

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.

Open to Public Inspection

A For the 2018 calendar year, or tax year beginning and ending

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization INNOVATIONS FOR POVERTY ACTION Doing business as _____ Number and street (or P.O. box if mail is not delivered to street address) Room/suite 101 WHITNEY AVENUE _____ City or town, state or province, country, and ZIP or foreign postal code NEW HAVEN, CT 06510 F Name and address of principal officer: LUCY BERKOWITZ 101 WHITNEY AVENUE, 2ND FLOOR, NEW HAVEN, CT	D Employer identification number 06-1660068 E Telephone number (203) 772-2216 G Gross receipts \$ 41,115,775. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions) H(c) Group exemption number ▶
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ▶ WWW.POVERTY-ACTION.ORG		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		
L Year of formation: 2002		M State of legal domicile: NJ

Part I Summary

1	Briefly describe the organization's mission or most significant activities: INNOVATIONS FOR POVERTY ACTION DISCOVERS AND PROMOTES EFFECTIVE SOLUTIONS TO GLOBAL POVERTY.		
2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
3	Number of voting members of the governing body (Part VI, line 1a)	3	13
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	13
5	Total number of individuals employed in calendar year 2018 (Part V, line 2a)	5	178
6	Total number of volunteers (estimate if necessary)	6	60
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
7b	Net unrelated business taxable income from Form 990-T, line 38	7b	19,988.
8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
9	Program service revenue (Part VIII, line 2g)	42,513,910.	41,107,442.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0.	0.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	5,541.	8,333.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	42,519,451.	41,115,775.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	3,178,552.	1,635,188.
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)	19,819,681.	21,155,460.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
16b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 506,695.		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	15,336,035.	17,153,066.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	38,334,268.	39,943,714.
19	Revenue less expenses. Subtract line 18 from line 12	4,185,183.	1,172,061.
20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
21	Total liabilities (Part X, line 26)	19,458,352.	22,782,355.
22	Net assets or fund balances. Subtract line 21 from line 20	19,390,033.	21,541,975.
22		68,319.	1,240,380.

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 _____ LUCY BERKOWITZ, CHIEF FIN. & ADMIN. OFFICER Type or print name and title	Date _____			
Paid Preparer Use Only	Print/Type preparer's name LORI M. BUDNICK	Preparer's signature LORI M. BUDNICK	Date 11/13/19	Check if self-employed <input type="checkbox"/>	PTIN P00046310
	Firm's name ▶ BLUM, SHAPIRO & COMPANY, P.C., CPA'S Firm's address ▶ 29 S. MAIN STREET, P.O. BOX 272000 WEST HARTFORD, CT 06127-2000	Firm's EIN ▶ 06-1009205 Phone no. 860 561-4000			

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: INNOVATIONS FOR POVERTY ACTION DISCOVERS AND PROMOTES EFFECTIVE SOLUTIONS TO GLOBAL POVERTY.

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

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 1,899,284. including grants of \$ 1,595.) (Revenue \$) PEACE & RECOVERY: IPA'S WORK IN THE SECTOR OF PEACE & RECOVERY AIMS TO BUILD RIGOROUS EVIDENCE ON EFFECTIVE WAYS TO BUILD PEACE AND STABILITY IN CONFLICT AND CRISIS-AFFECTED CONTEXTS. IN 2018, IPA'S MAJOR WORK AND ACCOMPLISHMENTS IN THE PEACE & RECOVERY SECTOR FOCUSED BROADLY ON DEVELOPING AND TESTING WAYS TO IMPROVE SECURITY IN MEXICO CITY. ON THIS MAJOR PROJECT, IPA AND AFFILIATED RESEARCHERS FROM YALE ARE WORKING IN PARTNERSHIP WITH THE MINISTRY OF PUBLIC SECURITY OF MEXICO CITY AND THE NATIONAL SECURITY COMMISSION TO TEST HOW TO MAKE POLICE ORGANIZATIONS IN MEXICO CITY MORE EFFECTIVE, RESILIENT, AND TRUSTED. THE PROJECT INCLUDES 1) TRAINING MEXICO CITY POLICE AND MIDDLE MANAGERS IN PROCEDURAL JUSTICE, POLICE LEGITIMACY, AND LEADERSHIP AND RIGOROUSLY EVALUATE ITS IMPACT AND 2) EVALUATING AND IMPROVING THE COMPARE

4b (Code:) (Expenses \$ 1,868,923. including grants of \$ 46,242.) (Revenue \$) EDUCATION: IN 2018, IPA HAD MORE THAN 40 ACTIVE EDUCATION STUDIES UNDERWAY ACROSS OUR 22 COUNTRY OFFICES. ONE OF THE LARGEST PROJECTS INVOLVES INVESTIGATING HOW TO IMPROVE THE QUALITY OF STUDENT LEARNING AT THE PRIMARY SCHOOL LEVEL IN KENYA. IN PARTICULAR, WE HOPE TO LEARN WHETHER THE TECHNOLOGICAL AND ORGANIZATIONAL METHODS USED BY BRIDGE INTERNATIONAL ACADEMIES INCREASE STUDENT LEARNING AND ACHIEVEMENT. OTHER LARGE RESEARCH PROJECTS INCLUDED TESTING THE IMPACT OF A PLAY-BASED COMMUNITY-RUN PRESCHOOL PROGRAM IN GHANA, AND MEASURING THE IMPACT OF BILINGUAL AND INTERCULTURAL PRESCHOOL MATH CURRICULA ON THE MATH SKILLS OF PRESCHOOL-AGED CHILDREN IN PANAMA, AND MANY MORE. IN ADDITION TO MANAGING A LARGE PORTFOLIO OF EDUCATION PROJECTS, IN

4c (Code:) (Expenses \$ 1,577,146. including grants of \$ 5,937.) (Revenue \$) FINANCIAL INCLUSION: IN 2018, THE PRIMARY WORK OF IPA'S FINANCIAL INCLUSION PROGRAM WAS MANAGING A \$5 MILLION GRANTS PROGRAM TO BUILD THE EVIDENCE BASE ON FINANCIAL TOOLS AND PRODUCTS FOR THE POOR. THE WORK OF THE FIP PROGRAM HAS PRODUCED 19 WORKING OR PUBLISHED PAPERS TO DATE. ELEVEN PROJECTS WERE IN IMPLEMENTATION IN 2018. ON-GOING WORK IN 2018 INCLUDED A STUDY ON THE IMPACT OF MATCHING INCENTIVES FOR RETIREMENT SAVINGS TARGETING INFORMAL SECTOR WORKERS IN PERU, AND A STUDY IN TANZANIA ON THE IMPACT OF MOBILE SAVINGS WALLETS ON YOUNG WOMEN. IN 2018, TWO NEW PAPERS WERE RELEASED ON THE RESULTS OF STUDIES FUNDED BY IPA'S FINANCIAL INCLUSION PROGRAM. FIRST, FINDINGS FROM MALAWI SHOWED THAT THE PROVISION OF MULTIPLE LABELED SAVINGS ACCOUNTS INCREASED SAVINGS BY 30%, WITH SIZEABLE EFFECTS ON OTHER OUTCOMES SUCH AS

4d Other program services (Describe in Schedule O.) (Expenses \$ 27,044,269. including grants of \$ 1,581,414.) (Revenue \$)

4e Total program service expenses 32,389,622.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38. Includes questions about grants, compensation, tax-exempt bonds, excess benefit transactions, and Schedule O completion.

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

X

Table with 3 columns: Question, Yes, No. Rows 1a, 1b, 1c. Includes questions about Form 1096, Forms W-2G, and backup withholding rules.

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

Table with columns for question number, question text, and Yes/No response boxes. Includes questions 2a through 16 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

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

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

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NC, NJ, NY, CA, AL, FL, IL, MA, MD, OR, PA, VA
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [X] Own website [] Another's website [X] Upon request [] Other (explain in Schedule O)
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records LUCY BERKOWITZ - (203)772-2216 101 WHITNEY AVENUE, NEW HAVEN, CT 06510

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(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			
(1) DEAN KARLAN FOUNDER AND PRESIDENT	5.00	X		X				0.	0.	0.
(2) TREY BECK CHAIRMAN	5.00	X		X				0.	0.	0.
(3) STEPHEN TOBEN VICE CHAIRMAN	5.00	X		X				0.	0.	0.
(4) LUCY BERKOWITZ CFAO AND TREASURER	40.00			X			226,410.	0.	22,663.	
(5) STACEY DAVES-OHLIN GENERAL COUNSEL/SECRETARY	40.00			X			171,914.	0.	27,330.	
(6) WENDY ABT DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(7) BENJAMIN APPEN DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(8) AROON BALANI DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(9) RAKESH RAJANI DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(10) SUSAN ATHEY DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(11) HEATHER WOODRUFF GRIZZLE DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(12) LAURA HATTENDORF DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(13) JAMES J. PRESCOTT DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(14) ALEXIA LATORTUE DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(15) KENTARO TOYAMA DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(16) ANKUR VORA DIRECTOR / TRUSTEE	5.00	X					0.	0.	0.	
(17) ANNIE DUFLO CHIEF EXECUTIVE OFFICER	40.00			X			190,866.	0.	11,922.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(18) PORANEE KINGPETCHARAT CHIEF INFORMATION OFFICER	40.00					X		152,905.	0.	12,166.
(19) AMY SHAW DEVELOPMENT DIRECTOR	40.00					X		131,077.	0.	26,024.
(20) JULIE-FEICK PETERS GRANTS DIRECTOR	40.00					X		112,695.	0.	34,708.
(21) IMAN BYRNES GLOBAL HUMAN RESOURCES DIRECTOR	40.00					X		112,252.	0.	11,814.
(22) ELIZABETH BRANTLEY CONTROLLER	40.00					X		109,386.	0.	11,742.
1b Sub-total								1,207,505.	0.	158,369.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,207,505.	0.	158,369.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **8**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
CREATIVE FINANCIAL STAFFING, 2 ENTERPRISE DR #302, SHELTON, CONNECTICUT, OTHER	TEMPORARY STAFFING	263,406.
JONATHAN ZINMAN, 168 DORCHESTER ROAD, LYME, CONNECTICUT, OTHER COUNTRY 03768	CONSULTING	125,000.

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

Part VIII Statement of Revenue

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

				(A)	(B)	(C)	(D)
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	5,634,622.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	35,472,820.				
	g Noncash contributions included in lines 1a-1f: \$		908,676.				
	h Total. Add lines 1a-1f			41,107,442.			
Program Service Revenue	2 a _____	Business Code					
	b _____						
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			8,333.			8,333.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	(i) Real	(ii) Personal				
		b Less: rental expenses					
		c Rental income or (loss)					
		d Net rental income or (loss)					
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b Less: cost or other basis and sales expenses					
		c Gain or (loss)					
		d Net gain or (loss)					
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a					
		b Less: direct expenses	b				
		c Net income or (loss) from fundraising events					
	9 a Gross income from gaming activities. See Part IV, line 19	a					
b Less: direct expenses		b					
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	a						
	b Less: cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code					
11 a _____							
	b _____						
	c _____						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions				41,115,775.	0.	0.	8,333.

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 X

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	1,016,475.	1,016,475.		
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	618,713.	618,713.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	651,104.	501,351.	143,243.	6,510.
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	20,504,356.	15,788,690.	4,381,765.	333,901.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	4,270,900.	3,538,109.	732,791.	
12 Advertising and promotion				
13 Office expenses	766,651.	636,229.	122,513.	7,909.
14 Information technology	1,262,056.	685,850.	537,765.	38,441.
15 Royalties				
16 Occupancy	1,181,059.	866,424.	278,235.	36,400.
17 Travel	4,729,867.	4,416,609.	290,584.	22,674.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	673,229.	637,787.	23,032.	12,410.
20 Interest	59,146.		59,146.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	20,040.	20,040.		
23 Insurance	268,922.	166,222.	96,872.	5,828.
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 OUTSIDE SERVICES	1,558,771.	1,554,738.	4,033.	
b OTHER EXPENSES	1,144,480.	1,043,503.	58,355.	42,622.
c PROGRAM SUPPLIES	543,060.	542,110.	950.	
d MOTOR VEHICLE EXPENSE	360,616.	355,766.	4,850.	
e All other expenses	314,269.	1,006.	313,263.	
25 Total functional expenses. Add lines 1 through 24e	39,943,714.	32,389,622.	7,047,397.	506,695.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here if following SOP 98-2 (ASC 958-720)

Part X Balance Sheet

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

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash - non-interest-bearing	5,596,837.	1	5,182,072.
	2 Savings and temporary cash investments	724,144.	2	1,061,856.
	3 Pledges and grants receivable, net	1,552,648.	3	2,350,309.
	4 Accounts receivable, net	10,121,478.	4	12,213,363.
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	1,101,565.	9	1,430,515.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,279,812.		
	b Less: accumulated depreciation	10b 908,768.	266,755.	10c 371,044.
	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	94,925.	15	173,196.
16 Total assets. Add lines 1 through 15 (must equal line 34)	19,458,352.	16	22,782,355.	
Liabilities	17 Accounts payable and accrued expenses	4,297,951.	17	4,569,602.
	18 Grants payable		18	
	19 Deferred revenue	13,892,082.	19	16,072,373.
	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 current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		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	1,200,000.	25	900,000.
	26 Total liabilities. Add lines 17 through 25	19,390,033.	26	21,541,975.
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	-1,321,900.	27	-1,109,928.
	28 Temporarily restricted net assets	1,390,219.	28	2,350,308.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	68,319.	33	1,240,380.	
34 Total liabilities and net assets/fund balances	19,458,352.	34	22,782,355.	

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	41,115,775.
2	Total expenses (must equal Part IX, column (A), line 25)	2	39,943,714.
3	Revenue less expenses. Subtract line 2 from line 1	3	1,172,061.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	68,319.
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	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	1,240,380.

Part XII Financial Statements and Reporting

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

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

Form **990** (2018)

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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	42,565,771.	39,163,597.	49,609,926.	42,513,910.	41,107,442.	214,960,646.
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	42,565,771.	39,163,597.	49,609,926.	42,513,910.	41,107,442.	214,960,646.
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)						28,765,127.
6 Public support. Subtract line 5 from line 4.						186,195,519.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7 Amounts from line 4	42,565,771.	39,163,597.	49,609,926.	42,513,910.	41,107,442.	214,960,646.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources ...	3,036.	2,565.	14,470.	5,541.	8,333.	33,945.
9 Net income from unrelated business activities, whether or not the business is regularly carried on ...						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						214,994,591.

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 section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f))	14	86.60 %
15 Public support percentage from 2017 Schedule A, Part II, line 14	15	87.17 %

16a 33 1/3% support test - 2018. 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 - 2017. 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 - 2018. 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 - 2017. 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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(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 five 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 2018 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2017 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2017 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2018. 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 - 2017. 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 in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 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 (b) and (c) 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 12a or 12b in Part I, answer (b) and (c) 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 (b) and (c) 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 (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <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 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 (b) and (c) below, the governing body of a supported organization?		
b A family member of a person described in (a) above?		
c A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the 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 (2), 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 <i>(see instructions)</i> .		
a <input type="checkbox"/> The organization satisfied the Activities Test. <i>Complete line 2 below.</i>		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. <i>Complete line 3 below.</i>		
c <input type="checkbox"/> The organization supported a governmental entity. <i>Describe in Part VI how you supported a government entity (see instructions).</i>		
2 Activities Test. Answer (a) and (b) 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 (a) 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 (a) and (b) 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>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):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% 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 .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	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2018			
a From 2013			
b From 2014			
c From 2015			
d From 2016			
e From 2017			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2018 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2018, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI . See instructions.			
6 Remaining underdistributions for 2018. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2019. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2014			
b Excess from 2015			
c Excess from 2016			
d Excess from 2017			
e Excess from 2018			

Schedule A (Form 990 or 990-EZ) 2018

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2018

Open to Public Inspection

Name of the organization INNOVATIONS FOR POVERTY ACTION **Employer identification number** 06-1660068

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

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

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

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

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

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

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 SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

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

(ii) Assets included in Form 990, Part X

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

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

b Assets included in Form 990, Part X

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2018

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

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

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on 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 Temporarily restricted endowment _____ %

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

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		337,335.	336,319.	1,016.
d Equipment		235,297.	205,822.	29,475.
e Other		707,180.	366,627.	340,553.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				371,044.

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) LINE OF CREDIT	900,000.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	900,000.

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

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

▶ Attach to Form 990.

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

OMB No. 1545-0047

2018

Open to Public Inspection

Name of the organization INNOVATIONS FOR POVERTY ACTION	Employer identification number 06-1660068
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Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
CENTRAL AMERICA AND CARIBBEAN	0	0	PROGRAM SERVICES	IMPACT EVALUATION	2,946,129.
EAST ASIA AND THE PACIFIC	2	61	PROGRAM SERVICES	IMPACT EVALUATION	2,748,644.
MIDDLE EAST AND NORTH AFRICA	0	0	PROGRAM SERVICES	IMPACT EVALUATION	135,521.
NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	1	21	PROGRAM SERVICES	IMPACT EVALUATION	1,942,533.
SOUTH AMERICA	2	37	PROGRAM SERVICES	IMPACT EVALUATION	2,090,425.
SOUTH ASIA	1	39	PROGRAM SERVICES	IMPACT EVALUATION	2,351,323.
SUB-SAHARAN AFRICA	21	987	PROGRAM SERVICES	IMPACT EVALUATION	22,618,745.
EUROPE	1	1	PROGRAM SERVICES	IMPACT EVALUATION	0.
3 a Subtotal	28	1146			34,833,320.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	28	1146			34,833,320.

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

Schedule F (Form 990) 2018

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	ESCAPING POVERTY	105,653.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	E WAREHOUSING UGANDA	29,638.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	RURAL FINANCE AND COMMITMENT MECHANISMS IN AGRICULTURE	5,934.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	WAR EFFECTED YOUTH	5,000.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	NURU ENERGY	5,416.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	RESPECT II	20,012.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	BRIDGE-EVALUATION OF LOW COST SCHOOLS	13,139.	WIRE TRANSFER	0.		
		SOUTH ASIA	INFLUENCE WORK DECISIONS	18,856.	WIRE TRANSFER	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ▶ _____

3 Enter total number of other organizations or entities ▶ _____

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	PEACE AND RECOVERY INITIATIVE	13,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	PEACE AND RECOVERY INITIATIVE	7,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	PEACE & RECOVERY - LAND INTERVENTION	7,000.	WIRE TRANSFER	0.		
		SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,	SMALL AND MEDIUM ENTERPRISES INITIATIVE RENEWAL	71,174.	WIRE TRANSFER	0.		
		SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,	SMALL AND MEDIUM ENTERPRISES INITIATIVE	13,776.	WIRE TRANSFER	0.		
		SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,	FLEXIBLE CREDIT	24,463.	WIRE TRANSFER	0.		
		SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,	SME EVENTS GLOBAL	22,170.	WIRE TRANSFER	0.		
		MIDDLE EAST/NORTH AFRICA	STIMULATING MICROCREDIT TAKE-UP IN RURAL MOROCCO	31,980.	WIRE TRANSFER	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	PEACE AND RECOVERY MISSION	15,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	BUILDING EFFECTIVE AND RESILIENT AND TRUSTED POLICE ORGANIZATIONS IN	8,313.	WIRE TRANSFER	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	BRIDGE-EVALUATION OF LOW COST SCHOOLS	45,890.	WIRE TRANSFER	0.		
		SOUTH ASIA	MISCELLANEOUS	8,633.	WIRE TRANSFER	0.		

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No

- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No

- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations (see Instructions for Form 5471)* Yes No

- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No

- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No

- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

PART I, LINE 2:

PRIOR TO ISSUING A SUBAWARD, IPA CONDUCTS A DUE DILIGENCE PROCESS TO EVALUATE SUBAWARDEES, INCLUDING GENERAL INFORMATION ON THE ORGANIZATION, ITS HISTORY, FINANCIAL SYSTEMS AND INTERNAL CONTROLS AND COPIES OF FEDERAL SINGLE AUDITS (IF APPLICABLE) OR TWO YEARS OF AUDITED FINANCIAL STATEMENTS. IPA ALSO REVIEWS THE ORGANIZATION AND ITS OFFICERS AGAINST THE RELEVANT ANTI-TERRORISM AND DEBARRED AGENCIES LISTS. ONCE AN ORGANIZATION HAS BEEN VETTED AND APPROVED TO RECEIVE A SUBAWARD, IPA SIGNS A SUBAWARD AGREEMENT WITH THE ORGANIZATION THAT SPECIFIES THE SCOPE OF WORK, BUDGET, PAYMENT TERMS AND DELIVERABLES. IPA'S PROGRAM STAFF MONITOR PERFORMANCE BY SUBAWARDEES AND RECEIVE AND APPROVE DELIVERABLES PRIOR TO APPROVING RELEASE OF PAYMENT. FINANCIAL REPORTS ARE REVIEWED AGAINST APPROVED BUDGETS AND SUPPORTING DOCUMENTATION IS REQUESTED FOR ANY QUESTIONED EXPENSES. FINAL PAYMENT IS NOT RELEASED UNTIL ALL DELIVERABLES HAVE BEEN MET, INCLUDING FINANCIAL REPORTING.

PART II, COLUMN (D):

(A) REGION:

EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM

(D) PURPOSE OF GRANT: BUILDING EFFECTIVE AND RESILIENT AND TRUSTED

POLICE ORGANIZATIONS IN MEXICO

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for the latest information.**

OMB No. 1545-0047

2018

**Open to Public
Inspection**

Name of the organization **INNOVATIONS FOR POVERTY ACTION** Employer identification number **06-1660068**

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
GEORGE MASON UNIVERSITY 4400 UNIVERSITY DRIVE FAIRFAX, VA 22030	54-0836354	EXEMPT, SEC 170	5,780.	0.			EVALUATING VIOLENCE AGAINST WOMEN (VAW) SCREENING IN MEXICO
INTERNATIONAL RESCUE COMMITTEE (IRC) - 122 EAST 42ND STREET - NEW YORK, NY 10168	13-5660870	501C3	164,571.	0.			SME EVENTS US
MEETING TOMORROW 1802 W. BERTEAU AVE., SUITE 105 CHICAGO, IL 60613	56-2329196	EXEMPT, SEC 170	8,455.	0.			RENTAL OF EQUIPMENT
MICHIGAN STATE UNIVERSITY 426 AUDITORIUM ROAD EAST LANSING, MI 48824	38-6005984	501C3	40,976.	0.			MEASURING THE LIVELIHOODS OF SMALLHOLDER FARMERS & TESTING CRITICAL LINKAGES
PRESIDENT & FELLOWS OF HARVARD COLLEGE - 1563 MASSACHUSETTS AVENUE - CAMBRIDGE, MA 02138	04-2103580	501C3	37,885.	0.			WE CARE SOLAR EVALUATION - UGANDA
PRESIDENT & FELLOWS OF HARVARD COLLEGE - 1563 MASSACHUSETTS AVENUE - CAMBRIDGE, MA 02138	04-2103580	501C3	20,000.	0.			PRE-COMMITMENT TO DELIVERY FACILITIES AND QUALITY OF MATERNAL HEALTH

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **12.**

3 Enter total number of other organizations listed in the line 1 table **17.**

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

Schedule I (Form 990) (2018)

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(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
PRESIDENT & FELLOWS OF HARVARD COLLEGE - 1563 MASSACHUSETTS AVENUE - CAMBRIDGE, MA 02138	04-2103580	501C3	30,000.	0.			CAN STRENGTHENING WOMEN'S FINANCIAL CONTROL INFLUENCE THEIR WORK DECISIONS?
SEARCH FOR COMMON GROUND 1601 CONNECTICUT AVENUE NW, SUITE WASHINGTON, DC 20009	52-1257425	501C3	66,774.	0.			SIERRA LEAONE ELECTIONS 2018
THE COLLEGE OF WILLIAM AND MARY 200 STADIUM DRIVE WILLIAMSBURG, VA 23185	54-0734117	501C3	25,000.	0.			MEASURING GLOBAL FINANCIAL HEALTH
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA- SAN FRANCISCO - 1855 FOLSOM STREET, SUITE 425 - SAN FRANCISCO, CA 94143	94-6036493	501C3	87,349.	0.			AFRICAN HEALTH MARKET FOR EQUITY
THE REGENTS OF THE UNIVERSITY OF MICHIGAN - 3003 S. STATE STREET, FIRST FLOOR - ANN ARBOR, MI 48109	38-6006309	501C3	86,322.	0.			EVALUATING VIOLENCE AGAINST WOMEN (VAW) SCREENING IN MEXICO
THE REGENTS OF UNIVERSITY OF CALIFORNIA, BERKELEY - 1739 PLEASANT VALLEY AVENUE - OAKLAND, CA 94611	94-6002123	OTHER, GOV'T.	98,687.	0.			AFRICAN HEALTH MARKET FOR EQUITY
THE REGENTS OF UNIVERSITY OF CALIFORNIA, BERKELEY - 1739 PLEASANT VALLEY AVENUE - OAKLAND, CA 94611	94-6002123	OTHER, GOV'T.	6,352.	0.			PAYDAY LENDING
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA SAN DIEGO - 9500 GILMAN DRIVE - LA JOLLA, CA 92093	95-6006144	501C3	33,000.	0.			MOBILE SALARY PAYMENTS
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA SAN DIEGO - 9500 GILMAN DRIVE - LA JOLLA, CA 92093	95-6006144	501C3	10,261.	0.			MEASURING GLOBAL FINANCIAL HEALTH

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(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 REGENTS OF THE UNIVERSITY OF CALIFORNIA SAN DIEGO - 9500 GILMAN DRIVE - LA JOLLA, CA 92093	95-6006144	501C3	25,000.	0.			LAND INTERVENTION
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA SAN DIEGO - 9500 GILMAN DRIVE - LA JOLLA, CA 92093	95-6006144	501C3	30,000.	0.			MOBILE SALARY PAYMENTS
TUFTS UNIVERSITY, SPONSORED PROGRAMS ACCOUNTING - 419 BOSTON AVENUE - MEDFORD, MA 02155	04-2103634	501C3	73,214.	0.			WASH BENEFITS
UNIVERSITY OF PENNSYLVANIA 3451 WALNUT STREET, FRANKLIN BUILD PHILADELPHIA, PA 19104	23-1352685	501C3	20,808.	0.			PRESCHOOL QUALITY
UNIVERSITY OF VIRGINIA 1001 NORTH EMMET STREET CHARLOTTESVILLE, VA 22904	54-6001796	501C3	25,713.	0.			KLUFUNZA II
THE WORLD BANK 1818 H STREET, NW WASHINGTON, DC 20433			45,000.	0.			PILOTS TO INCREASE PRODUCTIVITY AND EMPOWERMENT IMPACTS OF REMITTANCES

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

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

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

PART I, LINE 2:

PRIOR TO ISSUING A SUBAWARD, IPA CONDUCTS A DUE DILIGENCE PROCESS TO
 EVALUATE SUBAWARDEES, INCLUDING GENERAL INFORMATION ON THE ORGANIZATION,
 ITS HISTORY, FINANCIAL SYSTEMS AND INTERNAL CONTROLS AND COPIES OF FEDERAL
 SINGLE AUDITS (IF APPLICABLE) OR TWO YEARS OF AUDITED FINANCIAL STATEMENTS.
 IPA ALSO REVIEWS THE ORGANIZATION AND ITS OFFICERS AGAINST THE RELEVANT
 ANTI-TERRORISM AND DEBARRED AGENCIES LISTS. ONCE AN ORGANIZATION HAS BEEN
 VETTED AND APPROVED TO RECEIVE A SUBAWARD, IPA SIGNS A SUBAWARD AGREEMENT
 WITH THE ORGANIZATION THAT SPECIFIES THE SCOPE OF WORK, BUDGET, PAYMENT

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2018

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.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

INNOVATIONS FOR POVERTY ACTION

Employer identification number

06-1660068

Part I Questions Regarding Compensation

- 1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.
- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |
- b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain
- 2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?
- 3** Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.
- | | |
|--|---|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |
- 4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:
- a** Receive a severance payment or change-of-control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.
- Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**
- 5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:
- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.
- 6** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:
- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.
- 7** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III
- 8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III
- 9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

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

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

Schedule J (Form 990) 2018

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) LUCY BERKOWITZ CFAO AND TREASURER	(i)	226,410.	0.	0.	0.	22,663.	249,073.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) STACEY DAVES-OHLIN GENERAL COUNSEL/SECRETARY	(i)	171,914.	0.	0.	0.	27,330.	199,244.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ANNIE DUFLO CHIEF EXECUTIVE OFFICER	(i)	190,866.	0.	0.	0.	11,922.	202,788.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) PORANEE KINGPETCHARAT CHIEF INFORMATIONS OFFICER	(i)	152,905.	0.	0.	0.	12,166.	165,071.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) AMY SHAW DEVELOPMENT DIRECTOR	(i)	131,077.	0.	0.	0.	26,024.	157,101.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

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.

PART I, LINE 4A:

JULIE-FEICK PETERS RECEIVED SEVERANCE IN THE AMOUNT OF \$23,107.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2018

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

- ▶ **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 instructions and the latest information.**

Name of the organization **INNOVATIONS FOR POVERTY ACTION** Employer identification number **06-1660068**

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	7	908,676.	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?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	X	
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

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

Schedule M (Form 990) 2018

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

SCHEDULE M, LINE 32B:

MERRILL LYNCH IS UTILIZED TO SELL STOCK THAT IS CONTRIBUTED TO THE ORGANIZATION.

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 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

2018

Open to Public
Inspection

Name of the organization

INNOVATIONS FOR POVERTY ACTION

Employer identification number

06-1660068

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

STATISTICS (COMPSTAT) SYSTEM IN MEXICO CITY.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

2018 WE USED POLICY FUNDING TO DEEPEN OUR RELATIONSHIPS WITH

DECISION-MAKERS, GREW OUR EXPERTISE IN THE GLOBAL LANDSCAPE OF

EDUCATION EVIDENCE, CO-CREATED NEW POLICY-RELEVANT EVALUATIONS IN

COLLABORATION WITH DECISION-MAKERS, AND MADE SIGNIFICANT STRIDES TOWARD

EQUIPPING OUR POLICY PARTNERS TO INSTITUTIONALIZE EVIDENCE-INFORMED

DECISION-MAKING IN THEIR WORK. SUCCESS IN THESE GOALS HAS ULTIMATELY

IMPROVED EDUCATION FOR TENS OF THOUSANDS OF CHILDREN ALREADY-AND IS

IMPROVING EDUCATION FOR MANY TIMES MORE AS OUR GOVERNMENT PARTNERS

SCALE UP THE LESSONS THEY HAVE LEARNED.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

HOUSEHOLD EXPENDITURES, AGRICULTURAL INVESTMENTS, ASSET PURCHASES, AND

INTERPERSONAL TRANSFERS. A SECOND STUDY FROM INDIA EXPLORED THE IMPACT

OF SOCIAL NORMS ON WOMEN'S WORK DECISIONS. IN ADDITION TO FUNDED

RESEARCH, IN 2018 IPA'S FINANCIAL INCLUSION PROGRAM DEVELOPED A NEW

RESEARCH SUMMARY PAPER ON EXPERIMENTAL EVIDENCE FOR FINANCIAL INCLUSION

AND RESILIENCE OUTCOMES AT THE INDIVIDUAL AND HOUSEHOLD LEVEL. THE

PROGRAM ALSO HELD DISSEMINATION EVENTS IN SIERRA LEONE, ZAMBIA, AND

MYANMAR IN 2018, IN ADDITION TO PRESENTING RESEARCH AT SEVEN

CONFERENCES AND EVENTS THROUGHOUT THE YEAR.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

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

Schedule O (Form 990 or 990-EZ) (2018)

832211 10-10-18

Name of the organization INNOVATIONS FOR POVERTY ACTION	Employer identification number 06-1660068
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INNOVATIONS FOR POVERTY ACTION (IPA) IS A RESEARCH AND POLICY NONPROFIT THAT DISCOVERS AND PROMOTES EFFECTIVE SOLUTIONS TO GLOBAL POVERTY PROBLEMS.

IN PARTNERSHIP WITH TOP RESEARCHERS IN THE FIELD, WE DESIGN AND IMPLEMENT RANDOMIZED EVALUATIONS TO MEASURE THE EFFECTIVENESS OF PROGRAMS AND POLICIES AIMED AT HELPING THE POOR. WE SPECIALIZE IN RANDOMIZED CONTROLLED TRIALS (RCTS) BECAUSE THIS RIGOROUS METHODOLOGY ALLOWS US TO ISOLATE THE EFFECTS OF A PROGRAM FROM OTHER FACTORS. LIKE IN MEDICAL TRIALS, RESEARCHERS ASSIGN PARTICIPANTS AT RANDOM TO DIFFERENT STUDY GROUPS. ONE OR MORE GROUPS RECEIVE A PROGRAM (THE "TREATMENT GROUPS") AND ANOTHER GROUP SERVES AS THE COMPARISON (OR "CONTROL") GROUP.

IPA EVALUATIONS DO NOT SIMPLY GIVE A PASSING OR FAILING GRADE TO PROGRAMS, BUT RATHER SEEK TO UNCOVER AND DISENTANGLE CAUSAL MECHANISMS AND DETERMINE WHICH ADJUSTMENTS WILL MAKE A PROGRAM MORE EFFECTIVE. OUR WELL-ESTABLISHED PARTNERSHIPS IN THE COUNTRIES WHERE WE WORK, AND A STRONG UNDERSTANDING OF LOCAL CONTEXTS, HELP MAKE OUR RESEARCH PROJECTS SUCCESSFUL. OUR TEAMS OPERATING IN 22 COUNTRIES WORK ON THE GROUND TO DEVELOP NEW STUDIES WITH NGOS AND GOVERNMENT INSTITUTIONS INTERESTED IN CONDUCTING RIGOROUS EVALUATIONS OF THEIR PROGRAMS AND IN TESTING NEW IDEAS. IPA HAS MORE THAN 1,000 RESEARCH STAFF WHO IMPLEMENT THE RESEARCH ON THE GROUND. STUDIES RANGE IN TIME FROM MONTHS, TO YEARS, TO DECADES.

ONCE AN INTERVENTION HAS PROVEN EFFECTIVE IN ONE CONTEXT, WE WORK TO TEST IT IN OTHER CONTEXTS. THIS REPLICATION PROCESS IS AN ESSENTIAL STEP ON THE PATH TO SCALING UP EFFECTIVE PROGRAMS.

Name of the organization INNOVATIONS FOR POVERTY ACTION	Employer identification number 06-1660068
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IPA HAS AN EXTENSIVE NETWORK OF MORE THAN 600 RESEARCHERS FROM AMONG THE TOP UNIVERSITIES IN THE WORLD WHO COLLABORATE WITH US IN DESIGNING AND CONDUCTING THE EVALUATIONS. MANY OF THESE ACADEMICS ARE PIONEERS IN THEIR FIELDS OF RESEARCH, PARTICULARLY IN DEVELOPMENT ECONOMICS. TO DATE, WE HAVE DESIGNED AND EVALUATED MORE THAN 550 POTENTIAL SOLUTIONS TO POVERTY PROBLEMS AND HAVE OVER 280 MORE EVALUATIONS IN PROGRESS. WITH THIS EXPERIENCE, IPA HAS DEVELOPED EXTENSIVE EXPERTISE IN CONDUCTING SUCCESSFUL EVALUATIONS, FROM THE INITIAL CONCEPT STAGE TO THE SHARING OF RESULTS.

EXPENSES \$ 27,044,269. INCLUDING GRANTS OF \$ 1,581,414. REVENUE \$ 0.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

KENYA, GHANA, LIBERIA, MALAWI,
MALI, PHILIPPINES, UGANDA, SIERRA LEONE,
PERU, ZAMBIA, BANGLADESH, COLOMBIA,
BURMA, RWANDA, COTE D IVOIRE, BURKINA FASO,
TANZANIA

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

THE FORM 990 IS PREPARED BY AN ACCOUNTING FIRM IN CONJUNCTION WITH THE ORGANIZATION'S FINANCIAL DEPARTMENT. A COPY OF THE DRAFT FORM 990 IS CIRCULATED ELECTRONICALLY TO THE FULL BOARD OF TRUSTEES FOR DISCUSSION AND COMMENT. EACH BOARD MEMBER IS PROVIDED OPPORTUNITY TO COMMENT ON THE INFORMATION CONTAINED IN THE 990 PRIOR TO FILING WITH THE INTERNAL REVENUE SERVICE.

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

THE ORGANIZATION HAS A CONFLICT OF INTEREST POLICY IN PLACE. ALL NEW BOARD

Name of the organization INNOVATIONS FOR POVERTY ACTION	Employer identification number 06-1660068
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OF DIRECTORS AND OFFICERS ARE ASKED TO RENEW AND ACKNOWLEDGE THEIR COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY ON AN ANNUAL BASIS. THE ORGANIZATION DISTRIBUTES AN ANNUAL QUESTIONNAIRE TO ALL BOARD OF DIRECTORS AND OFFICERS. THE PRESIDENT PRESENTS CONFLICTS OF INTEREST TO THE AUDIT & FINANCE COMMITTEE, WHO IS TASKED WITH REVIEWING POTENTIAL CONFLICTS OF INTEREST AND IF NECESSARY TAKING TO THE BOARD OF DIRECTORS FOR FURTHER REVIEW AND CONSIDERATION FOR DETERMINING COMPLIANCE.

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

THE ORGANIZATION UNDERTAKES A THOROUGH PROCESS FOR DETERMINING THE COMPENSATION OF ITS EXECUTIVE OFFICERS, AND USES THE SAME PROCESS FOR ALL EMPLOYEES. THE ORGANIZATION RELIES ON MARKET ANALYSIS TO DETERMINE COMPENSATION ACROSS ALL LEVELS, USING SIMILARLY SIZED ORGANIZATIONS AS A BENCHMARK. THE ORGANIZATION HIRED A NONPROFIT PROFESSIONAL ADVISORY GROUP TO PERFORM THE SPECIFIC ANALYSIS. IT SHOULD BE NOTED THAT THE PRESIDENT AND CEO IS THE FOUNDER OF THE ORGANIZATION. THE PRESIDENT DRAWS NO SALARY FROM INNOVATIONS FOR POVERTY ACTION. THE BOARD HAS A COMPENSATION COMMITTEE WHICH SETS THE COMPENSATION FOR THE EXECUTIVE DIRECTOR AND THE SENIOR MANAGEMENT TEAM REPORTING TO THE EXECUTIVE DIRECTOR.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

NC, NJ, NY, CA, AL, FL, IL, MA, MD, OR, PA, VA, WI, AR, GA, HI, KS, KY, MI, MN, MS, NH, NM, NC, RI
SC, TN, UT, WV

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

THE ORGANIZATION'S AUDITED FINANCIAL STATEMENTS, FORM 990 AND ANNUAL SUMMARY ARE POSTED ON THE ORGANIZATION'S WEBSITE AND ARE AVAILABLE AT THE ADDRESS LISTED ON PAGE 1 OF THE FORM 990. THE FORM 990 IS, LIKEWISE,

Name of the organization INNOVATIONS FOR POVERTY ACTION	Employer identification number 06-1660068
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PUBLISHED ON WWW.GUIDESTAR.ORG. THE ORGANIZATION'S GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST AND AT MANAGEMENT'S DISCRETION. THEY ARE OFTEN PICKED UP FOR OTHER CHARITY EVALUATION WEBSITES SUCH AS CHARITY NAVIGATOR.

FORM 990, PART IX, LINE 11G, OTHER FEES:

OTHER:

PROGRAM SERVICE EXPENSES	3,538,109.
MANAGEMENT AND GENERAL EXPENSES	732,791.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	4,270,900.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	4,270,900.