gaps in staff credentials. When issues arise, these school leaders follow up regularly with staff until outstanding issues are resolved. We have taken action to address all of the certification issues identified as of April 2026. One of these staff became certified on 5/22/2026. A second has applied for long-term sub status and taken the Praxis exams. One who did not take the steps to obtain long-term sub status will not return to our team for the 2026-27 school year. The staff member who taught a course outside of their valid endorsement in 2025-26 is on track to obtain an appropriate credential for the 2026-27 school year.

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 **Common Ground High School**, 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 **Common Ground High School** and available for random audit by the Connecticut State Department of Education (CSDE).

5. Pursuant to C.G.S.A. § 10-66oo, **Common Ground High School** 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 **Common Ground High School** serves on the board of another charter school or CMO.

7. All public funds received by **Common Ground High School** 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 **Common Ground High School** 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. **Common Ground High School** 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. **Common Ground High School** 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 **Common Ground High School**, I acknowledge that I understand the terms contained herein and affirm the validity of each statement to the best of my knowledge. I further understand that **Common Ground High School** may be subject to random audit by the CSDE to verify these statements.

Signature: ____

Name of Board Chairperson: ______Lizanne Cox____

Date: ______August 21, 2026____

Common Ground High School, Urban Farm, and Environmental Education Center
Board Approved Budget 2026-27

		2027		
1	**REVENUES**	**NHEP**	**CGHS**	**Consolidated**
2	**State Grants and Contracts**			
3	Enrollment Grant	$ -	$ 2,866,600	$ 2,866,600
4	Other State Grants and Contracts	-	445,390	445,390
5	**Total State Grants and Contracts**	**-**	**3,311,990**	**3,311,990**
6	**Federal Grants and Contracts**			
7	Breakfast and Lunch	-	145,000	145,000
8	Title 1	-	150,000	150,000
9	Other Grants and Contracts	159,292	257,597	416,889
10	**Total Federal Grants and Contracts**	**159,292**	**552,597**	**711,889**
11	**Earned Revenues**			
12	Program Revenues	1,479,225	-	1,479,225
13	Farm Revenues	65,000	-	65,000
14	**Total Earned Revenues**	**1,544,225**	**-**	**1,544,225**
15	**Other Revenues**			
16	Contributions and Events	575,250	-	575,250
17	Foundation and Other Grants	359,900	400,000	759,900
18	Special Education Fees, Other Districts	-	160,000	160,000
19	Student Activities and Fees	-	16,800	16,800
20	Investment Income	-	-	-
21	Local Government Grants	-	8,000	8,000
22	CGHS/NHEP - rev	454,224	152,292	606,516
23	**Total Other Revenues**	**1,389,374**	**737,092**	**2,126,466**
24	**TOTAL REVENUES**	**3,092,891**	**4,601,679**	**7,694,570**
25				
26	**EXPENSES**			
27	**Salaries and Employment Related**			
28	Salaries and Wages	1,909,188	2,603,087	4,512,275
29	Benefits	154,493	619,214	773,707
30	Payroll Taxes	148,771	137,238	286,009
31	Payroll Administration	17,000	3,000	20,000
32	**Total Salaries and Employment Related**	**2,229,452**	**3,362,539**	**5,591,991**
33	**Contract Services**			
34	Accountant	25,000	25,000	50,000
35	Legal	32,000	33,000	65,000
36	Program	112,500	131,228	243,728
37	Building and Site	10,467	150,000	160,467
38	Health and Safety	27,400	27,400	54,800
39	**Total Contract Services**	**207,367**	**366,628**	**573,994**
40	**Information Technology**			
41	Hardware	3,500	40,000	43,500
42	Other Information Technology	-	18,320	18,320
43	**Total Information Technology**	**3,500**	**58,320**	**61,820**
44	**Other Expenses**			
45	Instructional and Program	256,695	199,620	456,315
46	Insurance	63,180	95,049	158,229
47	Utilities and Other Facilities	64,875	99,200	164,075
48	Supplies and Office	12,970	61,680	74,650
49	Event and Other	17,026	20,300	37,326
50	Interest	-	2,000	2,000
51	CGHS/NHEP - exp	152,292	454,224	606,516
52	**Total Other Expenses**	**567,038**	**932,072**	**1,499,110**
53	**TOTAL OPERATING EXPENSES**	**3,007,356**	**4,719,559**	**7,726,916**
54				
55	**CHANGE IN NET ASSETS**	**$ 85,535**	**$ (117,880)**	**$ (32,346)**
56				
57				
58				
59				
60	trol total (budget tabs, FY 26 budget, 25 QBO)	85,535	(117,880)	(32,346)
61	Variance	-	0	0

CGHS Board Approved Budget 2025-26

	CGHS Total
Revenue	
Individual Gifts	250,000
Event Income	25,000
TOTAL DIRECT CONTRIBUTIONS	**275,000**
Business/Corporate Contribution	-
Foundation Grants	331,500
Federal Grants	594,836
State and Local Grants (included PerPupil Funding 2026)	3,116,680
TOTAL GRANTS	**4,043,016**
Earned Revenue	-
Program Fees	-
Produce Sales	
Products for Sale	
Syards Revenue/Contracts	-
Interest	1,000
Special Education Fees from Other Districts	150,000
Misc Revenue	-
Chromebook/Equipment Fees	8,000
Student Activity Fees	5,000
TOTAL EARNED REVENUE	164,000
Contract Services Provided by NHEP/CGHS	**127,931**
Gross Profit	**4,609,948**
	-
Expenditures	-
	-
Salaries and Related Expenses	-
Salaries	2,504,826
Wages	-
TOTAL SALARIES AND WAGES	**2,504,826**
	-
Employee Benefits	-
Medical	358,900
Life	1,824
Dental	16,416
Disability	8,015
403b Employer Match	3,000

TOTAL BENEFITS	**388,155**
	-
Payroll Taxes	-
Medicare @ .0145	35,738
Social Security @ .062	65,831
Unemployment	27,300
TOTAL PAYROLL TAXES	**128,869**
	-
TOTAL SALARIES AND PAYROLL EXPENSE	**3,021,851**
	-
Contract Services	-
Contract Services Provided by NHEP/CGHS	466,929
Payroll Administration	2,000
Accountant	30,000
Legal	45,000
Program OCS	106,440
Building & Site OCS	179,530
Health & Safety OCS	26,000
Advertising/Publicity/Printing	4,000
TOTAL CONTRACT SERVICES	**859,899**
	-
Information Technology	-
CEN	9,000
Internal Connections Maintenance	9,500
Hardware	20,000
TOTAL IT	**38,500**
	-
Supplies	-
Office Supplies	2,000
Kitchen Supplies	4,000
Cleaning & Restroom Supplies	5,500
Products for Sale	-
Food/Meeting Expenses	300
Staff Morale & Wellness	3,000
Telephone	7,300
Postage	2,000
Copy Machines	25,000
Misc Fees/Fingerprinting	900
TOTAL SUPPLIES	**50,000**
Facilty & Equipment Expenses	

Rent	-
Building & Site Supplies	5,300
Utilities	
Oil	12,000
Water	4,500
Electricity	82,000
Trash & Recycling	7,000
Water Pollution Control Agency (WPCA)	2,200
Propane	5,000
TOTAL FACILITES EXPENSE	**118,000**
	-
Travel & Meeting Expenses	-
Travel	22,542
Conference & Meeting Expenses	-
TOTAL TRAVEL & MEETING EXPENSE	**22,542**
	-
Instructional/Program Expenses	-
Instructional Supplies	17,000
Licences/Subscriptions	25,171
Professional Development	6,000
Program Supplies	11,112
Student/Program Food	600
Farm & Animal Supplies	-
Activity & Field Trip Fees	-
Buses/Transportation	7,000
Furniture & Equipment	-
Financial Aid & Scholarships	3,000
Nurse/Medical Supplies	-
Transaction & Registration Fees	600
Program Stipends/Sub Grants	102,201
Breakfast	12,000
Lunch & Snack	78,000
TOTAL INST/PRGM EXPENSE	**262,684**
	-
Other Expenses	-
Interest	2,000
Commercial & Liability Insurance	100,000
Association & Membership Dues	4,121
Misc/Other	500
Student Activities	5,700

Event Expenses	-
TOTAL OTHER	112,321
Total Expense	**4,485,797**
Net Operating Revenue	**4,609,948**
Net Revenue	**124,151**

PUBLIC DISCLOSURE COPY

** PUBLIC DISCLOSURE COPY **

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

OMB No. 1545-0047
2024
Open to Public Inspection

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

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

C Name of organization: NEW HAVEN ECOLOGY PROJECT, INC.
Doing business as
Number and street (or P.O. box if mail is not delivered to street address): 358 SPRINGSIDE AVENUE | Room/suite
City or town, state or province, country, and ZIP or foreign postal code: NEW HAVEN, CT 06515

D Employer identification number: 22-3171185
E Telephone number: 203-389-4333
G Gross receipts $ 7,091,608.

F Name and address of principal officer: GENEVIVE WALKER
SAME AS C ABOVE

H(a) Is this a group return for subordinates? ☐ Yes ☒ No
H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions
H(c) Group exemption number

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) ( ) (insert no.) ☐ 4947(a)(1) or ☐ 527
J Website: WWW.COMMONGROUNDCT.ORG
K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other
L Year of formation: 1991 **M** State of legal domicile: CT

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: NEW HAVEN ECOLOGY PROJECT, INC. IS A CENTER FOR ENVIRONMENTAL LEARNING AND LEADERSHIP WHERE A

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	12
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	12
5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	218
6	Total number of volunteers (estimate if necessary)	6	150
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	5,169,194.	2,319,872.
	9	Program service revenue (Part VIII, line 2g)	1,848,644.	4,632,239.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	11,434.	404.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	76,280.	106,804.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	7,105,552.	7,059,319.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	132,798.	105,000.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	5,725,002.	5,504,599.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b	Total fundraising expenses (Part IX, column (D), line 25) 373,259.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,897,319.	2,104,096.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	7,755,119.	7,713,695.
	19	Revenue less expenses. Subtract line 18 from line 12	-649,567.	-654,376.
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	13,224,350.	12,349,358.
	21	Total liabilities (Part X, line 26)	1,489,144.	1,268,528.
	22	Net assets or fund balances. Subtract line 21 from line 20	11,735,206.	11,080,830.

Part II Signature Block

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

Sign Here
Signature of officer | Date
GENEVIVE WALKER, EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only

Preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
SACHA RICHARDS	SACHA RICHARDS	04/21/26		P01378509

Firm's name PKF O'CONNOR DAVIES ADVISORY, LLC | Firm's EIN 33-1374517
Firm's address ONE CORPORATE DRIVE, SUITE 725
SHELTON, CT 06484-6241 | Phone no. 203-929-3535

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

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:
NEW HAVEN ECOLOGY PROJECT, INC. IS A CENTER FOR ENVIRONMENTAL LEARNING AND LEADERSHIP WHERE A DIVERSE COMMUNITY OF CHILDREN, YOUNG PEOPLE, AND ADULTS CULTIVATE HABITS OF HEALTHY LIVING AND SUSTAINABLE ENVIRONMENTAL PRACTICE, ACQUIRING THE KNOWLEDGE, SKILLS, AND

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [ ] Yes [X] No
If "Yes," describe these new services on Schedule O.

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

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

4a (Code:) (Expenses $ 4,141,654. including grants of $ 105,000.) (Revenue $ 3,331,129.)
NEW HAVEN ECOLOGY PROJECT OPERATES COMMON GROUND HIGH SCHOOL, RUNS A WIDE RANGE OF ENVIRONMENTAL EDUCATION PROGRAMS FOR CHILDREN AND FAMILIES, AND MAINTAINS AN URBAN FARM AND FORESTED CAMPUS WHERE COMMUNITY MEMBERS CAN LEARN ABOUT ECOLOGY, SUSTAINABILITY, AND HEALTHY LIVING.

4b (Code:) (Expenses $ 1,265,617. including grants of $ 0.) (Revenue $ 1,301,110.)
THE ORGANIZATION PRESENTS AFTER SCHOOL PROGRAMS FOR LOCAL STUDENTS, FARMING AND EDUCATION PROGRAMS FOR LOCAL YOUTH, WORK SKILLS TRAINING AND ASSISTANCE PROGRAMS, AND OPERATES A COMMUNITY PARK. ALL ARE PRESENTED IN AN ECOLOGICAL FRAMEWORK.

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

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

4e Total program service expenses 5,407,271.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22	X	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part II*	26		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	27		X
28	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		X
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		X
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in noncash contributions? *If "Yes," complete Schedule M*	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note:** All Form 990 filers are required to complete Schedule O	38	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

					Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	71			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		

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

				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 218			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	X	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		X
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O*		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		X
b	If "Yes," enter the name of the foreign country. See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		X
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		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note:** See the instructions for additional information the organization must report on Schedule O.		13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		15		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		16		X
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.		17		

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

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

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year .... 1a 12 If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.			
b	Enter the number of voting members included on line 1a, above, who are independent 1b 12			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6	Did the organization have members or stockholders?	6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses on Schedule O*	9		X

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed CT

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

[ ] Own website [ ] Another's website [X] Upon request [ ] Other *(explain on Schedule O)*

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records

ELENA AUGUSEWICZ - 203-389-4333

358 SPRINGSIDE AVENUE, NEW HAVEN, CT 06515

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) KAREN JENKINS INTERIM EXECUTIVE DIR. THRU 12/2024	45.00			X				112,000.	0.	0.
(2) SARAH FIELD TEACHER REPRESENTATIVE	2.00	X						51,376.	0.	1,200.
(3) GENEVIVE WALKER EXECUTIVE DIRECTOR, EFF. 3/17/2025	45.00			X				0.	0.	0.
(4) ALEXIS SMITH CHAIR	4.00	X		X				0.	0.	0.
(5) JEFF CARTER TREASURER	2.00	X		X				0.	0.	0.
(6) TERRI SNELL SECRETARY	2.00	X		X				0.	0.	0.
(7) KYEEN ANDERSSON DIRECTOR	2.00	X						0.	0.	0.
(8) LIZANNE COX DIRECTOR	2.00	X						0.	0.	0.
(9) ALISHA CRUTCHFIELD DIRECTOR, THRU 03/2025	2.00	X						0.	0.	0.
(10) SHELLY HICKS DIRECTOR, THRU 12/2024	2.00	X						0.	0.	0.
(11) BRIAN KELAHAN DIRECTOR	2.00	X						0.	0.	0.
(12) PETER LUDWIG DIRECTOR	2.00	X						0.	0.	0.
(13) CLOUDS MUTALE DIRECTOR	2.00	X						0.	0.	0.
(14) CARLY OSBORNE DIRECTOR	2.00	X						0.	0.	0.
(15) MICHELLE SEPULVEDA DIRECTOR	2.00	X						0.	0.	0.
(16) GENEVIVE WALKER DIRECTOR	2.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
1b Subtotal								163,376.	0.	1,200.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								163,376.	0.	1,200.

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization 1

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
INTERIM EXECUTIVE SOLUTIONS, 1188 BEACON STREET, UNIT B, NEWTON, MA 02461	INTERIM LEADERSHIP SERVICES	112,000.

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 1

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	6,000.				
	b Membership dues	1b					
	c Fundraising events	1c	69,264.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	1,039,212.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	1,205,396.				
	g Noncash contributions included in lines 1a-1f	1g	$ 125,142.				
	h **Total.** Add lines 1a-1f			2,319,872.			
Program Service Revenue			Business Code				
	2 a GOV'T PER PUPIL REVENU		611110	2,860,624.	2,860,624.		
	b SUMMER CAMP/YOUTH PROG		611600	1,301,110.	1,301,110.		
	c SPECIAL EDUCATION FEES		611710	375,658.	375,658.		
	d SCHOOLYARDS PROGRAMS		611600	94,847.	94,847.		
	e						
	f All other program service revenue						
	g **Total.** Add lines 2a-2f			4,632,239.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			404.			404.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
			(i) Real / (ii) Personal				
	6 a Gross rents	6a					
	b Less: rental expenses	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
			(i) Securities / (ii) Other				
	7 a Gross amount from sales of assets other than inventory	7a					
	b Less: cost or other basis and sales expenses	7b					
	c Gain or (loss)	7c					
	d Net gain or (loss)						
	8 a Gross income from fundraising events (not including $ 69,264. of contributions reported on line 1c). See Part IV, line 18	8a	26,740.				
	b Less: direct expenses	8b	17,025.				
	c Net income or (loss) from fundraising events			9,715.			9,715.
	9 a Gross income from gaming activities. See Part IV, line 19	9a					
	b Less: direct expenses	9b					
	c Net income or (loss) from gaming activities						
	10 a Gross sales of inventory, less returns and allowances	10a	91,224.				
	b Less: cost of goods sold	10b	15,264.				
	c Net income or (loss) from sales of inventory			75,960.			75,960.
Miscellaneous Revenue			Business Code				
	11 a STUDENT ACTIVITIES		900099	8,474.			8,474.
	b EQUIPMENT FEES		900099	7,905.			7,905.
	c MISC REVENUE		900099	4,750.			4,750.
	d All other revenue						
	e **Total.** Add lines 11a-11d			21,129.			
	12 **Total revenue.** See instructions			7,059,319.	4,632,239.	0.	107,208.

Part IX | Statement of Functional Expenses

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

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

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	105,000.	105,000.		
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	195,900.	82,350.	56,775.	56,775.
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	4,394,508.	3,039,127.	1,136,731.	218,650.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	7,679.	5,221.	1,997.	461.
9 Other employee benefits	626,609.	426,094.	162,918.	37,597.
10 Payroll taxes	279,903.	190,335.	72,774.	16,794.
11 Fees for services (nonemployees):				
a Management				
b Legal	68,399.	65,663.	1,368.	1,368.
c Accounting	60,212.	57,803.	1,204.	1,205.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	651,820.	503,152.	131,433.	17,235.
12 Advertising and promotion	7,770.	5,643.	900.	1,227.
13 Office expenses	97,284.		95,614.	1,670.
14 Information technology	73,409.	53,310.	8,504.	11,595.
15 Royalties				
16 Occupancy	108,378.	98,624.	9,754.	
17 Travel	16,522.	11,533.	2,486.	2,503.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,434.	1,195.	101.	138.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	366,606.	333,611.	32,995.	
23 Insurance	134,629.		134,629.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a REPAIRS & MAINTENANCE	211,499.	192,464.	19,035.	
b INSTRUCTIONAL EXPENSES	146,977.	80,289.	60,892.	5,796.
c FOOD SERVICES	123,810.	123,657.	65.	88.
d BAD DEBTS	31,356.	31,356.		
e All other expenses	3,991.	844.	2,990.	157.
25 **Total functional expenses.** Add lines 1 through 24e	7,713,695.	5,407,271.	1,933,165.	373,259.
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

				(A) Beginning of year		(B) End of year
Assets	1	Cash - non-interest-bearing		284,219.	1	368,409.
	2	Savings and temporary cash investments		280,318.	2	150,031.
	3	Pledges and grants receivable, net		382,639.	3	178,729.
	4	Accounts receivable, net		383,633.	4	104,208.
	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		17,255.	9	26,727.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 15,639,652.			
	b	Less: accumulated depreciation	10b 4,320,590.	11,631,190.	10c	11,319,062.
	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		245,096.	15	202,192.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		13,224,350.	16	12,349,358.
Liabilities	17	Accounts payable and accrued expenses		747,662.	17	523,044.
	18	Grants payable			18	
	19	Deferred revenue		497,092.	19	532,156.
	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		244,390.	25	213,328.
	26	**Total liabilities.** Add lines 17 through 25		1,489,144.	26	1,268,528.
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here [X] and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		11,383,355.	27	10,662,351.
	28	Net assets with donor restrictions		351,851.	28	418,479.
		Organizations that do not follow FASB ASC 958, check here [ ] and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds			29	
	30	Paid-in or capital surplus, or land, building, or equipment fund			30	
	31	Retained earnings, endowment, accumulated income, or other funds			31	
	32	Total net assets or fund balances		11,735,206.	32	11,080,830.
	33	Total liabilities and net assets/fund balances		13,224,350.	33	12,349,358.

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	7,059,319.
2	Total expenses (must equal Part IX, column (A), line 25)	2	7,713,695.
3	Revenue less expenses. Subtract line 2 from line 1	3	-654,376.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	11,735,206.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	11,080,830.

Part XII Financial Statements and Reporting

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

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

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
2024
Open to Public Inspection

Name of the organization	Employer identification number
NEW HAVEN ECOLOGY PROJECT, INC.	22-3171185

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 [X] 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? Yes	No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
Total						

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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** ..... ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)) ..... 14 %

15 Public support percentage from 2023 Schedule A, Part II, line 14 ..... 15 %

16a **33 1/3% support test - 2024.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ..... ☐

b **33 1/3% support test - 2023.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ..... ☐

17a **10% -facts-and-circumstances test - 2024.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ..... ☐

b **10% -facts-and-circumstances test - 2023.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ..... ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ..... ☐

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

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

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

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations *(continued)*

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 *Check the box next to the method that the organization used to satisfy the Integral Part Test during the year* **(see instructions).**

- a ☐ The organization satisfied the Activities Test. *Complete* **line 2** *below.*
- b ☐ The organization is the parent of each of its supported organizations. *Complete* **line 3** *below.*
- c ☐ The organization supported a governmental entity. *Describe in* **Part VI** *how you supported a governmental entity (see instructions).*

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

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

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

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

Section B - Minimum Asset Amount			(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (*explain in detail in* **Part VI**):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

Section C - Distributable Amount				Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		

7 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

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

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

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

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

SCHEDULE D (Form 990) (Rev. December 2024) Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization NEW HAVEN ECOLOGY PROJECT, INC.

Employer identification number 22-3171185

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

- ☐ Preservation of land for public use (for example, recreation or education)
- ☐ Protection of natural habitat
- ☐ Preservation of open space
- ☐ Preservation of a historically important land area
- ☐ Preservation of a certified historic structure

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

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ 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 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

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

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

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

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

(i) Revenue included on Form 990, Part VIII, line 1 $ ______

(ii) Assets included in Form 990, Part X $ ______

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

a Revenue included on Form 990, Part VIII, line 1 $ ______

b Assets included in Form 990, Part X $ ______

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		15,112,102.	3,867,827.	11,244,275.
c Leasehold improvements		127,365.	110,633.	16,732.
d Equipment		365,187.	307,132.	58,055.
e Other		34,998.	34,998.	0.
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B))*				11,319,062.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

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

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) DEFERRED RENT	20,000.
(3) OPERATING LEASE LIABILITY	193,328.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))*	213,328.

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

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

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

1	Total revenue, gains, and other support per audited financial statements			1	7,091,608.
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	32,289.		
e	Add lines 2a through 2d			2e	32,289.
3	Subtract line 2e from line 1			3	7,059,319.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	0.
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	7,059,319.

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	7,745,984.
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	32,289.		
e	Add lines 2a through 2d			2e	32,289.
3	Subtract line 2e from line 1			3	7,713,695.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	0.
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	7,713,695.

Part XIII Supplemental Information

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

PART X, LINE 2:

NHEP RECOGNIZES THE EFFECT OF INCOME TAX POSITIONS ONLY IF THOSE POSITIONS ARE MORE LIKELY THAN NOT TO BE SUSTAINED. MANAGEMENT HAS DETERMINED THAT NHEP HAD NO UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE FINANCIAL STATEMENT RECOGNITION OR DISCLOSURE. NHEP IS NO LONGER SUBJECT TO EXAMINATIONS BY THE APPLICABLE TAXING JURISDICTIONS FOR YEARS PRIOR TO 2022.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

EVENT EXPENSES	17,025.
COGS	15,264.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	32,289.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

EVENT EXPENSES	17,025.
COGS	15,264.
TOTAL TO SCHEDULE D, PART XII, LINE 2D	32,289.

Part XIII Supplemental Information *(continued)*

SCHEDULE E (Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Schools

Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
Open to Public Inspection

Name of the organization: NEW HAVEN ECOLOGY PROJECT, INC.
Employer identification number: 22-3171185

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	X	
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	X	
3	Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its tax year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II	3		X

AS A PUBLIC SCHOOL, SUBJECT TO OPEN ENROLLMENT, THE CHARTER SCHOOL IS NOT SUBJECT TO THE SPECIFIC GUIDELINES SET FORTH IN REV. PROC. 75-50 AND AS MODIFIED BY REV. PROC. 2019-22.

			YES	NO
4	Does the organization maintain the following:			
a	Records indicating the racial composition of the student body, faculty, and administrative staff?	4a	X	
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	4b	X	
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	4c	X	
d	Copies of all material used by the organization or on its behalf to solicit contributions?	4d	X	

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

THE SCHOOL IS FUNDED BY THE STATE OF CONNECTICUT DEPARTMENT OF EDUCATION AND DOES NOT ISSUE SCHOLARSHIPS OR OTHER FINANCIAL ASSISTANCE AWARDS.

			YES	NO
5	Does the organization discriminate by race in any way with respect to:			
a	Students' rights or privileges?	5a		X
b	Admissions policies?	5b		X
c	Employment of faculty or administrative staff?	5c		X
d	Scholarships or other financial assistance?	5d		X
e	Educational policies?	5e		X
f	Use of facilities?	5f		X
g	Athletic programs?	5g		X
h	Other extracurricular activities?	5h		X

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

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

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

LINE 6 - EXPLANATION OF GOVERNMENT FINANCIAL AID:
THE SCHOOL RECEIVES PER-PUPIL FUNDING FROM THE CT BOARD OF EDUCATION UNDER THEIR CHARTER AGREEMENT. THE SCHOOL ALSO RECEIVES VARIOUS FEDERAL AND STATE, FUNDS INCLUDING FEDERAL ENTITLEMENTS TO ASSIST WITH COVERING THE COST OF CERTAIN PROGRAMS.

SCHEDULE G (Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization: NEW HAVEN ECOLOGY PROJECT, INC.

Employer identification number: 22-3171185

Part I **Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

a ☐ Mail solicitations
b ☐ Internet and email solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations
e ☐ Solicitation of nongovernment grants
f ☐ Solicitation of government grants
g ☐ Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ **Yes** ☐ **No**

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	No	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col. **(i)**	**(vi)** Amount paid to (or retained by) organization
Total						

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

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

		(a) Event #1 FEAST FROM THE FIELDS (event type)	(b) Event #2 (event type)	(c) Other events NONE (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts	96,004.			96,004.
	2 Less: Contributions	69,264.			69,264.
	3 Gross income (line 1 minus line 2)	26,740.			26,740.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	1,036.			1,036.
	7 Food and beverages	2,714.			2,714.
	8 Entertainment	750.			750.
	9 Other direct expenses	12,525.			12,525.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				17,025.
	11 Net income summary. Subtract line 10 from line 3, column (d)				9,715.

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

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

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

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

b If "No," explain: ____________

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

b If "Yes," explain: ____________

11 Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No

12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	**13a**	%
b An outside facility	**13b**	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name

Address

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization $ and the amount of gaming revenue retained by the third party $

c If "Yes," enter the name and address of the third party:

Name

Address

16 Gaming manager information:

Name

Gaming manager compensation $

Description of services provided

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year $

Part IV **Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Part IV **Supplemental Information** *(continued)*

SCHEDULE I
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

Attach to Form 990.

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization: NEW HAVEN ECOLOGY PROJECT, INC.

Employer identification number 22-3171185

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? [X] Yes [ ] No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance

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

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

For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule I (Form 990) (Rev. 12-2024)**

LHA 432101 01-02-25

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
FINANCIAL AID	124	105,000.	0.		

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

PART I, LINE 2:

THE DIRECTOR OF FINANCE AND ADMINISTRATION AND THE DEVELOPMENT TEAM MEET ACCODING TO GRANT TIMELINES THAT ARE SCHEDULED AFTER A GRANT CONTRACT IS RECIEVED. WE USE QUICKBOOKS AND GOOGLE SHEETS TO TRACK GRANT REVENUE AND EXPENSES USING AGREED UPON GRANT CLASSES AND PURCHASE ORDER FORM CODES.

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
2024
Open to Public Inspection

Name of the organization: NEW HAVEN ECOLOGY PROJECT, INC.

Employer identification number: 22-3171185

Part I — Types of Property

		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1	Art - Works of art				
2	Art - Historical treasures				
3	Art - Fractional interests				
4	Books and publications				
5	Clothing and household goods				
6	Cars and other vehicles				
7	Boats and planes				
8	Intellectual property				
9	Securities - Publicly traded	X	1	125,142.	AVG. SELLING PRICE
10	Securities - Closely held stock				
11	Securities - Partnership, LLC, or trust interests				
12	Securities - Miscellaneous				
13	Qualified conservation contribution - Historic structures				
14	Qualified conservation contribution - Other				
15	Real estate - Residential				
16	Real estate - Commercial				
17	Real estate - Other				
18	Collectibles				
19	Food inventory				
20	Drugs and medical supplies				
21	Taxidermy				
22	Historical artifacts				
23	Scientific specimens				
24	Archeological artifacts				
25	Other ( )				
26	Other ( )				
27	Other ( )				
28	Other ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement ..... 29 | 0

			Yes	No
30a	During the year, did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		X
b	If "Yes," describe the arrangement in Part II.			
31	Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31		X
32a	Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		X
b	If "Yes," describe in Part II.			
33	If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule M (Form 990) 2024**

LHA 432141 11-15-24

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):
THE ORGANIZATION IS REPORTING THE NUMBER OF CONTRIBUTORS IN PART 1,
COLUMN (B).

SCHEDULE O (Form 990) (Rev. December 2024) Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization	Employer identification number
NEW HAVEN ECOLOGY PROJECT, INC.	22-3171185

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
DIVERSE COMMUNITY OF CHILDREN, YOUNG PEOPLE AND ADULTS CULTIVATE HABITS OF HEALTHY LIVING AND SUSTAINABLE ENVIRONMENTAL PRACTICE, ACQUIRING THE KNOWLEDGE, SKILLS AND UNDERSTANDING THEY NEED TO LIVE POWERFUL, PRODUCTIVE, ENRICHED LIVES. IN 1997, A CHARTER TO OPERATE COMMON GROUND HIGH SCHOOL WAS GRANTED. COMMON GROUND HIGH SCHOOL IS THE NATION'S LONGEST-RUNNING ENVIRONMENTAL CHARTER SCHOOL, CREATING THE NEXT GENERATION OF SUCCESSFUL COLLEGE STUDENTS AND POWERFUL COMMUNITY AND ENVIRONMENTAL LEADERS.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
UNDERSTANDING THEY NEED TO LIVE POWERFUL, PRODUCTIVE, ENRICHED LIVES. IN 1997, A CHARTER TO OPERATE COMMON GROUND HIGH SCHOOL WAS GRANTED. COMMON GROUND HIGH SCHOOL IS THE NATION'S LONGEST-RUNNING ENVIRONMENTAL CHARTER SCHOOL, CREATING THE NEXT GENERATION OF SUCCESSFUL COLLEGE STUDENTS AND POWERFUL COMMUNITY AND ENVIRONMENTAL LEADERS.

FORM 990, PART VI, SECTION B, LINE 11B:
A DRAFT COPY OF THE 990 WAS ELECTRONICALLY PROVIDED TO THE BOARD OF DIRECTORS FOR REVIEW. BOARD OF DIRECTORS REVIEW AND APPROVE FORM 990 PRIOR TO FILING.

FORM 990, PART VI, SECTION B, LINE 12C:
EACH DIRECTOR SHALL DISCLOSE THEIR IMMEDIATE FAMILY'S DIRECT OR SUBSTANTIAL INTEREST IN ANY BUSINESS ENTITY, EITHER AS A SELLER OR PURCHASER OF GOODS OR SERVICES WITH NHEP. SUCH DISCLOSURES SHALL BE IN WRITING AND ADDRESSED TO THE EXECUTIVE DIRECTOR WHEN THE DIRECTOR BECOMES AWARE OF A POSSIBLE CONFLICT OR DURING THE ANNUAL CONFLICT OF INTEREST PROCESS. ANY CONTRACT, TRANSACTION OR SITUATION INVOLVING THE INTEREST OF ANY DIRECTOR REQUIRING DISCLOSURE SHALL BE REVIEWED FOR ITS IMPACT ON NHEP BY THE CHAIRMAN OF THE BOARD OF DIRECTORS. THE DISINTERESTED MEMBERS OF THE BOARD OF DIRECTORS SHALL REVIEW ALL CONTRACTS OR TRANSACTIONS WHICH THEY CUSTOMARILY REVIEW, AND THE EXECUTIVE DIRECTOR OF NHEP SHALL BE RESPONSIBLE FOR THE REVIEW OF ALL OTHER CONTRACTS AND TRANSACTIONS. ANY DIRECTOR HAVING A DUALITY OF INTEREST OR POSSIBLE CONFLICT OF INTEREST ON ANY MATTER SHOULD NOT VOTE OR USE PERSONAL INFLUENCE ON THE MATTER, AND THEY SHOULD NOT BE COUNTED IN DETERMINING THE QUORUM FOR THE MEETING, EVEN WHERE PERMITTED BY LAW. ANNUALLY, THE CHAIRMAN OF THE BOARD OF DIRECTORS OF NHEP SHALL SEND TO ALL DIRECTORS A COPY OF THIS POLICY WITH A QUESTIONNAIRE TO BE COMPLETED AND RETURNED FOR THE PURPOSE OF DISCLOSURE OF ANY SUCH CONFLICT OF INTEREST.

FORM 990, PART VI, SECTION B, LINE 15A:
THE EXECUTIVE SEARCH COMMITTEE DEVELOPED A COMPENSATION RANGE FOR THE EXECUTIVE DIRECTOR'S JOB POSITION. THE FINAL COMPENSATION PACKAGE WAS NEGOTIATED BY THE ED AND APPROVED BY THE FINANCE COMMITTEE AND SEARCH COMMITTEE. PUBLIC RECORDS OF SIMILAR POSITIONS WERE REVIEWED TO SET COMPENSATION PARAMETERS. THE PROPOSED COMPENSATION OFFERS WERE REVIEWED BY THE EXECUTIVE BOARD. THE BOARD OF DIRECTORS APPROVED THE EXECUTIVE DIRECTOR'S COMPENSATION. THE COMPENSATION IS RECORDED IN COMMITTEE MINUTES. CURRENT COMPENSATION RATES WERE SET IN 2025 AND 2024 RESPECTIVELY.

Name of the organization: NEW HAVEN ECOLOGY PROJECT, INC.

Employer identification number: 22-3171185

FORM 990, PART VI, SECTION C, LINE 19:
THE ORGANIZATION MAKES ITS FORM 990 AVAILABLE FOR PUBLIC INSPECTION AS REQUIRED UNDER SECTION 6104 OF THE INTERNAL REVENUE CODE. IN ADDITION, THE FINANCIAL STATEMENTS, CONFLICT OF INTEREST POLICY, ARTICLES OF INCORPORATION AND BY-LAWS ARE ALSO AVAILABLE UPON WRITTEN REQUEST.

FORM 990, PART XII, LINE 2C
THE ORGANIZATION HAS A FINANCE COMMITTEE THAT IS RESPONSIBLE FOR THE OVERSIGHT OF THE AUDIT OF ITS FINANCIAL STATEMENTS AND SELECTION OF AN INDEPENDENT ACCOUNTANT. THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.