

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
2020
Open to Public Inspection

A For the 2020 calendar year, or tax year beginning 01-01-2020, and ending 12-31-2020

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

C Name of organization
NEW PROFIT INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
225 FRANKLIN STREET NO 350

City or town, state or province, country, and ZIP or foreign postal code
BOSTON, MA 02110

D Employer identification number
04-3396766

E Telephone number
(617) 912-8800

F Name and address of principal officer:
DOUG BORCHARD
225 FRANKLIN STREET NO 350
BOSTON, MA 02110

G Gross receipts \$ 21,481,917

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.NEWPROFIT.ORG

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 1997 **M** State of legal domicile: MA

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
 NEW PROFIT IS A NONPROFIT VENTURE PHILANTHROPY ORGANIZATION THAT BACKS BREAKTHROUGH SOCIAL ENTREPRENEURS WHO ARE ADVANCING EQUITY AND OPPORTUNITY IN AMERICA. NEW PROFIT'S STRATEGY FOCUSES ON BUILDING A BREAKTHROUGH PORTFOLIO OF GRANTEE-PARTNERS TO TAKE ON ENTRENCHED SYSTEMIC CHALLENGES IN AMERICA, INCLUDING BY DRIVING RESOURCES AND SUPPORT TO BLACK, INDIGENOUS, AND LATINO/A/X SOCIAL ENTREPRENEURS WHO HAVE UNIQUE PROXIMITY TO SOLUTIONS, BUT FACE STARK RACIAL FUNDING DISPARITIES IN PHILANTHROPY; AND INVESTING IN SOCIAL ENTREPRENEURS WITH NEW SYSTEMS CHANGE MODELS ACROSS A RANGE OF ISSUES. LEARN MORE AT WWW.NEWPROFIT.ORG.

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	19
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	19
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	83
6 Total number of volunteers (estimate if necessary)	6	19
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, line 39	7b	0

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	46,371,399	20,430,328
9 Program service revenue (Part VIII, line 2g)	106,037	949,927
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	395,267	101,343
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	5,009	319
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	46,877,712	21,481,917
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	7,275,000	13,525,000
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)	9,423,820	10,295,444
16a Professional fundraising fees (Part IX, column (A), line 11e)	95,000	23,226
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 2,454,161		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	5,834,662	7,541,107
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	22,628,482	31,384,777
19 Revenue less expenses. Subtract line 18 from line 12	24,249,230	-9,902,860
	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	74,161,462	64,312,700
21 Total liabilities (Part X, line 26)	933,780	851,592
22 Net assets or fund balances. Subtract line 21 from line 20	73,227,682	63,461,108

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 2021-07-30

DOUG BORCHARD MANAGING DIRECTOR AND COO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name Preparer's signature Date 2021-07-26 Check if self-employed PTIN P01070603

Firm's name ▶ AAFCPAS INC Firm's EIN ▶ 04-2571780

Firm's address ▶ 50 WASHINGTON STREET Phone no. (508) 366-9100
WESTBOROUGH, MA 01581

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

SEE SCHEDULE O.

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

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

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

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

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

4a (Code:) (Expenses \$ 9,922,943 including grants of \$ 7,100,000) (Revenue \$ 950,246)

See Additional Data

4b (Code:) (Expenses \$ 9,916,030 including grants of \$ 4,925,000) (Revenue \$)

See Additional Data

4c (Code:) (Expenses \$ 906,462 including grants of \$) (Revenue \$)

See Additional Data

(Code:) (Expenses \$ 5,112,024 including grants of \$ 1,500,000) (Revenue \$)

POLICY AND FIELD BUILDING OUR ECOSYSTEM BUILDING EFFORTS ENGAGE SOCIAL ENTREPRENEURS, POLICYMAKERS, PHILANTHROPISTS, AND OTHER NATIONAL AND LOCAL STAKEHOLDERS TO TRANSFORM HOW GOVERNMENT AND PHILANTHROPY THINK ABOUT HOW TO COLLECTIVELY PURSUE SOCIAL CHANGE AND ALLOCATE RESOURCES. THROUGH THIS WORK, WE LEVERAGE DEEP INSIGHTS OF SOCIAL INNOVATORS IN OUR COMMUNITY TO INFLUENCE HOW POLICIES ARE SHAPED AND HOW RESOURCES FLOW IN THE SECTOR TO HELP REMOVE BARRIERS TO SUSTAINED SOCIAL PROGRESS. INCLUSIVE IMPACT THROUGH A MULTI-RACIAL, MULTI-ETHNIC NETWORK OF PHILANTHROPISTS, PRACTITIONERS, INSTITUTIONAL FUNDERS, AND SOCIAL IMPACT STAKEHOLDERS, INCLUSIVE IMPACT IS DESIGNED TO INCREASE INVESTMENTS IN LEADERS OF COLOR IN THE SOCIAL SECTOR SO THAT WE CAN LEVERAGE THE DIVERSE VOICES IN OUR SOCIETY TO INFLUENCE WHAT A NEW ERA OF SOCIAL PROBLEM-SOLVING COULD LOOK LIKE. INCLUSIVE IMPACT IS INITIALLY FOCUSED ON INCREASING INVESTMENTS IN BLACK, INDIGENOUS, AND LATINO/A/X LEADERS BECAUSE WE HAVE FOUND THAT THAT THEY ARE SIGNIFICANTLY UNDERREPRESENTED AT ALL LEVELS OF SOCIAL SECTOR LEADERSHIP AND FACE THE LARGEST DISPARITIES IN TERMS OF FUNDING AND SUPPORT IN THE SECTOR TODAY. AMERICA FORWARD AMERICA FORWARD IS NEW PROFIT'S DC-BASED, NONPARTISAN POLICY INITIATIVE THAT UNITES SOCIAL ENTREPRENEURS WITH POLICYMAKERS TO TRANSFORM LOCAL IMPACT INTO NATIONAL CHANGE. AMERICA FORWARD ENGAGES A COALITION OF OVER 100 SOCIAL INNOVATION ORGANIZATIONS THAT ARE ACHIEVING MEASURABLE OUTCOMES IN MORE THAN 15,000 COMMUNITIES NATIONWIDE. TOGETHER, THEY CHAMPION A PUBLIC POLICY AGENDA THAT FOSTERS INNOVATION, REWARDS RESULTS, AND CATALYZES CROSS-SECTOR PARTNERSHIPS IN EDUCATION, EARLY CHILDHOOD, WORKFORCE DEVELOPMENT, YOUTH DEVELOPMENT, AND POVERTY ALLEVIATION. COALITION ORGANIZATIONS HAVE LEVERAGED \$1.7 BILLION FOR SOCIAL INNOVATION AND HAVE DRIVEN MILLIONS OF FEDERAL RESOURCES TOWARD PROGRAMS THAT ARE ACHIEVING MEASURABLE RESULTS FOR THOSE WHO NEED THEM MOST.

4d Other program services (Describe in Schedule O.)
(Expenses \$ 5,112,024 including grants of \$ 1,500,000) (Revenue \$)

4e Total program service expenses 25,857,459

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No response. Rows include questions 1 through 21, with sub-questions a-f for questions 11 and 12. Each row has a corresponding 'Yes' or 'No' in the rightmost column.

Part IV Checklist of Required Schedules (continued)

Table with 3 main columns: Question/Description, Yes, No. Rows include questions 22 through 38 regarding grants, compensation, tax-exempt bonds, excess benefit transactions, and controlled entities.

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 []

Table with 3 main columns: Question/Description, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

<p>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</p>	2a	83		
<p>b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)</p>			2b	Yes
<p>3a Did the organization have unrelated business gross income of \$1,000 or more during the year?</p>			3a	No
<p>b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i></p>			3b	
<p>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)?</p>			4a	No
<p>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).</p>				
<p>5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</p>			5a	No
<p>b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?</p>			5b	No
<p>c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?</p>			5c	
<p>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?</p>			6a	No
<p>b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?</p>			6b	
7 Organizations that may receive deductible contributions under section 170(c).				
<p>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?</p>			7a	No
<p>b If "Yes," did the organization notify the donor of the value of the goods or services provided?</p>			7b	
<p>c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?</p>			7c	No
<p>d If "Yes," indicate the number of Forms 8282 filed during the year</p>	7d			
<p>e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?</p>			7e	No
<p>f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?</p>			7f	No
<p>g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?</p>			7g	
<p>h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?</p>			7h	
<p>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?</p>			8	
9 Sponsoring organizations maintaining donor advised funds.				
<p>a Did the sponsoring organization make any taxable distributions under section 4966?</p>			9a	
<p>b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?</p>			9b	
10 Section 501(c)(7) organizations. Enter:				
<p>a Initiation fees and capital contributions included on Part VIII, line 12</p>	10a			
<p>b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities</p>	10b			
11 Section 501(c)(12) organizations. Enter:				
<p>a Gross income from members or shareholders</p>	11a			
<p>b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)</p>	11b			
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?				
<p>b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.</p>	12b			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.				
<p>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.</p>			13a	
<p>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</p>	13b			
<p>c Enter the amount of reserves on hand</p>	13c			
<p>14a Did the organization receive any payments for indoor tanning services during the tax year?</p>			14a	No
<p>b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i></p>			14b	
<p>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 instructions and file Form 4720, Schedule N.</p>			15	No
<p>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.</p>			16	No

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



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a (19), 1b (19), 2 (No), 3 (No), 4 (No), 5 (No), 6 (No), 7a (No), 7b (No), 8a (Yes), 8b (Yes), 9 (No).

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

Table with 3 columns: Question, Yes, No. Rows include: 10a (No), 10b, 11a (Yes), 12a (Yes), 12b (Yes), 12c (Yes), 13 (Yes), 14 (Yes), 15a (Yes), 15b (Yes), 16a (No), 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed: MA, NY, CA, FL, WA
18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records: IAN MAGEE CFO 225 FRANKLIN STREET SUITE 350 BOSTON, MA 02110 (617) 912-8808

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	1a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	20,430,328				
	g Noncash contributions included in lines 1a - 1f:\$	1g	549,448				
	h Total. Add lines 1a-1f			20,430,328			
Program Service Revenue	2a ADVISORY FEES	Business Code					
		541610	863,627	863,627			
	b NETWORKING EVENT FEES	900099	86,300	86,300			
	c						
	d						
	e						
	f All other program service revenue						
g Total. Add lines 2a-2f.		949,927					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		101,343			101,343	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a Gross rents	(i) Real	(ii) Personal				
		6b Less: rental expenses					
		6c Rental income or (loss)					
		d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		7b Less: cost or other basis and sales expenses					
		7c Gain or (loss)					
		d Net gain or (loss)					
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18						
		8b Less: direct expenses					
		c Net income or (loss) from fundraising events					
	9a Gross income from gaming activities. See Part IV, line 19						
9b Less: direct expenses							
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances							
	10b Less: cost of goods sold						
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code					
11a MISCELLANEOUS		900099	319	319			
b							
c							
d All other revenue							
e Total. Add lines 11a-11d			319				
12 Total revenue. See instructions			21,481,917	950,246	0	101,343	

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	13,525,000	13,525,000		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,588,055	573,997	728,318	285,740
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	6,953,681	4,424,304	1,294,497	1,234,880
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	168,640	105,072	33,428	30,140
9 Other employee benefits	1,035,599	627,648	225,063	182,888
10 Payroll taxes	549,469	323,110	128,618	97,741
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	52,200		52,200	
d Lobbying	44,244	44,244		
e Professional fundraising services. See Part IV, line 17	23,226			23,226
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	5,780,781	5,178,945	213,194	388,642
12 Advertising and promotion				
13 Office expenses	69,818	57,202	7,384	5,232
14 Information technology				
15 Royalties				
16 Occupancy	830,221	435,734	206,792	187,695
17 Travel	126,368	91,236	21,048	14,084
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	422,331	411,718	8,753	1,860
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	15,713		15,713	
23 Insurance				
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a MISCELLANEOUS	119,995	13,819	104,603	1,573
b RECRUITING AND TALENT	79,436	45,430	33,546	460
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	31,384,777	25,857,459	3,073,157	2,454,161
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	2,364,745	1	3,602,138
	2 Savings and temporary cash investments	23,312,753	2	20,496,838
	3 Pledges and grants receivable, net	48,108,864	3	39,871,809
	4 Accounts receivable, net		4	
	5 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		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	344,369	9	326,897
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	62,105		
	b Less: accumulated depreciation	47,087	30,731	10c 15,018
	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		15	
16 Total assets. Add lines 1 through 15 (must equal line 33)	74,161,462	16	64,312,700	
Liabilities	17 Accounts payable and accrued expenses	933,780	17	851,592
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		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		25	
	26 Total liabilities. Add lines 17 through 25	933,780	26	851,592
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	4,782,357	27	8,169,982
	28 Net assets with donor restrictions	68,445,325	28	55,291,126
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
32 Total net assets or fund balances	73,227,682	32	63,461,108	
33 Total liabilities and net assets/fund balances	74,161,462	33	64,312,700	

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	21,481,917
2	Total expenses (must equal Part IX, column (A), line 25)	2	31,384,777
3	Revenue less expenses. Subtract line 2 from line 1	3	-9,902,860
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	73,227,682
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	136,286
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	63,461,108

Part XII Financial Statements and Reporting

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

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

Additional Data

Software ID:

Software Version:

EIN: 04-3396766

Name: NEW PROFIT INC

Form 990 (2020)

Form 990, Part III, Line 4a:

SEE SCHEDULE O.

Form 990, Part III, Line 4b:

SEE SCHEDULE O.

Form 990, Part III, Line 4c:

SEE SCHEDULE O.

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
VANESSA KIRSCH FOUNDER AND CEO	45.00			X				417,569	0	29,315
DEBORAH SMOLOVER EXECUTIVE DIRECTOR OF AMER	45.00					X		346,646	0	27,856
JACOB SCHRAMM MANAGING PARTNER, LEARN TO	45.00					X		287,654	0	7,140
DOUG BORCHARD MANAGING PARTNER, COO, CLERK	45.00			X				283,572	0	7,731
ELIZA GREENBERG MANAGING PARTNER	45.00				X			270,042	0	21,256
SARA CONAHAN MANAGING PARTNER, SR. PHIL	45.00					X		272,426	0	15,571
KIMBERLY SYMAN MANAGING PARTNER	45.00					X		255,928	0	29,340
TULAIN MARSHALL MANAGING PARTNER	45.00				X			261,534	0	10,096
IAN MAGEE MANAGING PARTNER, CFO	45.00			X				251,702	0	16,096
TREVOR BROWN MANAGING PARTNER	45.00					X		254,892	0	8,331

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JEFFREY WALKER CHAIRMAN	1.00	X		X				0	0	0
STEVE BARNES DIRECTOR	1.00	X						0	0	0
JOSH BEKENSTEIN DIRECTOR	1.00	X						0	0	0
SAM COBBS DIRECTOR	1.00	X						0	0	0
DAVID GERGEN DIRECTOR	1.00	X						0	0	0
STEVE JENNINGS DIRECTOR	1.00	X						0	0	0
JAMES PALLOTTA DIRECTOR	1.00	X						0	0	0
VALERIE MOSLEY DIRECTOR	1.00	X						0	0	0
WENDY KOPP DIRECTOR	1.00	X						0	0	0
MATTHEW LEVIN DIRECTOR	1.00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
HENRY MCCANCE DIRECTOR	1.00	X						0	0	0
DUNCAN MCFARLAND DIRECTOR	1.00	X						0	0	0
KRISTIN MUGFORD DIRECTOR	1.00	X						0	0	0
MARK NUNNELLY DIRECTOR	1.00	X						0	0	0
JOHN RICE DIRECTOR	1.00	X						0	0	0
BRIAN SPECTOR DIRECTOR	1.00	X						0	0	0
VENKAT SRINIVASAN DIRECTOR	1.00	X						0	0	0
ALISA DOCTOROFF DIRECTOR	1.00	X						0	0	0
STACY JANIAK DIRECTOR	1.00	X						0	0	0

SCHEDULE A
(Form 990 or 990-EZ)

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

2020

Open to Public Inspection

Name of the organization
NEW PROFIT INC

Employer identification number
04-3396766

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

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

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 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 **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 in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations _____
- g Provide the following information about the supported organization(s).

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

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III.
 If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	38,960,652	16,115,471	27,482,118	46,371,399	20,430,328	149,359,968
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	38,960,652	16,115,471	27,482,118	46,371,399	20,430,328	149,359,968
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). . .						46,636,260
6	Public support. Subtract line 5 from line 4.						102,723,708

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7	Amounts from line 4. . . .	38,960,652	16,115,471	27,482,118	46,371,399	20,430,328	149,359,968
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	24,046	80,345	272,169	395,367	101,343	873,270
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.). . . .	282,730	1,782	5,751	5,009	319	295,591
11	Total support. Add lines 7 through 10						150,528,829
12	Gross receipts from related activities, etc. (see instructions)					12	2,173,774

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 2020 (line 6, column (f) divided by line 11, column (f))	14	68.240 %
15	Public support percentage for 2019 Schedule A, Part II, line 14	15	66.770 %

- 16a 33 1/3% support test—2020.** 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—2019.** 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—2020.** 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—2019.** 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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(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 in 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 2020 (line 8, column (f) divided by line 13, column (f))	15	
16	Public support percentage from 2019 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for 2020 (line 10c, column (f) divided by line 13, column (f))	17	
18	Investment income percentage from 2019 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2020. 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—2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

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 in lines 11b and 11c below, the governing body of a supported organization?		
b	A family member of a person described in 11a above?		
c	A 35% controlled entity of a person described in line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

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?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

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

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

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

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

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (<i>prior IRS approval required - provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions	8	
9 Distributable amount for 2020 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-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required-- <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2020:			
a From 2015.			
b From 2016.			
c From 2017.			
d From 2018.			
e From 2019.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7:			
\$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016.			
b Excess from 2017.			
c Excess from 2018.			
d Excess from 2019.			
e Excess from 2020.			

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

Facts And Circumstances Test

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities
For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020
Open to Public Inspection

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

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

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

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

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

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

Name of the organization NEW PROFIT INC	Employer identification number 04-3396766
--	--

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

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")

2 Political campaign activity expenditures (see instructions) ▶ \$ _____

3 Volunteer hours for political campaign activities (see instructions)

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No

4a Was a correction made? Yes No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b..... ▶ \$ _____

4 Did the filing organization file **Form 1120-POL** for this year? Yes No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV Supplemental Information

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

Return Reference	Explanation
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SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2020

Open to Public Inspection

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.

Department of the Treasury Internal Revenue Service

Name of the organization NEW PROFIT INC

Employer identification number

04-3396766

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

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

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4: Total number at end of year, Aggregate value of contributions to (during year), Aggregate value of grants from (during year), 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?
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?

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).
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.

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

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year
4 Number of states where property subject to conservation easement is located
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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

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

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

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - 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 |
|---|--------|
| 1c Beginning balance | |
| 1d Additions during the year | |
| 1e Distributions during the year | |
| 1f Ending balance | |
- 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 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				
c Leasehold improvements				
d Equipment		62,105	47,087	15,018
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				15,018

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 _____		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments—Program Related.

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

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

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

1	Total revenue, gains, and other support per audited financial statements	1	24,402,783
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	2,784,580
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	136,286
e	Add lines 2a through 2d	2e	2,920,866
3	Subtract line 2e from line 1	3	21,481,917
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	21,481,917

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	34,169,357
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	2,784,580
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	2,784,580
3	Subtract line 2e from line 1	3	31,384,777
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	31,384,777

Part XIII Supplemental Information

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

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 04-3396766

Name: NEW PROFIT INC

Supplemental Information

Return Reference	Explanation
PART X, LINE 2:	THE ORGANIZATION ACCOUNTS FOR UNCERTAINTY IN INCOME TAXES IN ACCORDANCE WITH ASC TOPIC, INCOME TAXES. THIS STANDARD CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS AND PRESCRIBES A RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTE FOR THE FINANCIAL STATEMENTS REGARDING A TAX POSITION TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. THE ORGANIZATION HAS DETERMINED THAT THERE ARE NO UNCERTAIN TAX POSITIONS WHICH QUALIFY FOR EITHER RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS AT DECEMBER 31, 2020. THE ORGANIZATION'S INFORMATION RETURNS ARE SUBJECT TO EXAMINATION BY THE FEDERAL AND VARIOUS STATE JURISDICTIONS.

Supplemental Information

Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS:	CANCELLED COMMITMENTS RECEIVABLE -75,000. PROVISION FOR UNCOLLECTIBLE COMMITMENTS 211,286.

SCHEDULE G
(Form 990 or 990-EZ)

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, lines 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

2020

Open to Public Inspection

Name of the organization
NEW PROFIT INC

Employer identification number
04-3396766

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 non-government grants
 - f** Solicitation of government grants
 - g** Special fundraising events
- 2a** 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?		(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
		Yes	No			
WILLIAM JACKSON 3729 22ND STREET SAN FRANCISCO, CA 94114	CONSULTING ON FUNDRAISING STRATEGY		No	0	11,929	-11,929
JEFFREY NELSON 1135 MOREHEAD STREET ANN ARBOR, MI 48103	CONSULTING ON FUNDRAISING STRATEGY		No	0	9,247	-9,247
Total					21,176	-21,176

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.

MA, CA, NY, FL, WA

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.

Revenue		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1 Gross receipts				
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				

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.

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

- 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 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 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.

Return Reference	Explanation
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Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

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

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization NEW PROFIT INC

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 the latest information.

Employer identification number 04-3396766

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
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.

Table with 8 columns: (a) Name and address of organization, (b) EIN, (c) IRC section, (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation, (g) Description of noncash assistance, (h) Purpose of grant or assistance. Rows 1-12.

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 79
3 Enter total number of other organizations listed in the line 1 table 3

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

Part III can be duplicated if additional space is needed.

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

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

Return Reference	Explanation
PART I, LINE 2:	"NEW PROFIT'S PORTFOLIO INVESTING MODEL PROVIDES FINANCIAL AND STRATEGIC RESOURCES TO RESULTS-DRIVEN ORGANIZATIONS. NEW PROFIT PROVIDES A PORTFOLIO MANAGER TO EACH ORGANIZATION OR COHORT OF ORGANIZATIONS WHO WORKS CLOSELY WITH THE ORGANIZATION'S LEADERSHIP TO PROVIDE SUPPORT IN A VARIETY OF AREAS, INCLUDING IMPACT INNOVATION, LEADERSHIP AND GOVERNANCE, ORGANIZATIONAL STRATEGY, PERFORMANCE MEASUREMENT, AND MANAGEMENT AS INDICATED IN PART III OF THE FORM 990. A PORTFOLIO MANAGER ALSO HOLDS A SEAT ON THE ORGANIZATION'S BOARD OF DIRECTORS THROUGHOUT THE TERM OF NEW PROFIT'S BUILD INVESTMENT IN THE ORGANIZATION."

Additional Data

Software ID:
Software Version:
EIN: 04-3396766
Name: NEW PROFIT INC

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
40 SCHOOLS 612 ANDREW HIGGENS 3RD FLOOR NEW ORLEANS, LA 70130	27-3474661	501(C)3	250,000				PROGRAM EXPANSION
ARRUPE COLLEGE OF LOYOLA UNIVERSITY OF CHICAGO 820 MICHIGAN AVE CHICAGO, IL 60611	36-1408475	501(C)3	50,000				PROGRAM EXPANSION

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ASU LOCAL AT ARIZONA STATE UNIVERSITY POBOX 2260 TEMPE, AZ 85280	86-6051042	501(C)3	100,000				PROGRAM EXPANSION
AUSTIN JUSTICE COALITION (TEXAS FAIR DEFENSE PROJECT) 314 E HIGHLAND MALL BLVD SUITE 108 AUSTIN, TX 78752	38-3740913	501(C)3	50,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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BASTA 315 W 36TH ST 2ND FLOOR NEW YORK, NY 10018	81-5268868	501(C)3	100,000				PROGRAM EXPANSION
BEYOND12 EDUCATION 1625 CLAY ST OAKLAND, CA 94612	27-1275246	501(C)3	250,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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BIG PICTURE LEARNING 97 WOOD MANOR LN CLAYTON, NC 27528	05-0485883	501(C)3	250,000				PROGRAM EXPANSION
BLACK BELT COMMUNITY FOUNDATION PO BOX 2020 SELMA, AL 36702	63-1270745	501(C)3	125,000				PROGRAM EXPANSION

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BRAVEN 171 NORTH ABERDEEN ST SUITE 400 CHICAGO, IL 60607	46-4340594	501(C)3	250,000				PROGRAM EXPANSION
BRIDGE TO ENTER ADVANCED MATHEMATICS (BEAM) 55 EXCHANGE PL NEW YORK, NY 10005	20-1239616	501(C)3	100,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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BROOKLYN STEAM CENTER 141 FLUSHING AVE BUILDING 77 SUITE 801 BROOKLYN, NY 11205	11-2137138	501(C)3	100,000				PROGRAM EXPANSION
BUILDING FUTURES 1 ACORN ST PROVIDENCE, RI 02901	81-3939129	501(C)3	100,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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COLLABORATIVE FOR ACADEMIC SOCIAL AND EMOTIONAL LEARNING 815 WEST VAN BUREN ST SUITE 210 CHICAGO, IL 60607	20-5884201	501(C)3	250,000				PROGRAM EXPANSION
CHILDREN'S LITERACY INITIATIVE 990 SPRING GARDEN ST SUITE 400 PHILADELPHIA, PA 19123	23-2515768	501(C)3	450,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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CITIZEN UNIVERSITY 1631 37TH AVE SEATTLE, WA 98122	46-4270721	501(C)3	125,000				PROGRAM EXPANSION
COALFIELD DEVELOPMENT CORPORATION PO BOX 1133 WAYNE, WV 25570	26-3836207	501(C)3	100,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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CODE2040 785 MARKET ST SAN FRANCISCO, CA 94103	45-5026246	501(C)3	125,000				PROGRAM EXPANSION
CODEPATHORG 665 3RD ST 150 SAN FRANCISCO, CA 94107	81-5338932	501(C)3	100,000				PROGRAM EXPANSION

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COME TO BELIEVE (FKA ARRUPE COLLEGE OF LOYOLA UNIVERSITY OF CHICAGO) 820 N MICHIGAN AVE CHICAGO, IL 60611	83-1551889	501(C)3	50,000				PROGRAM EXPANSION
COMMUNITIES UNITED FOR RESTORATIVE YOUTH JUSTICE (CURYJ) 490 LAKE PARK AVE 16086 OAKLAND, CA 94619	27-5008441	501(C)3	50,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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COMMUNITY FOUNDATION FOR GREATER DUBUQUE 700 LOCUST ST SUITE 195 DUBUQUE, IA 52001	42-1526614	501(C)3	125,000				PROGRAM EXPANSION
COOPREADY 1460 BROADWAY NEW YORK, NY 10036	83-1457260	501(C)3	100,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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DENVER PUBLIC SCHOOLS CAREER CONNECT 1860 LINCOLN ST DENVER, CO 80203	84-6001099	501(C)3	100,000				PROGRAM EXPANSION
EDUCATIONS LEADERS OF COLOR INC 16430 JANINE DRIVE WHITTIER, CA 90603	81-2253548	501(C)3	375,000				PROGRAM EXPANSION

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ENGLISH LEARNINGS SUCCESS FORUM (ELSF) 1201 CONNECTICUT AVE NW SUITE 300 WASHINGTON, DC 20036	20-8506345	501(C)3	100,000				PROGRAM EXPANSION
ENVISON EDUCATION 111 MYRTLE ST SUITE 202 OAKLAND, CA 94607	94-3394659	501(C)3	250,000				PROGRAM EXPANSION

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EQUAL OPPORTUNITY SCHOOLS 5601 6TH AVES 258 SEATTLE, WA 98108	37-1609659	501(C)3	250,000				PROGRAM EXPANSION
FAITHACTS FOR EDUCATION 285 FAIRFIELD AVE BRIDGEPORT, CT 06604	47-2150020	501(C)3	50,000				PROGRAM EXPANSION

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FOODCORPS 225 FRANKLIN ST SUITE 350 BOSTON, MA 02110	27-3990987	501(C)3	125,000				PROGRAM EXPANSION
FOUNDATION FOR APPALACHIAN KENTUCKY 420 MAIN ST HAZARD, KY 41701	61-1329396	501(C)3	250,000				PROGRAM EXPANSION

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FREEDOM PROJECT 918 S HORTON ST SUITE 1015 SEATTLE, WA 98134	91-2129474	501(C)3	50,000				PROGRAM EXPANSION
GENERATION YOU EMPLOYED INC 1200 19TH ST NW SUITE 1110 WASHINGTON, DC 20036	47-1073442	501(C)3	100,000				PROGRAM EXPANSION

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GIRLTREK 3933 PARK AVE FAIRFIELD, CT 06825	06-1811886	501(C)3	525,000				PROGRAM EXPANSION
GO PUBLIC SCHOOLS 134 LINDEN ST OAKLAND, CA 94607	27-1025753	501(C)3	50,000				PROGRAM EXPANSION

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HIGHLANDER INSTITUTE 166 VALLEY ST BLDG 31 SUITE 101 PROVIDENCE, RI 02909	22-3115046	501(C)3	250,000				PROGRAM EXPANSION
HONORS PATHWAY PBC (OAKLAND PUBLIC ED FUND) PO BOX 71005 OAKLAND, CA 94612	43-2014630	501(C)3	100,000				PROGRAM EXPANSION

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INACOL 1934 OLD GALLOWS RD SUITE 350 VIENNA, VA 22182	20-0310109	501(C)3	250,000				PROGRAM EXPANSION
INNER-CITY COMPUTER STARS FOUNDATION (IC STARS) 415 N DEARBORN CHICAGO, IL 60654	36-4253411	501(C)3	100,000				PROGRAM EXPANSION

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INNOVATE PUBLIC SCHOOLS 1400 PARKMOOR AVE SAN JOSE, CA 95126	46-2155826	501(C)3	50,000				PROGRAM EXPANSION
INSTITUTE FOR EARLY EDUCATION LEADERSHIP AND INNOVATION AT UMASS BOSTON 100 MORRISSEY BLVD BOSTON, MA 02125	04-3167352	HIGHER EDUCATION	450,000				PROGRAM EXPANSION

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INSTRUCTION PARTNERS 604 GALLATIN AVE STE 202 NASHVILLE, TN 37206	47-5380182	501(C)3	250,000				PROGRAM EXPANSION
JEWISH VOCATIONAL & CAREER COUNSELING SERVICE 225 BUSH ST SUITE 400 SAN FRANCISCO, CA 94104	94-2213100	501(C)3	100,000				PROGRAM EXPANSION

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LASTINGER CENTER AT UNIVERSITY OF FLORIDA SUITE 1250 EAST CAMPUS OFFICE BLDG PO BOX 113201 GAINESVILLE, FL 32611	59-6002052	HIGHER EDUCATION	450,000				PROGRAM EXPANSION
LEADERSUP 830 TRACTION AVE 3A HUB LA LOS ANGELES, CA 90013	46-2606773	501(C)3	100,000				PROGRAM EXPANSION

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LEAP INNOVATIONS C/O 1871 222 W MERCHANDISE MART PLAZA SUITE 1212 CHICAGO, IL 60654	46-4784152	501(C)3	400,000				PROGRAM EXPANSION
THE LEARNING ACCELERATOR 10605 FARALLONE DR CUPERTINO, CA 95014	46-1059054	501(C)3	250,000				PROGRAM EXPANSION

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MAYVENN 1900 POWELL ST 7TH FL WE WORK EMERYVILLE, CA 94608	45-4811759	FOR PROFIT	500,000				PROGRAM EXPANSION
MILLENNIAL ACTION PROJECT 1875 CONNECTICUT AVE NW 10TH FL WASHINGTON, DC 20009	47-2802851	501(C)3	100,000				PROGRAM EXPANSION

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MISSION LAUNCH 10 E NORTH AVE C/O IMPACT HUB BALTIORE BALTIMORE, MD 21202	45-4633339	501(C)3	125,000				PROGRAM EXPANSION
NDN COLLECTIVE INC 317 MAIN ST SUITE 1 RAPID CITY, SC 57701	82-3776329	501(C)3	125,000				PROGRAM EXPANSION

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NXU THROUGH FISCAL SPONSOR TOGETHER EDUCATION 25 BROADWAY 3RD FLOOR NEW YORK, NY 10004	26-1525207	501(C)3	100,000				PROGRAM EXPANSION
OPERATION RESTORATION 712 CARLTON AVE APT C METAIRIE, LA 70005	61-1791941	501(C)3	50,000				PROGRAM EXPANSION

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OUR VOICE NUESTRA VOZ 200 TREME ST 201 NEW ORLEANS, LA 70112	47-4564599	501(C)3	50,000				PROGRAM EXPANSION
OXFORD TEACHERS ACADEMY 1001 BEECH ST EAST PALO ALTO, CA 94303	61-1919324	501(C)3	100,000				PROGRAM EXPANSION

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PARENTS AMPLIFYING VOICES IN EDUCATION (PAVE) 1342 FLORIDA AVE NW WASHINGTON, DC 20009	81-2330119	501(C)3	50,000				PROGRAM EXPANSION
PELOTONU 500 E ST JOHNS AVE SUITE 1460 AUSTIN, TX 78752	46-0920019	501(C)3	100,000				PROGRAM EXPANSION

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PIVOT 1300 CLAY ST SUITE 600 OAKLAND, CA 94612	94-3227655	501(C)3	250,000				PROGRAM EXPANSION
POWERMYLEARNING 520 8TH AVE 10TH FLOOR NEW YORK, NY 10018	13-3935309	501(C)3	250,000				PROGRAM EXPANSION

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PROFOUND GENTLEMEN 2701-C FREEDOM DR CHARLOTTE, NC 28208	47-2225983	501(C)3	100,000				PROGRAM EXPANSION
PROJECT FOR PRIDE IN LIVING INC (PPL) 1035 E FRANKLIN MINNEAPOLIS, MN 55404	23-7232208	501(C)3	100,000				PROGRAM EXPANSION

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PROJECT QUEST INC 515 SW 24TH ST SUITE 201 SAN ANTONIO, TX 78207	74-2643545	501(C)3	100,000				PROGRAM EXPANSION
PROPEL AMERICA 800 BOYLSTON ST PO BOX 990443 BOSTON, MA 02199	83-1867782	501(C)3	100,000				PROGRAM EXPANSION

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PROSECUTOR IMPACT 50 MILK ST 16TH FLOOR BOSTON, MA 02110	83-3108027	501(C)3	125,000				PROGRAM EXPANSION
PURSUIT TRANSFORMATION COMPANY INC 47-10 AUSTELL PLACE 2ND FLOOR LONG ISLAND CITY, NY 11101	61-1652332	501(C)3	100,000				PROGRAM EXPANSION

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RISE COLORADO 1595 ELMIRA ST 201 AURORA, CO 80010	47-3566342	501(C)3	50,000				PROGRAM EXPANSION
RUSH UNIVERSITY MEDICAL CENTER 1653 W CONGRESS PARKWAY CHICAGO, IL 60612	36-2174823	501(C)3	100,000				PROGRAM EXPANSION

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SAGA EDUCATION 10 LAUDHOLD RD NEWTON, MA 02458	47-2168942	501(C)3	250,000				PROGRAM EXPANSION
SPRINGBOARD COLLABORATIVE 2 PENN CENTER STE 1315 1500 JFK BLVD PHILADELPHIA, PA 19102	45-3719806	501(C)3	250,000				PROGRAM EXPANSION

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THE CALCULUS PROJECT 168 POND ST RANDOLPH, MA 02368	81-3431454	501(C)3	100,000				PROGRAM EXPANSION
THE CENTER FOR INCLUSIVE INNOVATION AT DIGITAL PROMISE 1001 CONNECTICUT AVE NW SUITE 935 WASHINGTON, DC 20036	46-5460594	501(C)3	100,000				PROGRAM EXPANSION

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THE CENTURY FOUNDATION 1 WHITEHALL ST 15TH FLOOR NEW YORK, NY 10004	13-1624235	501(C)3	125,000				PROGRAM EXPANSION
THE FIRST 72 2915 PERDIDO ST NEW ORLEANS, LA 70119	47-1833909	501(C)3	50,000				PROGRAM EXPANSION

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THE FORESTRY AND FIRE RECRUITMENT PROGRAM 110 W 6TH ST 162 AZUSA, CA 91702	83-0806426	501(C)3	50,000				PROGRAM EXPANSION
THE HEALTH INITIATIVE (PREVIOUS FISCAL SPONSOR GDI) 200 CLARENDON ST 44TH FLOOR BOSTON, MA 02116	83-1490111	501(C)3	400,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE PEOPLE (ONEPEOPLE) 9 MERRIT LN ROCKY HILL, NJ 08553	82-5022984	501(C)3	100,000				PROGRAM EXPANSION
THE WORKER'S LAB 1111 BROADWAY FL 3 OAKLAND, CA 94607	82-4788124	501(C)3	125,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THINK OF US 88 PINE ST NEW YORK, NY 10005	82-1157215	501(C)3	125,000				PROGRAM EXPANSION
TRANSCEND 159 LINCOLN AVE HASTINGSONHUDSON, NY 10706	30-0878820	501(C)3	250,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNLOOP 900 E PINE ST SUITE 202 SEATTLE, WA 98122	47-5302622	501(C)3	50,000				PROGRAM EXPANSION
URBAN ALLIANCE 2030 Q ST NW WASHINGTON, DC 20009	52-1938443	501(C)3	250,000				PROGRAM EXPANSION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
VALOR COLLEGIATE ACADEMIES 4527 NOLENSVILLE PIKE NASHVILLE, TN 37211	46-1413472	501(C)3	250,000				PROGRAM EXPANSION
ZEARN 261 W 35TH ST 15 FL NEW YORK, NY 10001	37-1665745	501(C)3	250,000				PROGRAM EXPANSION

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
NEW PROFIT INC

Employer identification number
04-3396766

Part I Questions Regarding Compensation

		Yes	No		
<p>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax idemnification and gross-up payments <input type="checkbox"/> Discretionary spending account </td> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) </td> </tr> </table>	<input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax idemnification and gross-up payments <input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)			
<input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax idemnification and gross-up payments <input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)				
<p>b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain</p>	1b				
<p>2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?</p>	2				
<p>3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input checked="" type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations </td> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Written employment contract <input type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee </td> </tr> </table>	<input checked="" type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations	<input type="checkbox"/> Written employment contract <input type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee			
<input checked="" type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations	<input type="checkbox"/> Written employment contract <input type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee				
<p>4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:</p> <p>a Receive a severance payment or change-of-control payment?</p> <p>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p> <p>c Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p>	4a	Yes			
	4b		No		
	4c		No		
<p>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</p> <p>5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III.</p>	5a		No		
	5b		No		
<p>6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III.</p>	6a		No		
	6b		No		
<p>7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III</p>	7		No		
<p>8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III</p>	8		No		
<p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>	9				

Part III Supplemental Information

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

Return Reference	Explanation
PART I, LINE 4A	JACOB SCHRAMM, \$132,628

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2020

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

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
NEW PROFIT INC

Employer identification number
04-3396766

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	3	549,448	FAIR MARKET VALUE
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 IV, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		No
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?		No
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		No
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.		

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.

Return Reference	Explanation
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SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury

Name of the organization
NEW PROFIT INC

Employer identification number

04-3396766

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 1, MISSION STATEMENT:	NEW PROFIT IS A NONPROFIT VENTURE PHILANTHROPY ORGANIZATION THAT BACKS BREAKTHROUGH SOCIAL ENTREPRENEURS WHO ARE ADVANCING EQUITY AND OPPORTUNITY IN AMERICA. NEW PROFIT'S STRATEGY FOCUSES ON BUILDING A BREAKTHROUGH PORTFOLIO OF GRANTEE-PARTNERS TO TAKE ON ENTRENCHED SYSTEMIC CHALLENGES IN AMERICA, INCLUDING BY DRIVING RESOURCES AND SUPPORT TO BLACK, INDIGENOUS, AND LATINO/A/X SOCIAL ENTREPRENEURS WHO HAVE UNIQUE PROXIMITY TO SOLUTIONS, BUT FACE STARK RACIAL FUNDING DISPARITIES IN PHILANTHROPY; AND INVESTING IN SOCIAL ENTREPRENEURS WITH NEW SYSTEMS CHANGE MODELS ACROSS A RANGE OF ISSUES. LEARN MORE AT WWW.NEWPROFIT.ORG.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:	<p>PORTFOLIO INVESTING - SOCIAL ENTREPRENEURS-EDUCATION AND OTHER WE STAND SHOULDER-TO-SHOULDER WITH SOCIAL ENTREPRENEURS IN SUPPORT OF THEIR VISION, WITH A SPECIFIC FOCUS ON HELPING THEM BUILD THE CAPACITY OF THEIR ORGANIZATIONS, WHICH IS KEY TO STRENGTHENING THEIR LONG-TERM IMPACT AND SUSTAINABILITY. WE ARE COMMITTED TO BACKING SOCIAL ENTREPRENEURS WHO CENTER EQUITY IN THEIR WORK AND WHO ARE PROXIMATE TO THE COMMUNITIES WE COLLECTIVELY AIM TO SERVE. PROXIMATE LEADERS BRING SKILLS, INSIGHTS, RELATIONSHIPS, AND EXPERTISE THAT OUR SOCIETY NEEDS TO ADVANCE EQUITABLE WELLBEING. OUR BIGGEST SOCIETAL CHALLENGES ARE COMPLEX AND INTERCONNECTED, SO WE BELIEVE PROGRESS DEPENDS ON INVESTING IN A BROAD RANGE OF ISSUE AREAS. WE PROVIDE TWO LEVELS OF FUNDING AND STRATEGIC SUPPORT TO ORGANIZATIONS IN OUR PORTFOLIO: "BUILD INVESTMENTS AND "CATALYZE INVESTMENTS." THROUGH OUR BUILD INVESTMENTS, WE PROVIDE GRANTEE-PARTNERS A \$1M+ MULTI-YEAR, UNRESTRICTED GRANT AND DEEP ADVISORY SUPPORT. A DEDICATED NEW PROFIT DEAL PARTNER SERVES AS A TRUSTED ADVISOR TO THE SOCIAL ENTREPRENEUR AND AS A MEMBER OF THE ORGANIZATION'S BOARD OF DIRECTORS. OUR SUPPORT IS GEARED TOWARDS BUILDING THE LEADERSHIP CAPACITY OF SOCIAL ENTREPRENEURS AND THEIR ABILITY TO MAKE STRATEGIC CHOICES AS THEY NAVIGATE CHANGE AND GROWTH. THROUGH OUR CATALYZE INVESTMENTS, WE PROVIDE \$50K-\$100K UNRESTRICTED GRANTS, STRATEGIC ADVICE, AND A PEER LEARNING COMMUNITY OVER ONE TO TWO YEARS TO CATALYZE THE INNOVATIONS OF ORGANIZATIONS WITH LEADERS AND FOCUS AREAS THAT HAVE BEEN HISTORICALLY UNDERINVESTED IN BY PHILANTHROPY. OUR COHORT MODEL ENABLES THE SOCIAL ENTREPRENEURS TO FORM A PEER LEARNING COMMUNITY, WHICH OFFERS AN OPPORTUNITY FOR THEM TO CONNECT, GIVE ADVICE AND SUPPORT TO EACH OTHER, AND PARTICIPATE IN A SERIES OF IN-PERSON AND VIRTUAL CONVENINGS STRUCTURED AROUND TACKLING KEY LEADERSHIP AND ORGANIZATIONAL CHALLENGES THEY FACE IN ORDER TO DEEPEN THEIR IMPACT AND SCALE THEIR MODELS. OUR GRANTEE-PARTNERS ARE DRIVING IMPACT IN EDUCATION, POSTSECONDARY AND CAREER PATHWAYS, HEALTH, ECONOMIC MOBILITY, CRIMINAL JUSTICE, AND CIVIC ENGAGEMENT. EDUCATION WE INVEST IN INNOVATIVE ORGANIZATIONS WORKING TO ADDRESS THE LEARNING ASSETS AND NEEDS OF ALL STUDENTS, WITH A GOAL OF FOSTERING GREATER COLLABORATION ACROSS THE FULL EDUCATION CONTINUUM FROM EARLY CHILDHOOD TO K-12 TO POST-SECONDARY. WE INVEST IN ORGANIZATIONS CREATING AND SPREADING HIGH-QUALITY LEARNING EXPERIENCES (BOTH IN SCHOOL AND OUT OF SCHOOL) THAT PROMOTE COMPREHENSIVE STUDENT DEVELOPMENT, INDIVIDUALIZED LEARNING PATHWAYS, AND LEARNER AGENCY. WE ALSO INVEST IN EFFORTS TO INFORM AND ORGANIZE PARENTS, YOUNG PEOPLE, TEACHERS, AND COMMUNITIES-INDIVIDUALLY AND COLLECTIVELY-SO THAT THEY CAN EXERCISE THEIR INNATE POWER TO CREATE AND SUSTAIN THESE LEARNING ENVIRONMENTS. PERSONALIZED LEARNING (2017-2021) WAS LAUNCHED IN 2017 WITH SUPPORT THROUGH A COLLABORATION BETWEEN NEW PROFIT, THE CHAN ZUCKERBERG INITIATIVE, AND THE BILL & MELINDA GATES FOUNDATION. THIS INITIATIVE</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:</p>	<p>IS AN EFFORT TO INVEST IN PROMISING NEW APPROACHES AND TECHNOLOGIES THAT CAN GIVE STUDENT S MORE AGENCY IN THEIR OWN LEARNING JOURNEY AND PROVIDE TEACHERS WITH TOOLS TO TAILOR CLAS SROOM INSTRUCTION TO THE UNIQUE NEEDS OF EACH STUDENT. AS A PART OF THIS FOUR-YEAR INITIAT IVE, SEVEN ORGANIZATIONS ARE RECEIVING A \$1M UNRESTRICTED GRANT AND STRATEGIC ADVISORY SUP PORT FROM NEW PROFIT, AND EACH OF THE ORGANIZATION'S CEOS ARE PARTICIPATING IN A PEER LEAR NING COMMUNITY TO SHARE INSIGHTS ACROSS DIFFERENT MODELS AND TO PARTNER TO ACCELERATE THE OVERALL DEVELOPMENT OF THE FIELD. WELLBEING IN EDUCATION (2020-2024) WAS LAUNCHED IN 2020 TO INVEST IN ORGANIZATIONS THAT ACTIVELY ADVANCE THE WELLBEING OF THEIR CONSTITUENTS AS A PRIMARY ELEMENT OF THEIR MODEL. THIS INCLUDES INVESTING IN ORGANIZATIONS THAT PROVIDE: SOC IAL EMOTIONAL LEARNING FOR YOUNG PEOPLE, EDUCATORS, AND/OR FAMILIES; MENTAL HEALTH SUPPORT S TO ASSIST STUDENTS, AND; ONGOING WELLBEING SUPPORTS FOR YOUNG PEOPLE, EDUCATORS, AND FAM ILIES AS THEY NAVIGATE A VARIETY OF CHALLENGES - PERSONAL AND EDUCATIONAL - WHILE ESTABLIS HING A 'NEW NORMAL'. OTHER UNLOCKED FUTURES (2017-2021) LAUNCHED IN 2017 AS A PARTNERSHIP BETWEEN NEW PROFIT AND JOHN LEGEND'S FREEAMERICA WITH FOUNDING SUPPORT FROM BANK OF AMERIC A, AS PART OF THE LATTER'S BROADER FOCUS ON REMOVING BARRIERS TO SUCCESS FOR VULNERABLE PO PULATIONS. EIGHT SOCIAL ENTREPRENEURS FROM ACROSS AMERICA WHO FOUNDED MISSION-DRIVEN ORGAN IZATIONS WERE SELECTED TO BE PART OF THE SECOND COHORT, AND EACH IS WORKING TO BREAK DOWN BARRIERS TO SUCCESSFUL REENTRY INTO SOCIETY FOR MILLIONS OF PEOPLE RETURNING FROM INCARCER ATION AND TO REFORM THE CRIMINAL JUSTICE SYSTEM OVERALL. CIVIC LAB (2019-2024) LAUNCHED IN 2019 WITH THE AIM TO INVEST IN 30 NONPARTISAN DEMOCRACY ORGANIZATIONS BY 2024 IN ORDER TO ADDRESS THE CRISIS OF CIVIC TRUST IN AMERICA AND THE LACK OF PHILANTHROPIC INVESTMENT IN OUR DECLINING CIVIC INFRASTRUCTURE. IN ITS INAUGURAL YEAR, CIVIC LAB INVESTED IN SEVEN LEA DING DEMOCRACY ORGANIZATIONS THAT ADDRESS DEMOCRACY-RELATED ISSUES FROM THE LACK OF ENDURIN G INFRASTRUCTURE TO BUILD CIVIC POWER TO AN OPAQUE AND ELITE-DOMINATED POLITICAL AND POLI CY INDUSTRY, TO NARRATIVE AND PRACTICES THAT REINFORCE SYSTEMIC RACISM. POSTSECONDARY INNO VATIONS FOR EQUITY (2020-2025) LAUNCHED IN 2020 TO SUPPORT INNOVATORS THAT ARE BUILDING EV IDENCE BEHIND NEW APPROACHES TO CONNECTING YOUNG ADULTS FROM LOW-INCOME COMMUNITIES WITH T HE POSTSECONDARY CREDENTIALS AND WORK EXPERIENCE NEEDED TO ACCESS UPWARDLY MOBILE CAREERS. AN INITIATIVE OF LEARN TO EARN, NEW PROFIT'S POSTSECONDARY AND CAREER STRATEGY, PIE IS A TWO-PHASE EFFORT. THE FIRST 20 GRANTEE-PARTNERS WILL BE ELIGIBLE FOR THE SECOND PHASE OF T HE PIE INITIATIVE, SLATED FOR LAUNCH IN 2021, IN WHICH SELECTED ORGANIZATIONS WILL EACH RE CEIVE \$1 MILLION BUILD INVESTMENTS FROM NEW PROFIT OVER FOUR YEARS TO FURTHER ADVANCE AND SCALE THEIR IMPACT. EDCATALYST (2020-2021) IS AN INITIATIVE TO SUPPORT A SET OF HIGH POTEN TIAL ORGANIZATIONS SPEARHEADIN</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:	G INNOVATION IN K-16 EDUCATION AND BEYOND ON THEIR CAPACITY BUILDING TO ACCELERATE THEIR GROWTH AND POTENTIAL FOR SCALED IMPACT. THE ORGANIZATIONS AND THEIR VISIONARY LEADERS ARE WORKING DIRECTLY ON ADVANCING EDUCATIONAL EQUITY FOR LEARNERS FROM HISTORICALLY UNDERSERVED POPULATIONS, FROM ENGLISH LANGUAGE LEARNERS TO FIRST-GENERATION COLLEGE STUDENTS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:	<p>PORTFOLIO INVESTING - SYSTEMS ENTREPRENEURS SYSTEMIC SOLUTIONS INITIATIVE SSI BACKS INNOVATIVE, NIMBLE LEADERS WHO SEE A PATHWAY TO DISRUPTING AND RESHAPING SYSTEMS, AND FOSTERING NEW CAPACITY IN THEM, TO ACHIEVE EQUITABLE AND SUSTAINABLE OUTCOMES. SSI HAS KEY THREE OBJECTIVES IN SUPPORT OF THIS GOAL: (1) IDENTIFY AND INVEST IN PROMISING "SYSTEM ENTREPRENEURS" WHO HAVE THE POTENTIAL TO CREATE NATIONALLY SIGNIFICANT SYSTEMIC IMPACT; (2) DEVELOP FRAMEWORKS AND TOOLS NEEDED TO ADVISE AND SCALE HIGH-POTENTIAL SYSTEMS CHANGE INITIATIVES; AND (3) FOSTER A LEARNING COMMUNITY OF LIKE-MINDED SYSTEMS CHANGE ACTORS (E.G., FUNDERS, ENTREPRENEURS, AND PRACTITIONERS). IN ADDITION TO MAKING INVESTMENTS IN SYSTEMS ENTREPRENEURS AND THEIR ORGANIZATIONS, THE SSI TEAM FACILITATES A GROWING LEARNING COMMUNITY OF OVER 50 SYSTEMS CHANGE LEADERS - INCLUDING ENTREPRENEURS, FUNDERS, AND PRACTITIONERS - WHO ENGAGE IN COLLABORATIVE DISCUSSIONS TO BUILD THE FIELD'S UNDERSTANDING OF THE WORK OF SYSTEMS CHANGE AND THE CAPABILITIES REQUIRED. THE LEARNING COMMUNITY REGULARLY MEETS FOR IN-PERSON WORKING SESSIONS TO DISCUSS PROBLEMS OF PRACTICE AND ARE ACTIVE THOUGHT PARTNERS TO THE SSI TEAM. EARLY CHILDHOOD SUPPORT ORGANIZATION INITIATIVE THROUGH THE EARLY CHILDHOOD SUPPORT ORGANIZATION (ECSO) INITIATIVE, WE ARE WORKING TO PROVIDE RESOURCES AND ALIGN FINANCIAL INCENTIVES TO SUPPORT BETTER EARLY EDUCATION OUTCOMES FOR CHILDREN FROM LOW-INCOME COMMUNITIES. ECSO IS A \$20M PUBLIC-PRIVATE PARTNERSHIP BETWEEN NEW PROFIT AND THE COMMONWEALTH OF MASSACHUSETTS DEPARTMENT OF EARLY EDUCATION AND CARE (EEC). THE INITIATIVE BACKS ECSOS, WHICH WILL SERVE AS INTERMEDIARY ORGANIZATIONS THAT PARTNER WITH LOCAL CENTER AND FAMILY-BASED EARLY CHILDHOOD PROVIDERS TO HELP THEM IMPLEMENT EVIDENCE-BASED STRATEGIES TO ACHIEVE HIGHER-QUALITY PROGRAM DELIVERY AND LONG-TERM IMPACT. FUTURE OF WORK NEW PROFIT AND A COALITION OF PARTNERS LAUNCHED THE FUTURE OF WORK GRAND CHALLENGE IN 2020. THE CROSS-SECTOR, EQUITY-FOCUSED EFFORT AIMS TO RAPIDLY RESKILL 25,000 DISPLACED WORKERS INTO HIGHER-WAGE JOBS IN 24 MONTHS AND EQUIP INFLUENTIAL WORKFORCE BOARDS WITH VETTED TOOLS TO SUPPORT THE WAVE OF DISPLACED WORKERS IN SIX MONTHS. NEW PROFIT'S FUTURE OF WORK STRATEGY AIMS TO ALIGN EMPLOYER, NONPROFIT, PHILANTHROPIC, AND GOVERNMENT SECTORS TO CREATE A NEW LEARNING ECOSYSTEM THAT WORKS FOR THE MOST VULNERABLE AMERICANS.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:	PORTFOLIO PERFORMANCE & SUPPORT NEW PROFIT ASSUMES A VARIETY OF ROLES INCLUDING WITH GRANTEE-PARTNERS INCLUDING ADVISOR, COACH, AND BOARD MEMBER IN ORDER TO PROVIDE STRATEGIC GUIDANCE GEARED TOWARDS BUILDING ORGANIZATIONS' KEY CAPABILITIES. WE BELIEVE THAT INCREASES IN THESE CAPABILITIES - INCLUDING LEADERSHIP, IMPACT MODEL, STRATEGIC MANAGEMENT AND PLANNING, AND ECONOMIC MODEL - ARE THE NECESSARY FOUNDATION FOR IMPACT, SCALE, AND REACH AND SUSTAINABILITY, IN THE LONG-TERM. THROUGHOUT THE INVESTMENT PERIOD, NEW PROFIT ALSO INVITES GRANTEE-PARTNERS AND ALUMNI TO TAKE PART IN CONVENINGS THAT BRING TOGETHER PEER ORGANIZATIONS, FIELD EXPERTS, AND PHILANTHROPIC PLAYERS FROM ACROSS OUR NATIONAL NETWORK.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	CERTAIN EMPLOYEES OF THE ORGANIZATION REVIEW THE FORM 990 PRIOR TO THE FILING. IN ADDITION, THE FULL FORM 990 WAS REVIEWED BY NEW PROFIT'S FINANCE COMMITTEE BEFORE BEING FILED WITH THE IRS. A FULL COPY OF THE 990 WAS EMAILED TO THE ENTIRE BOARD PRIOR TO ITS FILING.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	THE NEW PROFIT BOARD OF DIRECTORS ADOPTED A CONFLICT OF INTEREST POLICY IN 2005 AND REVISED THE DOCUMENT DURING 2009 AND 2011. ALL NEW DIRECTORS ARE GIVEN A COPY OF THE POLICY WHEN THEY ARE VOTED ONTO THE BOARD. ALL BOARD MEMBERS ARE ALSO REQUIRED TO DISCLOSE INTERESTS THAT COULD GIVE RISE TO CONFLICTS AND PROVIDE ANNUAL CONFLICT OF INTEREST SIGNOFFS. ADDITIONALLY, WHEN DIRECTORS HAVE DIRECT RELATIONSHIPS WITH CURRENT PORTFOLIO ORGANIZATIONS OR PIPELINE ORGANIZATIONS (E.G. THEY SERVE ON THE BOARD OF AN ORGANIZATION), DIRECTORS ARE ASKED TO RECUSE THEMSELVES FROM VOTING WHEN DECISIONS REGARDING THESE ORGANIZATIONS ARE MADE BY THE BOARD OF DIRECTORS. WHEN COMPENSATION OF MANAGEMENT IS DISCUSSED AND DECIDED BY THE BOARD, DIRECTORS WITH DIRECT RELATIONSHIPS WITH INDIVIDUALS ON THE MANAGEMENT TEAM ARE ASKED TO RECUSE THEMSELVES.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	COMPENSATION FOR CERTAIN MEMBERS OF NEW PROFIT'S EXECUTIVE TEAM IS SET BY THE COMPENSATION COMMITTEE OF THE NEW PROFIT BOARD OF DIRECTORS. AS INPUT TO THIS DECISION-MAKING PROCESS, MANAGEMENT PROVIDES THE BOARD'S COMPENSATION COMMITTEE WITH SALARY DATA FOR COMPARABLE POSITIONS WITHIN COMPARABLE ORGANIZATIONS, AN ASSESSMENT OF NEW PROFIT'S PERFORMANCE AGAINST GOALS FOR THE PREVIOUS FISCAL YEAR, AND PERFORMANCE ASSESSMENTS FOR EACH STAFF MEMBER, INCLUDING A SELF-ASSESSMENT. MANAGEMENT MEETS WITH THE COMPENSATION COMMITTEE TO DISCUSS THE MATERIAL PROVIDED. THE COMPENSATION COMMITTEE THEN MEETS INDEPENDENTLY TO DETERMINE COMPENSATION.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE DOCUMENTS ARE PROVIDED UPON REQUEST AND IN ACCORDANCE WITH APPLICABLE STATES AND FEDERAL LAWS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART IX, LINE 11G	OTHER PROFESSIONAL FEES: PROGRAM SERVICE EXPENSES 5,178,945. MANAGEMENT AND GENERAL EXPENSES 213,194. FUNDRAISING EXPENSES 388,642. TOTAL EXPENSES 5,780,781.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XI, LINE 9:	CANCELLED COMMITMENTS RECEIVABLE -75,000. PROVISION FOR UNCOLLECTIBLE COMMITMENTS 211,286.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XII, LINE 2C:	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.