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Form 990-EZ

Short Form Return of Organization Exempt From Income Tax

OMB No 1545-1150

2013

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Do not enter Social Security numbers on this form as it may be made public. By law, the IRS generally cannot redact the information on the form. Information about Form 990-EZ and its instructions is at www.irs.gov/form990.

A For the 2013 calendar year, or tax year beginning 07-01-2013, and ending 06-30-2014

B Check if applicable

- Address change
Name change
Initial return
Terminated
Amended return
Application pending

C Name of organization: New Ways to Work Inc
Number and street (or P O box, if mail is not delivered to street address): 555 South Main Street 1
City or town, state or province, country, and ZIP or foreign postal code: Sebastopol, CA 95472

D Employer identification number: 94-2463980

E Telephone number: (707) 824-4000

F Group Exemption Number

G Accounting Method: [] Cash [x] Accrual Other (specify)

H Check [x] if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

I Website: www.newwaystowork.org

J Tax-exempt status (check only one): [x] 501(c)(3) [] 501(c)() (insert no) [] 4947(a)(1) or [] 527

K Form of organization: [x] Corporation [] Trust [] Association [] Other

L Add lines 5b, 6c, and 7b, to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ. \$165,452

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (see the instructions for Part I)

Check if the organization used Schedule O to respond to any question in this Part I [x]

Table with 21 rows and 2 columns. Rows include Revenue (Contributions, Program service revenue, etc.), Expenses (Grants, Salaries, etc.), and Net Assets (Excess or deficit, Net assets at beginning/end of year).

Part II Balance Sheets (see the instructions for Part II)

Check if the organization used Schedule O to respond to any question in this Part II

	(A) Beginning of year	(B) End of year
22 Cash, savings, and investments	39,119	22 68,425
23 Land and buildings		23
24 Other assets (describe in Schedule O)	70,691	24 60,014
25 Total assets	109,810	25 128,439
26 Total liabilities (describe in Schedule O)	8,932	26 10,655
27 Net assets or fund balances (line 27 of column (B) must agree with line 21)	100,878	27 117,784

Part III Statement of Program Service Accomplishments (see the instructions for Part III)

Check if the organization used Schedule O to respond to any question in this Part III

Expenses
(Required for section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts, optional for others)

What is the organization's primary exempt purpose?
New Ways to Works mission is to strengthen the way in which communities help prepare young people for the future. Fostering connections among our systems of support and care provides the means to maximize the use of public resources to effectively serve all youth. New Ways helps create powerful partnerships among schools, community organizations, the private sector, government programs, and community partners to ensure better access to quality educational and career opportunities for youth.

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.

28 Youth Ecology Corps In 2009, New Ways convened a coalition of groups in Sonoma County, California, to design and launch the Youth Ecology Corps. The groups convened included the Sonoma County Water Agency, the Sonoma County Workforce Investment Board, the Sonoma County Human Services Department, the Sonoma County Office of Education, more than 60 project hosts, and six community-based youth agencies. The design of the corps built on interests from the Water Agency in employing crews of young people through its stream maintenance program and the opportunity to leverage American Recovery and Reinvestment Act funds allocated for summer jobs in the county. The resulting Sonoma County Youth Ecology Corps (SCYEC) is a jobs, workforce training, and ecosystem education program that provides youth and young adults with meaningful employment while teaching them about conservation and environmental stewardship. Crew members ages 14 - 24 complete needed environmental projects and make a difference in their community. The SCYEC provides youth and young adults paychecks, valuable work experience, environmental education, and the opportunity to contribute to their community through ongoing outdoor experiences. New Ways was responsible for the initial program design and implementation of the SCYEC, guiding its program development and implementation, and documenting its success. New Ways now supports the partners in the areas of ongoing program development, capacity building, sustainability, evaluation, and program expansion and replication. Foster Youth Pathways to Employment Youth at the Crossroads As an extension of the Youth Transition Action Team initiative and a series of statewide meetings focused on improving the career trajectories of transitioning foster youth, New Ways delivered the Youth at the Crossroads convening. This two-day conference, held May 21 and 22, 2012 in Los Angeles, was designed and facilitated by New Ways to Work and sponsored by the city and county of Los Angeles Workforce Investment Boards, the San Diego Workforce Partnership, the Riverside County Workforce Investment Board, and the city of Los Angeles Community Development Department. The primary purpose of the meeting was to encourage departments and agencies to work together and leverage each others' services to better assist youth who choose to stay in foster care beyond the age of 18 under the Foster Connections Act. Two hundred and seventy attendees representing counties across the state - with representation spanning from Sacramento to the Bay Area to San Diego -- gathered to focus on the implementation of extended foster care in California. Child welfare and workforce agencies throughout California met to honestly evaluate current practices and uncover ways to move forward with a new outlook on effectively serving foster youth, especially focused on older youth in care. The planning, preparation, design, development and execution of all conference details, speakers, content, and participant recruitment was led, facilitated, and conducted by New Ways to Work, working closely with a sub-committee of the LA WIB's Youth Council and an implementation team of staff and leadership. New Ways is now engaged in working with the partners to design and develop resources to support an ongoing capacity-building infrastructure in the county, and to implement key policy recommendations uncovered at the meeting at the local, state and national levels. The Youth Council Institute New Ways provides strategic support to assist Youth Councils (formed under the Workforce Investment Act) with building their capacity to provide high-quality services to the young people they serve, and to expand their scope beyond their regulatory responsibilities. New Ways provides consulting services, capacity-building and technical assistance for local youth councils and their partners that include facilitated strategic planning, training, workshops, asset mapping, and the collection and dissemination of quality practices. New Ways provides assistance councils interested in developing program quality improvements in their youth programs, applying the All Youth-One System principles to their work, increasing the employer engagement capacity of their program operators, and developing work-ready skills standards and certifications. The project received the Architect of Change, Innovation in Customer Service Award from the National Association of Workforce Agencies for the work conducted through the California Youth Council Institute. The Intermediary Network New Ways served as the facilitating partner for this national association of leading education, workforce, and youth development organizations working in local communities to ensure youth success. Network members connect schools, communities, government agencies, philanthropy, workplace partners, and youth organizations to improve outcomes for youth and help build the future workforce. Practice Communities within the network are focused on serving out-of-school youth, youth development and after-school initiatives, engaging workplace partners, and improving high schools. New Ways was the primary technical assistance provider for the School-to-Work Intermediary Project, and served as the facilitating partner for the network for more than a decade. In 2012, the INet transitioned to a small, self-managed network of local intermediaries. California Independent Living Program Transformation Breakthrough Series Collaborative New Ways assisted nine California county teams in putting the new ILP vision of Permanence, Education, and Employment for transitioning foster youth into action through this breakthrough series focused on ILP Transformation. This BSC was sponsored by the California Child Welfare Co-Investment Partnership and was coordinated and implemented by New Ways to Work and the Child & Family Policy Institute of California. Counties selected to participate in this 18-month collaborative devised and tested approaches to improve ILP services in order to make rapid changes in California's ILP system. Customized Training and Consultant Services New Ways provides direct technical assistance supporting local youth programs, intermediary development, comprehensive systems-building, quality work-based learning, and employer engagement in communities around the country. We also help communities design programs and services to support foster youth in transition with career development and employment experiences.

(Grants \$ 124,759) If this amount includes foreign grants, check here

28a

29
(Grants \$) If this amount includes foreign grants, check here

29a

30
(Grants \$) If this amount includes foreign grants, check here

30a

31 Other program services (describe in Schedule O)

(Grants \$) If this amount includes foreign grants, check here

31a

32 Total program service expenses (add lines 28a through 31a)

32 124,759

Part IV List of Officers, Directors, Trustees, and Key Employees (list each one even if not compensated — see the instructions for Part IV)

Check if the organization used Schedule O to respond to any question in this Part IV

(a) Name and title	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC) (if not paid, enter -0-)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
See Additional Data Table				

Part V Other Information (Note the Schedule A and personal benefit contract statement requirements in the

instructions for Part V) Check if the organization used Schedule O to respond to any question in this Part V [X]

Table with columns for question number, question text, and Yes/No response columns. Rows include questions 33 through 45b regarding organizational activities, financials, and compliance.

	Yes	No
46		No

46 Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I

Part VI Section 501(c)(3) organizations only

All section 501(c)(3) organizations must answer questions 47-49b and 52, and complete the tables for lines 50 and 51

Check if the organization used Schedule O to respond to any question in this Part VI

	Yes	No
47		No
48		No
49a		No
49b		No

47 Did the organization engage in lobbying activities or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II

48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

49a Did the organization make any transfers to an exempt non-charitable related organization?

b If "Yes," was the related organization a section 527 organization?

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None "

(a) Name and title of each employee	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
NONE				

f Total number of other employees paid over \$100,000

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None "

(a) Name and business address of each independent contractor	(b) Type of service	(c) Compensation
NONE		

d Total number of other independent contractors each receiving over \$100,000.

52 Did the organization complete Schedule A? **NOTE:** All Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A Yes No

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 2014-11-11
 Steve Trippe Executive Director
 Type or print name and title _____

Paid Preparer Use Only
 Print/Type preparer's name Susan E Goranson Preparer's signature _____ Date _____
 Check if self-employed PTIN P00049464
 Firm's name Goranson and Associates Inc Firm's EIN _____
 Firm's address 446 Beaver Street Phone no (707) 542-1256
 Santa Rosa, CA 95404

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

Additional Data

Software ID: 13000170

Software Version: 2013v3.1

EIN: 94-2463980

Name: New Ways to Work Inc

Form 990EZ, Part IV - List of Officers, Directors, Trustees, and Key Employees

(A) Name and address	(B) Title and average hours per week devoted to position	(C) Compensation (If not paid, enter -0-.)	(D) Contributions to employee benefit plans & deferred compensation	(E) Expense account and other allowances
Steve Trippe Executive Dir	30 00	91,531		
Bret Halverson Chairman	2 00	0		
Mike Reilly Treasurer	2 00	0		
Robert Sainz Director	2 00	0		
Myeshia Grice Director	2 00	0		
David Crippens Director	2 00	0		

SCHEDULE A
(Form 990 or 990EZ)

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.** ▶ **See separate instructions.**
▶ **Information about Schedule A (Form 990 or 990-EZ) and its instructions is at**
www.irs.gov/form990.

2013

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
New Ways to Work Inc

Employer identification number
94-2463980

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 11, 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)
- 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 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)
- 10 An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 11 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 that describes the type of supporting organization and complete lines 11e through 11h
 - a Type I b Type II c Type III - Functionally integrated d Type III - Non-functionally integrated
- e By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
- f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?
 - (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?
 - (ii) A family member of a person described in (i) above?
 - (iii) A 35% controlled entity of a person described in (i) or (ii) above?
- h Provide the following information about the supported organization(s)

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of monetary support
			Yes	No	Yes	No	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 fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 Total support (Add lines 7 through 10)						
12 Gross receipts from related activities, etc (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2013 (line 6, column (f) divided by line 11, column (f))	14	
15 Public support percentage for 2012 Schedule A, Part II, line 14	15	
16a 33 1/3% support test—2013. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 33 1/3% support test—2012. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2013. 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 IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2012. 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 IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

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

(Complete only if you checked the box on line 9 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) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	4,400	5,000	5,000	2,560	791	17,751
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	971,161	244,983	211,012	150,178	164,661	1,741,995
3 Gross receipts from activities that are not an unrelated trade or business under section 513						0
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
5 The value of services or facilities furnished by a governmental unit to the organization without charge						0
6 Total. Add lines 1 through 5	975,561	249,983	216,012	152,738	165,452	1,759,746
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0
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						0
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						1,759,746

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
9 Amounts from line 6	975,561	249,983	216,012	152,738	165,452	1,759,746
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	1,113	2				1,115
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						0
c Add lines 10a and 10b	1,113	2				1,115
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						0
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						0
13 Total support. (Add lines 9, 10c, 11, and 12.)	976,674	249,985	216,012	152,738	165,452	1,760,861
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2013 (line 8, column (f) divided by line 13, column (f))	15	99.940 %
16 Public support percentage from 2012 Schedule A, Part III, line 15	16	99.950 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2013 (line 10c, column (f) divided by line 13, column (f))	17	0.060 %
18 Investment income percentage from 2012 Schedule A, Part III, line 17	18	0.050 %

- 19a 33 1/3% support tests—2013.** 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—2012.** 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 **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Return Reference

Explanation

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.

OMB No 1545-0047

2013

**Open to Public
Inspection**

Name of the organization
New Ways to Work Inc

Employer identification number

94-2463980

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 1002	Office Expenses \$526
Other Expenses 1005	Travel \$6486
Other Expenses 1007	Conferences, Conventions, and Meetings \$200
Other Expenses 1012	Insurance \$640
Other Expenses 1	Communications \$2528
Other Expenses 2	Equipment and software \$1814
Other Expenses 3	Payroll service and audit \$1177
Other Expenses 4	dues and memberships \$220
Other Expenses 5	Miscellaneous \$158
Other Assets 1005	Accounts Receivable - Beginning \$2500 Accounts Receivable - Ending \$1732
Other Assets 1006	Pledges and Grants Receivable - Beginning \$67232 Pledges and Grants Receivable - Ending \$57289
Other Assets 1011	Prepaid Expenses and Deferred Charges - Beginning \$959 Prepaid Expenses and Deferred Charges - Ending \$993
Total Liabilities 1001	Accounts Payable and Accrued Expenses - Beginning \$8932 Accounts Payable and Accrued Expenses - Ending \$10655