

Form **990**  
(Rev. January 2020)  
Department of the Treasury  
Internal Revenue Service

# Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No 1545-0047

## 2019

Open to Public  
Inspection

**A** For the 2019 calendar year, or tax year beginning and ending

**B** Check if applicable

- ☐ Address change  
☐ Name change  
☐ Initial return  
☐ Final return/terminated  
☐ Amended return  
☐ Application pending

**C** Name of organization

INTERNATIONAL WOMEN'S FORUM, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite  
1155 15TH STREET, NW 1000

City or town, state or province, country, and ZIP or foreign postal code  
WASHINGTON, DC 20005

**F** Name and address of principal officer **STEPHANIE O'KEEFE**  
SAME AS C ABOVE

**D** Employer identification number

84-0919612

**E** Telephone number  
202-387-1010

**G** Gross receipts \$ 8,537,088.

**H(a)** Is this a group return for subordinates? ☐ Yes ☒ No

**H(b)** Are all subordinates included? ☐ Yes ☐ No  
If "No," attach a list (see instructions)

**H(c)** Group exemption number

**I** Tax-exempt status ☐ 501(c)(3) ☒ 501(c)( 6 ) (insert no.) ☐ 4947(a)(1) or ☐ 527

**J** Website: WWW.IWFORUM.ORG

**K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

**L** Year of formation: 1982 **M** State of legal domicile: DC

## Part I Summary

|                         |                                                                |                                                                                                                                        |                                                               |                                         |
|-------------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|-----------------------------------------|
| Activities & Governance | 1                                                              | Briefly describe the organization's mission or most significant activities                                                             | ADVANCES WOMEN'S LEADERSHIP AND CHAMPIONS EQUALITY WORLDWIDE. |                                         |
|                         | 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                                                             | 21                                      |
|                         | 4                                                              | Number of independent voting members of the governing body (Part VI, line 1b)                                                          | 4                                                             | 21                                      |
|                         | 5                                                              | Total number of individuals employed in calendar year 2019 (Part V, line 2a)                                                           | 5                                                             | 17                                      |
|                         | 6                                                              | Total number of volunteers (estimate if necessary)                                                                                     | 6                                                             | 300                                     |
|                         | 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 39 | 7b                                                                                                                                     | 0.                                                            |                                         |
| Revenue                 | 8                                                              | Contributions and grants (Part VIII, line 1h)                                                                                          | 1,268,705.                                                    | 1,527,720.                              |
|                         | 9                                                              | Program service revenue (Part VIII, line 2g)                                                                                           | 2,645,690.                                                    | 3,265,204.                              |
|                         | 10                                                             | Investment income (Part VIII, column (A), lines 3, 4, and 7d)                                                                          | 201,235.                                                      | 124,818.                                |
|                         | 11                                                             | Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)                                                               | 85,070.                                                       | 142,518.                                |
|                         | 12                                                             | Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)                                                     | 4,200,700.                                                    | 5,060,260.                              |
|                         | 13                                                             | Grants and similar amounts paid (Part IX, column (A), lines 1-3)                                                                       | 0.                                                            | 109,750.                                |
|                         | 14                                                             | Benefits paid to or for members (Part IX, column (A), line 4)                                                                          | 0.                                                            | 0.                                      |
| Expenses                | 15                                                             | Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)                                                      | 1,214,960.                                                    | 1,284,017.                              |
|                         | 16a                                                            | Professional fundraising fees (Part IX, column (A), line 11e)                                                                          | 0.                                                            | 0.                                      |
|                         | b                                                              | Total fundraising expenses (Part IX, column (D), line 25)                                                                              | 0.                                                            |                                         |
|                         | 17                                                             | Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)                                                                           | 2,755,572.                                                    | 3,321,508.                              |
|                         | 18                                                             | Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)                                                             | 3,970,532.                                                    | 4,715,275.                              |
|                         | 19                                                             | Revenue less expenses - Subtract line 18 from line 12                                                                                  | 230,168.                                                      | 344,985.                                |
|                         | Net Assets or Fund Balances                                    | 20                                                                                                                                     | Total assets (Part X, line 16)                                | Beginning of Current Year<br>4,320,237. |
| 21                      |                                                                | Total liabilities (Part X, line 26)                                                                                                    | 1,377,483.                                                    | 2,141,294.                              |
| 22                      |                                                                | Net assets or fund balances - Subtract line 21 from line 20                                                                            | 2,942,754.                                                    | 3,617,180.                              |

## Part II Signature Block

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

|                        |                                                                    |                      |                        |                          |           |
|------------------------|--------------------------------------------------------------------|----------------------|------------------------|--------------------------|-----------|
| Sign Here              | Signature of officer                                               | Date                 |                        |                          |           |
|                        | STEPHANIE O'KEEFE, CHIEF EXECUTIVE OFFICER                         | 11/17/2020           |                        |                          |           |
| Paid Preparer Use Only | Print/Type preparer's name                                         | Preparer's signature | Date                   | Check if self-employed   | PTIN      |
|                        | KAREN GRIES                                                        | KAREN GRIES          | 11/17/20               | <input type="checkbox"/> | P00078514 |
| Firm's name            | CLIFTONLARSONALLEN LLP                                             |                      | Firm's EIN 41-0746749  |                          |           |
|                        | Firm's address 901 NORTH GLEBE ROAD, SUITE 200 ARLINGTON, VA 22203 |                      | Phone no. 571-227-9500 |                          |           |

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

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**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

ADVANCING WOMEN'S LEADERSHIP AND CHAMPIONING EQUALITY WORLDWIDE, GLOBALLY AND LOCALLY. WE BRING TOGETHER THE WORLD'S MOST EXEMPLARY AND HIGH-ACHIEVING WOMEN. WE CONNECT AND PROMOTE MORE THAN 7,000 LEADERS ACROSS 33 COUNTRIES AROUND THE WORLD. WE ARE TRULY GLOBAL. WE HAVE

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

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

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

If "Yes," describe these changes on Schedule O

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported**4a** (Code \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)**WORLD LEADERSHIP CONFERENCE:**

ANNUAL MEETING OF GLOBAL MEMBERSHIP, WHICH PROMOTES UNDERSTANDING OF CRITICAL ISSUES, LEADERSHIP, EXCHANGE, TRAINING AND DEVELOPMENT OF TOP WOMEN LEADERS.

**4b** (Code \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)**CORNERSTONE CONFERENCE:**

ANNUAL CONFERENCE HELD IN A REGION OF THE WORLD CRITICAL TO THE FUTURE, WHICH EDUCATES LEADERS ON LOCAL AND GLOBAL ISSUES OF IMPORTANCE.

**4c** (Code \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)**HALL OF FAME AWARDS GALA:**

SINCE 1985, THE INTERNATIONAL HALL OF FAME AWARDS GALA HAS BEEN THE MOST IMPORTANT ANNUAL EVENT FOR THE ORGANIZATION, HONORING THE WOMEN LEADERS TACKLING URGENT ISSUES FACING THE WORLD. THE AWARDEES ARE TRANSFORMATIVE FIGURES WHOSE CONTRIBUTIONS TO SOCIETY ARE OUTSIZED ON A GLOBAL SCALE.

**4d** Other program services (Describe on Schedule O)

(Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)

**4e** Total program service expenses

Form 990 (2019)

**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)?<br><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 <b>Section 501(c)(3) organizations.</b> 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>                                                                                                       |     |    |
| 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 donor-restricted endowments or in 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?<br><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)

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

Note: All Form 990 filers are required to complete Schedule O.

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

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

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

|                                                                                                                                                                                                                                                      | Yes | No |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
| <b>2a</b> Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return                                                              | 17  |    |
| <b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns?<br><b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)          | X   |    |
| <b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year?                                                                                                                                              |     | X  |
| <b>b</b> If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O                                                                                                                                 |     |    |
| <b>4a</b> At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? |     | X  |
| <b>b</b> If "Yes," enter the name of the foreign country<br>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)                                                                       |     |    |
| <b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?                                                                                                                                      |     | X  |
| <b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?                                                                                                                            |     | X  |
| <b>c</b> If "Yes" to line 5a or 5b, did the organization file Form 8886-T?                                                                                                                                                                           |     |    |
| <b>6a</b> Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?                                    | X   |    |
| <b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?                                                                                               | X   |    |
| <b>7 Organizations that may receive deductible contributions under section 170(c).</b>                                                                                                                                                               |     |    |
| <b>a</b> Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?                                                                                             |     |    |
| <b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided?                                                                                                                                             |     |    |
| <b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?                                                                                                        |     |    |
| <b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year                                                                                                                                                                           |     |    |
| <b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?                                                                                                                             |     |    |
| <b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?                                                                                                                                |     |    |
| <b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?                                                                                                            |     |    |
| <b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?                                                                                                          |     |    |
| <b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?                                                     |     |    |
| <b>9 Sponsoring organizations maintaining donor advised funds.</b>                                                                                                                                                                                   |     |    |
| <b>a</b> Did the sponsoring organization make any taxable distributions under section 4966?                                                                                                                                                          |     |    |
| <b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?                                                                                                                                           |     |    |
| <b>10 Section 501(c)(7) organizations.</b> Enter                                                                                                                                                                                                     |     |    |
| <b>a</b> Initiation fees and capital contributions included on Part VIII, line 12                                                                                                                                                                    |     |    |
| <b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities                                                                                                                                                 |     |    |
| <b>11 Section 501(c)(12) organizations.</b> Enter                                                                                                                                                                                                    |     |    |
| <b>a</b> Gross income from members or shareholders                                                                                                                                                                                                   |     |    |
| <b>b</b> Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)                                                                                                                 |     |    |
| <b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?                                                                                                                                |     |    |
| <b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year                                                                                                                                                       |     |    |
| <b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>                                                                                                                                                                           |     |    |
| <b>a</b> Is the organization licensed to issue qualified health plans in more than one state?<br><b>Note:</b> See the instructions for additional information the organization must report on Schedule O                                             |     |    |
| <b>b</b> Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans                                                                                   |     |    |
| <b>c</b> Enter the amount of reserves on hand                                                                                                                                                                                                        |     |    |
| <b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year?                                                                                                                                                |     | X  |
| <b>b</b> If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O                                                                                                                                   |     |    |
| <b>15</b> Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?<br>If "Yes," see instructions and file Form 4720, Schedule N                    |     | X  |
| <b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income?<br>If "Yes," complete Form 4720, Schedule O                                                                                |     | X  |

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

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

☒**Section A. Governing Body and Management**

|                                                                                                                                                                                                                                                                                                                     | 1a | 21 | Yes | No |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|-----|----|
| <b>1a</b> Enter the number of voting members of the governing body at the end of the tax year.<br>If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O. |    | 21 |     |    |
| <b>b</b> Enter the number of voting members included on line 1a, above, who are independent                                                                                                                                                                                                                         |    | 21 |     |    |
| <b>2</b> 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?                                                                                                                                      |    |    |     | X  |
| <b>3</b> Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?                                                                                          |    |    |     | X  |
| <b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?                                                                                                                                                                                           |    |    |     | X  |
| <b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets?                                                                                                                                                                                                 |    |    |     | X  |
| <b>6</b> Did the organization have members or stockholders?                                                                                                                                                                                                                                                         |    |    | X   |    |
| <b>7a</b> 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?                                                                                                                                                        |    |    | X   |    |
| <b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?                                                                                                                                                  |    |    |     | X  |
| <b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:                                                                                                                                                                          |    |    |     |    |
| <b>a</b> The governing body?                                                                                                                                                                                                                                                                                        |    |    | X   |    |
| <b>b</b> Each committee with authority to act on behalf of the governing body?                                                                                                                                                                                                                                      |    |    | X   |    |
| <b>9</b> Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O.                                                                                              |    |    |     | X  |

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

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

**Section C. Disclosure**

**17** List the states with which a copy of this Form 990 is required to be filed. **NONE**

**18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  
☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain on Schedule O)

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

**20** State the name, address, and telephone number of the person who possesses the organization's books and records. **STEPHANIE O'KEEFE - 202-387-1010**  
**1155 15TH STREET, NW, NO. 1000, WASHINGTON, DC 20005**

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

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

| (A)<br>Name and title                                      | (B)<br>Average hours per week (list any hours for related organizations below line) | (C)<br>Position<br>(do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>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) STEPHANIE O'KEEFE<br>CHIEF EXECUTIVE OFFICER/SECRETARY | 43.00<br>12.00                                                                      |                                                                                                              |                       | X       |              |                              |        | 340,073.                                                             | 0.                                                                        | 41,205.                                                                                       |
| (2) HEATH NASH<br>CHIEF OPERATING OFFICER                  | 49.00<br>6.00                                                                       |                                                                                                              |                       | X       |              |                              |        | 249,975.                                                             | 0.                                                                        | 22,951.                                                                                       |
| (3) JESSA COOKE<br>MANAGING DIRECTOR                       | 11.00<br>34.00                                                                      |                                                                                                              |                       |         |              | X                            |        | 146,555.                                                             | 0.                                                                        | 17,536.                                                                                       |
| (4) KATYA WILDGEN<br>VP CREATIVE SERVICES                  | 34.00<br>6.00                                                                       |                                                                                                              |                       |         |              | X                            |        | 121,787.                                                             | 0.                                                                        | 15,230.                                                                                       |
| (5) DEBORAH TRUDEAU<br>PRESIDENT                           | 1.00<br>1.00                                                                        | X                                                                                                            |                       | X       |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (6) ANNE DUNCAN<br>VICE PRESIDENT                          | 1.00<br>0.00                                                                        | X                                                                                                            |                       | X       |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (7) SHARON CHRISTOPHER<br>TREASURER                        | 1.00<br>0.00                                                                        | X                                                                                                            |                       | X       |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (8) REEB ABU HASSAN<br>DIRECTOR                            | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (9) REBECCA BARFKNECHT<br>DIRECTOR                         | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (10) LAUREL BELLOWS<br>DIRECTOR                            | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (11) SHANNON BLOCK<br>DIRECTOR                             | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (12) CAROLYN CARTER<br>DIRECTOR                            | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (13) PAULA COX<br>DIRECTOR                                 | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (14) DANA MORRIS DIXON<br>DIRECTOR                         | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (15) PRISCILLA DOUGLAS<br>DIRECTOR                         | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (16) LAURI FITZ-PEGADO<br>DIRECTOR                         | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (17) JULIE GOLDSTEIN<br>DIRECTOR                           | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |

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

| (A)<br>Name and title                                          | (B)<br>Average hours per week (list any hours for related organizations below line) | (C)<br>Position<br>(do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>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) SUSAN HODKINSON<br>DIRECTOR                               | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (19) KIMBERLY JAQUA<br>DIRECTOR                                | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (20) GABRIELA KENNEDY<br>DIRECTOR                              | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (21) NANCY LAUGHTON<br>DIRECTOR                                | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (22) VUYO MAHLATI<br>DIRECTOR                                  | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (23) CAMILLE MIRSHOKRAI<br>DIRECTOR                            | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (24) ANA MUNOZ<br>DIRECTOR                                     | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (25) MARIA AUXILIADORA PATINO DE MAC<br>DIRECTOR               | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| (26) HELENE PICHON<br>DIRECTOR                                 | 1.00<br>0.00                                                                        | X                                                                                                            |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| <b>1b Subtotal</b>                                             |                                                                                     |                                                                                                              |                       |         |              |                              |        | 858,390.                                                             | 0.                                                                        | 96,922.                                                                                       |
| <b>c Total from continuation sheets to Part VII, Section A</b> |                                                                                     |                                                                                                              |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| <b>d Total (add lines 1b and 1c)</b>                           |                                                                                     |                                                                                                              |                       |         |              |                              |        | 858,390.                                                             | 0.                                                                        | 96,922.                                                                                       |

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 **4**

- 3 Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

|   | Yes | No |
|---|-----|----|
| 3 |     | X  |
| 4 | X   |    |
| 5 |     | X  |

**Section B. Independent Contractors**

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

| (A)<br>Name and business address                                              | (B)<br>Description of services | (C)<br>Compensation |
|-------------------------------------------------------------------------------|--------------------------------|---------------------|
| PAUL JOHNSON, 26 MENDELSSONHOHN RD,<br>ROOSEVELT PARK, JOHANNESBURG, GAUTENG, | CONSULTING                     | 111,132.            |
|                                                                               |                                |                     |
|                                                                               |                                |                     |
|                                                                               |                                |                     |
|                                                                               |                                |                     |

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

SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2019)





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

|                                                                   |                                                                                                                                      |    | (A)<br>Total revenue      | (B)<br>Related or exempt<br>function revenue | (C)<br>Unrelated<br>business revenue | (D)<br>Revenue excluded<br>from tax under<br>sections 512 - 514 |
|-------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|----|---------------------------|----------------------------------------------|--------------------------------------|-----------------------------------------------------------------|
| <b>Contributions, Gifts, Grants<br/>and Other Similar Amounts</b> | 1 a Federated campaigns                                                                                                              | 1a |                           |                                              |                                      |                                                                 |
|                                                                   | b Membership dues                                                                                                                    | 1b |                           |                                              |                                      |                                                                 |
|                                                                   | c Fundraising events                                                                                                                 | 1c |                           |                                              |                                      |                                                                 |
|                                                                   | d Related organizations                                                                                                              | 1d |                           |                                              |                                      |                                                                 |
|                                                                   | e Government grants (contributions)                                                                                                  | 1e |                           |                                              |                                      |                                                                 |
|                                                                   | f All other contributions, gifts, grants, and<br>similar amounts not included above                                                  | 1f | 1,527,720.                |                                              |                                      |                                                                 |
|                                                                   | g Noncash contributions included in lines 1a-1f                                                                                      | 1g | \$ 7,323.                 |                                              |                                      |                                                                 |
|                                                                   | <b>h Total. Add lines 1a-1f</b>                                                                                                      |    | 1,527,720.                |                                              |                                      |                                                                 |
|                                                                   |                                                                                                                                      |    | <b>Business Code</b>      |                                              |                                      |                                                                 |
| <b>Program Service<br/>Revenue</b>                                | 2 a REGISTRATION                                                                                                                     |    | 900099                    | 2,132,528.                                   | 2,132,528.                           |                                                                 |
|                                                                   | b MEMBERSHIP DUES                                                                                                                    |    | 900099                    | 977,350.                                     | 977,350.                             |                                                                 |
|                                                                   | c DINE AROUND                                                                                                                        |    | 900099                    | 131,958.                                     | 131,958.                             |                                                                 |
|                                                                   | d EXHIBITS                                                                                                                           |    | 900099                    | 23,368.                                      | 23,368.                              |                                                                 |
|                                                                   | e                                                                                                                                    |    |                           |                                              |                                      |                                                                 |
|                                                                   | f All other program service revenue                                                                                                  |    |                           |                                              |                                      |                                                                 |
|                                                                   | <b>g Total. Add lines 2a-2f</b>                                                                                                      |    |                           | 3,265,204.                                   |                                      |                                                                 |
| <b>Other Revenue</b>                                              | 3 Investment income (including dividends, interest, and<br>other similar amounts)                                                    |    |                           | 74,814.                                      |                                      | 74,814.                                                         |
|                                                                   | 4 Income from investment of tax-exempt bond proceeds                                                                                 |    |                           |                                              |                                      |                                                                 |
|                                                                   | 5 Royalties                                                                                                                          |    |                           |                                              |                                      |                                                                 |
|                                                                   | 6 a Gross rents                                                                                                                      | 6a | (i) Real (ii) Personal    |                                              |                                      |                                                                 |
|                                                                   | b Less rental expenses                                                                                                               | 6b |                           |                                              |                                      |                                                                 |
|                                                                   | c Rental income or (loss)                                                                                                            | 6c |                           |                                              |                                      |                                                                 |
|                                                                   | d Net rental income or (loss)                                                                                                        |    |                           |                                              |                                      |                                                                 |
|                                                                   | 7 a Gross amount from sales of<br>assets other than inventory                                                                        | 7a | (i) Securities (ii) Other |                                              |                                      |                                                                 |
|                                                                   | b Less cost or other basis<br>and sales expenses                                                                                     | 7b |                           |                                              |                                      |                                                                 |
|                                                                   | c Gain or (loss)                                                                                                                     | 7c |                           |                                              |                                      |                                                                 |
|                                                                   | d Net gain or (loss)                                                                                                                 |    |                           | 50,004.                                      |                                      | 50,004.                                                         |
|                                                                   | 8 a Gross income from fundraising events (not<br>including \$ _____ of<br>contributions reported on line 1c) See<br>Part IV, line 18 | 8a |                           |                                              |                                      |                                                                 |
|                                                                   | b Less direct expenses                                                                                                               | 8b |                           |                                              |                                      |                                                                 |
|                                                                   | c Net income or (loss) from fundraising events                                                                                       |    |                           |                                              |                                      |                                                                 |
|                                                                   | 9 a Gross income from gaming activities See<br>Part IV, line 19                                                                      | 9a |                           |                                              |                                      |                                                                 |
|                                                                   | b Less direct expenses                                                                                                               | 9b |                           |                                              |                                      |                                                                 |
|                                                                   | c Net income or (loss) from gaming activities                                                                                        |    |                           |                                              |                                      |                                                                 |
| 10 a Gross sales of inventory, less returns<br>and allowances     | 10a                                                                                                                                  |    | 47,154.                   |                                              |                                      |                                                                 |
| b Less cost of goods sold                                         | 10b                                                                                                                                  |    | 19,489.                   |                                              |                                      |                                                                 |
| c Net income or (loss) from sales of inventory                    |                                                                                                                                      |    | 27,665.                   | 27,665.                                      |                                      |                                                                 |
| <b>Miscellaneous<br/>Revenue</b>                                  | 11 a MISCELLANEOUS REVENUE                                                                                                           |    | 900099                    | 64,324.                                      |                                      | 64,324.                                                         |
|                                                                   | b HOTEL PREMIUM/REBATES                                                                                                              |    | 900099                    | 50,529.                                      | 50,529.                              |                                                                 |
|                                                                   | c                                                                                                                                    |    |                           |                                              |                                      |                                                                 |
|                                                                   | d All other revenue                                                                                                                  |    |                           |                                              |                                      |                                                                 |
|                                                                   | <b>e Total. Add lines 11a-11d</b>                                                                                                    |    |                           | 114,853.                                     |                                      |                                                                 |
|                                                                   | <b>12 Total revenue. See instructions</b>                                                                                            |    |                           | 5,060,260.                                   | 3,343,398.                           | 0.                                                              |

**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

| Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII                                                                                                                         | (A)<br>Total expenses. | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------------------------|----------------------------------------|-----------------------------|
| 1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21                                                                                                | 109,750.               |                                 |                                        |                             |
| 2 Grants and other assistance to domestic individuals. See Part IV, line 22                                                                                                                           |                        |                                 |                                        |                             |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16                                                                    |                        |                                 |                                        |                             |
| 4 Benefits paid to or for members                                                                                                                                                                     |                        |                                 |                                        |                             |
| 5 Compensation of current officers, directors, trustees, and key employees                                                                                                                            | 504,075.               |                                 |                                        |                             |
| 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                                                                                                                                                                            | 657,536.               |                                 |                                        |                             |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)                                                                                                  | 20,923.                |                                 |                                        |                             |
| 9 Other employee benefits                                                                                                                                                                             | 28,897.                |                                 |                                        |                             |
| 10 Payroll taxes                                                                                                                                                                                      | 72,586.                |                                 |                                        |                             |
| 11 Fees for services (nonemployees)                                                                                                                                                                   |                        |                                 |                                        |                             |
| a Management                                                                                                                                                                                          |                        |                                 |                                        |                             |
| b Legal                                                                                                                                                                                               | 14,158.                |                                 |                                        |                             |
| c Accounting                                                                                                                                                                                          | 96,878.                |                                 |                                        |                             |
| d Lobbying                                                                                                                                                                                            |                        |                                 |                                        |                             |
| e Professional fundraising services. See Part IV, line 17                                                                                                                                             |                        |                                 |                                        |                             |
| f Investment management fees                                                                                                                                                                          | 17,013.                |                                 |                                        |                             |
| g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)                                                                                             | 489,021.               |                                 |                                        |                             |
| 12 Advertising and promotion                                                                                                                                                                          |                        |                                 |                                        |                             |
| 13 Office expenses                                                                                                                                                                                    | 150,216.               |                                 |                                        |                             |
| 14 Information technology                                                                                                                                                                             | 154,723.               |                                 |                                        |                             |
| 15 Royalties                                                                                                                                                                                          |                        |                                 |                                        |                             |
| 16 Occupancy                                                                                                                                                                                          | 122,841.               |                                 |                                        |                             |
| 17 Travel                                                                                                                                                                                             | 245,863.               |                                 |                                        |                             |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials                                                                                                     |                        |                                 |                                        |                             |
| 19 Conferences, conventions, and meetings                                                                                                                                                             | 1,858,498.             |                                 |                                        |                             |
| 20 Interest                                                                                                                                                                                           | 3,253.                 |                                 |                                        |                             |
| 21 Payments to affiliates                                                                                                                                                                             |                        |                                 |                                        |                             |
| 22 Depreciation, depletion, and amortization                                                                                                                                                          | 55,129.                |                                 |                                        |                             |
| 23 Insurance                                                                                                                                                                                          | 11,593.                |                                 |                                        |                             |
| 24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) |                        |                                 |                                        |                             |
| a <b>BAD DEBT</b>                                                                                                                                                                                     | 14,424.                |                                 |                                        |                             |
| b <b>MEALS AND ENTERTAINMENT</b>                                                                                                                                                                      | 14,261.                |                                 |                                        |                             |
| c <b>AWARDS/GIFTS</b>                                                                                                                                                                                 | 5,815.                 |                                 |                                        |                             |
| d <b>EQUIPMENT</b>                                                                                                                                                                                    | 3,627.                 |                                 |                                        |                             |
| e All other expenses                                                                                                                                                                                  | 64,195.                |                                 |                                        |                             |
| 25 <b>Total functional expenses.</b> Add lines 1 through 24e                                                                                                                                          | 4,715,275.             |                                 |                                        |                             |
| 26 <b>Joint costs.</b> 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)<br>Beginning of year |            | (B)<br>End of year |
|---------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------|--------------------|
| <b>Assets</b>                                                       | 1 Cash - non-interest-bearing                                                                                                                                                                                     | 766,221.                 | 1          | 1,723,167.         |
|                                                                     | 2 Savings and temporary cash investments                                                                                                                                                                          | 36,272.                  | 2          | 36,283.            |
|                                                                     | 3 Pledges and grants receivable, net                                                                                                                                                                              |                          | 3          |                    |
|                                                                     | 4 Accounts receivable, net                                                                                                                                                                                        | 40,521.                  | 4          | 107,540.           |
|                                                                     | 5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons |                          | 5          |                    |
|                                                                     | 6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)                                                               |                          | 6          |                    |
|                                                                     | 7 Notes and loans receivable, net                                                                                                                                                                                 |                          | 7          |                    |
|                                                                     | 8 Inventories for sale or use                                                                                                                                                                                     |                          | 8          |                    |
|                                                                     | 9 Prepaid expenses and deferred charges                                                                                                                                                                           | 285,338.                 | 9          | 215,795.           |
|                                                                     | 10a Land, buildings, and equipment - cost or other basis. Complete Part VI of Schedule D                                                                                                                          | 10a 499,495.             |            |                    |
|                                                                     | b Less accumulated depreciation                                                                                                                                                                                   | 10b 171,696.             | 10c        | 327,799.           |
|                                                                     | 11 Investments - publicly traded securities                                                                                                                                                                       | 2,600,650.               | 11         | 2,937,317.         |
|                                                                     | 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                                                                                                                                                                             | 203,460.                 | 15         | 410,573.           |
| 16 <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) | 4,320,237.                                                                                                                                                                                                        | 16                       | 5,758,474. |                    |
| <b>Liabilities</b>                                                  | 17 Accounts payable and accrued expenses                                                                                                                                                                          | 70,034.                  | 17         | 315,310.           |
|                                                                     | 18 Grants payable                                                                                                                                                                                                 |                          | 18         |                    |
|                                                                     | 19 Deferred revenue                                                                                                                                                                                               | 774,449.                 | 19         | 1,330,053.         |
|                                                                     | 20 Tax-exempt bond liabilities                                                                                                                                                                                    |                          | 20         |                    |
|                                                                     | 21 Escrow or custodial account liability. Complete Part IV of Schedule D                                                                                                                                          |                          | 21         |                    |
|                                                                     | 22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons     |                          | 22         |                    |
|                                                                     | 23 Secured mortgages and notes payable to unrelated third parties                                                                                                                                                 |                          | 23         |                    |
|                                                                     | 24 Unsecured notes and loans payable to unrelated third parties                                                                                                                                                   | 42,063.                  | 24         | 33,641.            |
|                                                                     | 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                                          | 490,937.                 | 25         | 462,290.           |
|                                                                     | 26 <b>Total liabilities.</b> Add lines 17 through 25                                                                                                                                                              | 1,377,483.               | 26         | 2,141,294.         |
| <b>Net Assets or Fund Balances</b>                                  | <b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>                                                                       |                          |            |                    |
|                                                                     | 27 Net assets without donor restrictions                                                                                                                                                                          | 2,942,754.               | 27         | 3,617,180.         |
|                                                                     | 28 Net assets with donor restrictions                                                                                                                                                                             |                          | 28         |                    |
|                                                                     | <b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>                                                                                |                          |            |                    |
|                                                                     | 29 Capital stock or trust principal, or current funds                                                                                                                                                             |                          | 29         |                    |
|                                                                     | 30 Paid-in or capital surplus, or land, building, or equipment fund                                                                                                                                               |                          | 30         |                    |
|                                                                     | 31 Retained earnings, endowment, accumulated income, or other funds                                                                                                                                               |                          | 31         |                    |
|                                                                     | 32 <b>Total net assets or fund balances</b>                                                                                                                                                                       | 2,942,754.               | 32         | 3,617,180.         |
|                                                                     | 33 <b>Total liabilities and net assets/fund balances</b>                                                                                                                                                          | 4,320,237.               | 33         | 5,758,474.         |

Form 990 (2019)

**Part XI** Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI ☐

|    |                                                                                                               |    |            |
|----|---------------------------------------------------------------------------------------------------------------|----|------------|
| 1  | Total revenue (must equal Part VIII, column (A), line 12)                                                     | 1  | 5,060,260. |
| 2  | Total expenses (must equal Part IX, column (A), line 25)                                                      | 2  | 4,715,275. |
| 3  | Revenue less expenses Subtract line 2 from line 1                                                             | 3  | 344,985.   |
| 4  | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))                     | 4  | 2,942,754. |
| 5  | Net unrealized gains (losses) on investments                                                                  | 5  | 329,441.   |
| 6  | Donated services and use of facilities                                                                        | 6  |            |
| 7  | Investment expenses                                                                                           | 7  |            |
| 8  | Prior period adjustments                                                                                      | 8  |            |
| 9  | Other changes in net assets or fund balances (explain on Schedule O)                                          | 9  | 0.         |
| 10 | Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | 10 | 3,617,180. |

**Part XII** Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☐

|                                                                                                                                                                                                                                                                                                                                                                                                                              | Yes | No |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
| 1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____<br>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?<br>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.<br><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?<br>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<br><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?<br>If the organization changed either its oversight process or selection process during the tax year, explain on 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 on Schedule O and describe any steps taken to undergo such audits                                                                                                                                                                                                       |     |    |

Form 990 (2019)

**SCHEDULE C**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Political Campaign and Lobbying Activities**

For Organizations Exempt From Income Tax Under section 501(c) and section 527  
▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**  
▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No 1545-0047

**2019**

**Open to Public  
Inspection**

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

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

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

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

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

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

Name of organization

**INTERNATIONAL WOMEN'S FORUM, INC.**

Employer identification number

**84-0919612**

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

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2 Political campaign activity expenditures ▶ \$ \_\_\_\_\_
- 3 Volunteer hours for political campaign activities \_\_\_\_\_

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

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ \_\_\_\_\_
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ \_\_\_\_\_
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year?  
☐ Yes ☐ No
- 4a Was a correction made?  
☐ Yes ☐ No
- b If "Yes," describe in Part IV

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ \_\_\_\_\_
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ \_\_\_\_\_
- 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ \_\_\_\_\_
- 4 Did the filing organization file Form 1120-POL for this year? ☐ Yes ☐ No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

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

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

Schedule C (Form 990 or 990-EZ) 2019

LHA

932041 11-26-19

**Part II-A** Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

**A** Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

**B** Check ☐ if the filing organization checked box A and "limited control" provisions apply

| Limits on Lobbying Expenditures<br>(The term "expenditures" means amounts paid or incurred.)                                                               |                                                   | (a) Filing organization's totals | (b) Affiliated group totals |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------|-----------------------------|
| <b>1a</b> Total lobbying expenditures to influence public opinion (grassroots lobbying)                                                                    |                                                   |                                  |                             |
| <b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying)                                                                     |                                                   |                                  |                             |
| <b>c</b> Total lobbying expenditures (add lines 1a and 1b)                                                                                                 |                                                   |                                  |                             |
| <b>d</b> Other exempt purpose expenditures                                                                                                                 |                                                   |                                  |                             |
| <b>e</b> Total exempt purpose expenditures (add lines 1c and 1d)                                                                                           |                                                   |                                  |                             |
| <b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.                                                            |                                                   |                                  |                             |
| <b>If the amount on line 1e, column (a) or (b) is:</b>                                                                                                     | <b>The lobbying nontaxable amount is:</b>         |                                  |                             |
| Not over \$500,000                                                                                                                                         | 20% of the amount on line 1e                      |                                  |                             |
| Over \$500,000 but not over \$1,000,000                                                                                                                    | \$100,000 plus 15% of the excess over \$500,000   |                                  |                             |
| Over \$1,000,000 but not over \$1,500,000                                                                                                                  | \$175,000 plus 10% of the excess over \$1,000,000 |                                  |                             |
| Over \$1,500,000 but not over \$17,000,000                                                                                                                 | \$225,000 plus 5% of the excess over \$1,500,000  |                                  |                             |
| Over \$17,000,000                                                                                                                                          | \$1,000,000                                       |                                  |                             |
| <b>g</b> Grassroots nontaxable amount (enter 25% of line 1f)                                                                                               |                                                   |                                  |                             |
| <b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0-                                                                                         |                                                   |                                  |                             |
| <b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0-                                                                                         |                                                   |                                  |                             |
| <b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? |                                                   |                                  |                             |

☐ Yes ☐ No

**4-Year Averaging Period Under Section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.)

See the separate instructions for lines 2a through 2f.)

| Lobbying Expenditures During 4-Year Averaging Period                |          |          |          |          |           |
|---------------------------------------------------------------------|----------|----------|----------|----------|-----------|
| Calendar year<br>(or fiscal year beginning in)                      | (a) 2016 | (b) 2017 | (c) 2018 | (d) 2019 | (e) Total |
| <b>2a</b> Lobbying nontaxable amount                                |          |          |          |          |           |
| <b>b</b> Lobbying ceiling amount<br>(150% of line 2a, column(e))    |          |          |          |          |           |
| <b>c</b> Total lobbying expenditures                                |          |          |          |          |           |
| <b>d</b> Grassroots nontaxable amount                               |          |          |          |          |           |
| <b>e</b> Grassroots ceiling amount<br>(150% of line 2d, column (e)) |          |          |          |          |           |
| <b>f</b> Grassroots lobbying expenditures                           |          |          |          |          |           |

Schedule C (Form 990 or 990-EZ) 2019

2019.05000 INTERNATIONAL WOMEN'S FOR 064-2191



**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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2019**Open to Public  
Inspection

Name of the organization

INTERNATIONAL WOMEN'S FORUM, INC.

Employer identification number

84-0919612

**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 (for example, 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? ☐ Yes ☐ No

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its

collection items (check all that apply)

a ☐ Public exhibitiond ☐ Loan or exchange programb ☐ Scholarly researche ☐ Other \_\_\_\_\_c ☐ Preservation for future generations

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

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes☐ No**Part IV Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes☐ No

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

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

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

☐ Yes☐ Nob 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                     | 5,639,541.       | 5,995,732.     | 5,340,074.         | 5,330,792.           | 5,536,024.          |
| b Contributions                                  | 33,750.          | 120,575.       | 23,000.            | 200.                 | 9,104.              |
| c Net investment earnings, gains, and losses     | 1,113,708.       | -204,921.      | 854,801.           | 229,377.             | 32,787.             |
| d Grants or scholarships                         |                  |                |                    |                      |                     |
| e Other expenditures for facilities and programs | 264,364.         | 271,845.       | 222,143.           | 220,295.             | 247,123.            |
| f Administrative expenses                        |                  |                |                    |                      |                     |
| g End of year balance                            | 6,522,635.       | 5,639,541.     | 5,995,732.         | 5,340,074.           | 5,330,792.          |

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

a Board designated or quasi-endowment ▶ 18.33 %

b Permanent endowment ▶ 81.67 %

c Term endowment ▶ %

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

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

(i) Unrelated organizations

(ii) Related organizations

|        | Yes | No |
|--------|-----|----|
| 3a(i)  |     | X  |
| 3a(ii) |     | X  |
| 3b     |     |    |

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

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                                                                               |                                      | 251,067.                        | 53,133.                      | 197,934.       |
| d Equipment                                                                                            |                                      | 166,386.                        | 84,344.                      | 82,042.        |
| e Other                                                                                                |                                      | 82,042.                         | 34,219.                      | 47,823.        |
| <b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) |                                      |                                 |                              | 327,799.       |

Schedule D (Form 990) 2019

**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) DUE FROM LEADERSHIP FOUNDATION                                   | 410,573.       |
| (2)                                                                  |                |
| (3)                                                                  |                |
| (4)                                                                  |                |
| (5)                                                                  |                |
| (6)                                                                  |                |
| (7)                                                                  |                |
| (8)                                                                  |                |
| (9)                                                                  |                |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶ |                |
|                                                                      | 410,573.       |

**Part X Other Liabilities.**

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

| 1. (a) Description of liability                                      | (b) Book value |
|----------------------------------------------------------------------|----------------|
| (1) Federal income taxes                                             |                |
| (2) DEFERRED RENT AND LEASE INCENTIVE,                               |                |
| (3) CURRENT                                                          | 278,557.       |
| (4) DEFERRED RENT AND LEASE INCENTIVE,                               |                |
| (5) LONG TERM                                                        | 183,733.       |
| (6)                                                                  |                |
| (7)                                                                  |                |
| (8)                                                                  |                |
| (9)                                                                  |                |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶ |                |
|                                                                      | 462,290.       |

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

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

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

|   |                                                                                 |    |            |
|---|---------------------------------------------------------------------------------|----|------------|
| 1 | Total revenue, gains, and other support per audited financial statements        | 1  | 5,509,114. |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12              |    |            |
| a | Net unrealized gains (losses) on investments                                    | 2a | 329,441.   |
| b | Donated services and use of facilities                                          | 2b | 136,426.   |
| c | Recoveries of prior year grants                                                 | 2c |            |
| d | Other (Describe in Part XIII)                                                   | 2d |            |
| e | Add lines 2a through 2d                                                         | 2e | 465,867.   |
| 3 | Subtract line 2e from line 1                                                    | 3  | 5,043,247. |
| 4 | Amounts included on Form 990, Part VIII, line 12, but not on line 1             |    |            |
| a | Investment expenses not included on Form 990, Part VIII, line 7b                | 4a | 17,013.    |
| b | Other (Describe in Part XIII)                                                   | 4b |            |
| c | Add lines 4a and 4b                                                             | 4c | 17,013.    |
| 5 | Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) | 5  | 5,060,260. |

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

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

|   |                                                                                  |    |            |
|---|----------------------------------------------------------------------------------|----|------------|
| 1 | Total expenses and losses per audited financial statements                       | 1  | 4,834,688. |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25                 |    |            |
| a | Donated services and use of facilities                                           | 2a | 136,426.   |
| b | Prior year adjustments                                                           | 2b |            |
| c | Other losses                                                                     | 2c |            |
| d | Other (Describe in Part XIII)                                                    | 2d |            |
| e | Add lines 2a through 2d                                                          | 2e | 136,426.   |
| 3 | Subtract line 2e from line 1                                                     | 3  | 4,698,262. |
| 4 | Amounts included on Form 990, Part IX, line 25, but not on line 1                |    |            |
| a | Investment expenses not included on Form 990, Part VIII, line 7b                 | 4a | 17,013.    |
| b | Other (Describe in Part XIII)                                                    | 4b |            |
| c | Add lines 4a and 4b                                                              | 4c | 17,013.    |
| 5 | Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) | 5  | 4,715,275. |

**Part XIII Supplemental Information.**

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

**PART X, LINE 2:**

IWF IS EXEMPT FROM THE PAYMENT OF TAXES ON INCOME OTHER THAN NET UNRELATED BUSINESS INCOME UNDER SECTION 501(C)(6) OF THE INTERNAL REVENUE CODE. IWF REVIEWS AND ASSESSES ALL ACTIVITIES ANNUALLY TO IDENTIFY ANY CHANGES IN THE SCOPE OF THE ACTIVITIES AND REVENUE SOURCES AND THE TAX TREATMENT THEREOF TO IDENTIFY ANY UNCERTAINTY IN INCOME TAXES. FOR THE YEAR ENDED DECEMBER 31, 2019, NO PROVISION FOR INCOME TAXES WAS MADE, AS IWF HAD NO SIGNIFICANT NET UNRELATED BUSINESS INCOME AND DID NOT IDENTIFY ANY UNCERTAINTY IN INCOME TAX REQUIRING RECOGNITION OR DISCLOSURE IN THESE FINANCIAL STATEMENTS. AS OF DECEMBER 31, 2019, THE STATUTE OF LIMITATIONS REMAINED OPEN WITH THE U.S. FEDERAL AND VARIOUS STATE AND LOCAL JURISDICTIONS IN WHICH IWF FILES TAX RETURNS; HOWEVER, THERE ARE CURRENTLY

**Part XIII** Supplemental Information *(continued)*

NO AUDITS FOR ANY TAX PERIODS IN PROGRESS. IT IS IWF'S POLICY TO RECOGNIZE  
INTEREST AND/OR PENALTIES RELATED TO UNCERTAINTY IN INCOME TAXES, IF ANY,  
IN INCOME TAX OR INTEREST EXPENSE. AS OF DECEMBER 31, 2019, IWF HAD NO  
ACCRUALS FOR INTEREST AND/OR PENALTIES.

**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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No 1545-0047

**2019**Open to Public  
Inspection

Name of the organization

Employer identification number

**INTERNATIONAL WOMEN'S FORUM, INC.****84-0919612****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 |
|---------------------------------------------------|-------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| EUROPE                                            | 0                                   | 0                                                                          | PROGRAM SERVICES                                                                                                                                   | CONFERENCE                                                                                             | 1,391,460.                                               |
| NORTH AMERICA                                     | 0                                   | 0                                                                          | PROGRAM SERVICES                                                                                                                                   | CONFERENCE                                                                                             | 1,937,800.                                               |
|                                                   |                                     |                                                                            |                                                                                                                                                    |                                                                                                        |                                                          |
|                                                   |                                     |                                                                            |                                                                                                                                                    |                                                                                                        |                                                          |
|                                                   |                                     |                                                                            |                                                                                                                                                    |                                                                                                        |                                                          |
|                                                   |                                     |                                                                            |                                                                                                                                                    |                                                                                                        |                                                          |
|                                                   |                                     |                                                                            |                                                                                                                                                    |                                                                                                        |                                                          |
|                                                   |                                     |                                                                            |                                                                                                                                                    |                                                                                                        |                                                          |
|                                                   |                                     |                                                                            |                                                                                                                                                    |                                                                                                        |                                                          |
|                                                   |                                     |                                                                            |                                                                                                                                                    |                                                                                                        |                                                          |
| <b>3 a Subtotal</b>                               | 0                                   | 0                                                                          |                                                                                                                                                    |                                                                                                        | 3,329,260.                                               |
| <b>b Total from continuation sheets to Part I</b> | 0                                   | 0                                                                          |                                                                                                                                                    |                                                                                                        | 0.                                                       |
| <b>c Totals (add lines 3a and 3b)</b>             | 0                                   | 0                                                                          |                                                                                                                                                    |                                                                                                        | 3,329,260.                                               |

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

Schedule F (Form 990) 2019



**Part III can be duplicated if additional space is needed**

Schedule F (Form 990) 2019



**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

Schedule F (Form 990) 2019

**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.



urred "Yes" on Form 990, Part IV, line 22.

[illegible]

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

**SCHEDULE J  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

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

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No 1545-0047

**2019**

Open to Public  
Inspection

Name of the organization

**INTERNATIONAL WOMEN'S FORUM, INC.**

Employer identification number

**84-0919612**

**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.

☐ First-class or charter travel

☐ Travel for companions

☐ Tax indemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ 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 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.

☐ Compensation committee

☐ Independent compensation consultant

☐ Form 990 of other organizations

☐ Written employment contract

☒ Compensation survey or study

☒ 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

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**1b**

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**2**

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**4a**

**4b**

**4c**

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**5a**

**5b**

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**6a**

**6b**

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|--|--|--|
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**7**

**8**

**9**

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

Schedule J (Form 990) 2019



|                 |                                 |
|-----------------|---------------------------------|
| <b>Part III</b> | <b>Supplemental Information</b> |
|-----------------|---------------------------------|

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.

[illegible]

**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](http://www.irs.gov/Form990) for the latest information.

OMB No 1545-0047

**2019**

Open to Public  
Inspection

Name of the organization

INTERNATIONAL WOMEN'S FORUM, INC.

Employer identification number  
84-0919612

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

ELEVATED MORE THAN 500, INTERNATIONAL FELLOWS, SOCIETY'S RISING STARS,  
TO ACCELERATE THE POTENTIAL OF THE NEXT GENERATION, AND TO LEAD THE  
WORLD TOMORROW. WE INSPIRE, ELEVATE, AND ENABLE FEMALE LEADERS BY  
INCREASING THEIR CAPABILITIES, NETWORKS, AND POSSIBILITIES.

INTERNATIONAL WOMEN'S FORUM (IWF) ORGANIZES PROGRAMMING AND  
PROFESSIONAL DEVELOPMENT OPPORTUNITIES TO SHARE KNOWLEDGE AND DISCUSS  
SOLUTIONS ON CURRENT BUSINESS CHALLENGES, DIVERSITY, GENDER EQUALITY,  
AND OTHER GLOBAL TOPICS. WE DO THIS THROUGH OUR LEADERSHIP DEVELOPMENT  
PROGRAMS, DIGITAL PROGRAMMING, CONFERENCES, EVENTS, AND THOUGHT  
LEADERSHIP.

FORM 990, PART VI, SECTION A, LINE 1:

THE EXECUTIVE COMMITTEE EXERCISES THE POWERS AND DUTIES OF THE BOARD  
BETWEEN BOARD MEETINGS AND WHILE THE BOARD IS NOT IN SESSION ON MATERIAL  
MATTERS THAT MAY ARISE IN THE INTERIM. THE EXECUTIVE COMMITTEE IMPLEMENTS  
THE POLICY DECISIONS OF THE BOARD AND HAS THE AUTHORITY TO EXERCISE ALL  
POWERS AND AUTHORITY OF THE BOARD, INCLUDING WITHOUT LIMITATION, THE POWERS  
AND AUTHORITY ENUMERATED IN THE BYLAWS OF THE ORGANIZATION. THE EXECUTIVE  
COMMITTEE IS COMPRISED OF THE PRESIDENT, VICE PRESIDENT, TREASURER, CHAIR  
OF THE PRESIDENTS' COUNCIL, AND ONE DIRECTOR APPOINTED BY THE IWF  
PRESIDENT.

FORM 990, PART VI, SECTION A, LINE 6:

MEMBERS OF THE CORPORATION SHALL BE THOSE ORGANIZATIONS AT THE LOCAL AND

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

Schedule O (Form 990 or 990-EZ) (2019)



Name of the organization

INTERNATIONAL WOMEN'S FORUM, INC.

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NATIONAL LEVEL AROUND THE WORLD THAT APPLY FOR MEMBERSHIP, PAY DUES ON A SCHEDULE APPROVED BY THE BOARD, AND MEET ANY OTHER REQUIREMENTS AND CRITERIA APPROVED BY THE BOARD. MEMBERS OF THE CORPORATION SHALL ALSO BE KNOWN WITHIN THE CORPORATION AS MEMBER FORUMS. THE INDIVIDUALS WHO COMPRISE EACH MEMBER FORUM WILL BE KNOWN WITHIN THE CORPORATION AS ASSOCIATES OR MEMBER FORUM ASSOCIATES. MEMBERSHIP SHALL BE FOR ONE YEAR AT A TIME, WITH DUES PAYABLE ANNUALLY. ONLY ORGANIZATIONS, AND NOT INDIVIDUALS, CAN BE MEMBERS OF THE CORPORATION.

FORM 990, PART VI, SECTION A, LINE 7A:

THE MEMBERSHIP (THE FORUM PRESIDENTS AS WE ARE A CONFEDERATION OF AFFILIATED FORUMS) DIRECTLY ELECTS 6 DIRECTORS TO THE BOARD. THE MEMBERSHIP, REPRESENTED BY FORUM PRESIDENTS ALSO ELECTS 3 MEMBERS OF A 10 MEMBER NOMINATING COMMITTEE.

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

THE FORM 990 IS COMPLETED BY THE ORGANIZATION'S PUBLIC ACCOUNTING FIRM BASED ON INFORMATION PROVIDED BY MANAGEMENT. ONCE A DRAFT OF THE RETURN IS AVAILABLE, A COPY OF FORM 990 IS FURNISHED TO MANAGEMENT AND BOARD OF DIRECTORS FOR THEIR REVIEW PRIOR TO FILING.

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

WHENEVER A DIRECTOR, OFFICER, OR COMMITTEE MEMBER BECOMES AWARE OF A POTENTIAL CONFLICT OF INTEREST, WHETHER FINANCIAL OR OTHERWISE, S/HE SHALL MAKE THE SITUATION KNOWN TO THE BOARD OR COMMITTEE (AS THE CASE MIGHT BE) AND PROVIDE ALL FACTS MATERIAL TO UNDERSTANDING THE NATURE AND SCOPE OF THE CONFLICT, INCLUDING WHETHER THE INTERESTED PERSON BELIEVES HIS OR HER ABILITY TO MAKE AN INDEPENDENT DECISION BASED SOLELY ON THE BEST INTEREST

Name of the organization

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OF THE IWF HAS BEEN COMPROMISED. IF THE INTERESTED PERSON INVOLVED DOES NOT MAKE THIS DISCLOSURE, ANOTHER DIRECTOR OR COMMITTEE MEMBER WITH KNOWLEDGE OF THE POTENTIAL CONFLICT SHOULD DRAW IT TO THE BODY'S ATTENTION.

THE INTERESTED PERSON WITH THE POTENTIAL CONFLICT MUST RETIRE FROM THE MEETING AND NOT PARTICIPATE IN FINAL DISCUSSION AND VOTING ON THE EXISTENCE OF THE CONFLICT. IF A CONFLICT IS FOUND TO EXIST, THE INTERESTED PERSON MAY BE INVITED TO PROVIDE ANY RELEVANT INFORMATION THAT COULD BE OF USE TO THE BOARD IN MAKING ITS DECISION, BUT SHALL AGAIN RETIRE AND NOT PARTICIPATE IN THE FINAL DISCUSSION AND VOTING REGARDING THE TRANSACTION. THE BOARD OR COMMITTEE'S DECISION SHALL BE BASED ON CONSIDERATION OF WHETHER THE TRANSACTION;

A. IS IN THE IWF'S BEST INTEREST AND FOR ITS OWN BENEFIT;

B. IS FAIR AND REASONABLE TO THE IWF; AND

C. IS THE MOST ADVANTAGEOUS TRANSACTION OR ARRANGEMENT THE IWF CAN OBTAIN WITH REASONABLE EFFORTS UNDER THE CIRCUMSTANCES.

#### PROCEDURE: STAFF

WHENEVER A STAFF MEMBER BECOMES AWARE OF A POTENTIAL CONFLICT OF INTEREST IN AN AREA WHERE S/HE EXERCISES ANY DISCRETION IN CARRYING OUT HER/HIS DUTIES FOR THE IWF, S/HE SHALL PROMPTLY DISCLOSE THE POTENTIAL CONFLICT TO AN IMMEDIATE SUPERVISOR. THE SUPERVISOR SHALL GATHER PERTINENT INFORMATION AND REPORT THE POTENTIAL CONFLICT TO THE CHIEF OPERATING OFFICER, TOGETHER WITH A RECOMMENDATION FOR ACTION. THE CHIEF OPERATING OFFICER SHALL DETERMINE WHETHER A CONFLICT EXISTS THAT REQUIRES RECUSAL OF THE INTERESTED PERSON. WHEN A CONFLICT IS FOUND TO EXIST, THE INTERESTED PERSON SHALL PROVIDE THE SUPERVISOR WITH ALL INFORMATION S/HE HAS RELEVANT TO ANY DECISION TO BE MADE IN WHICH S/HE HAS AN INTEREST, AND THE FINAL DECISION SHALL BE MADE BY THE CHIEF EXECUTIVE OFFICER BASED ON A RECOMMENDATION FROM THE SUPERVISOR. IF THE CHIEF EXECUTIVE OFFICER HAS A POTENTIAL CONFLICT,

Name of the organization

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S/HE SHALL DISCLOSE IT TO THE BOARD PRESIDENT OR HIS OR HER DESIGNEE WHO SHALL DETERMINE THE EXISTENCE OF A CONFLICT. AT HIS OR HER DISCRETION, THE PRESIDENT MAY REFER THE MATTER TO A COMMITTEE OF THE BOARD OR THE FULL BOARD.

ANNUAL DISTRIBUTION, ACKNOWLEDGMENT, AND DISCLOSURE

THIS CONFLICT OF INTEREST POLICY SHALL BE DISTRIBUTED ANNUALLY TO ALL DIRECTORS, OFFICERS, MEMBERS OF BOARD COMMITTEES, AND STAFF. ALL COVERED INDIVIDUALS SHALL SIGN AN ANNUAL ACKNOWLEDGMENT THAT THEY HAVE RECEIVED A COPY OF THIS POLICY, UNDERSTAND IT, AND AGREE TO ABIDE BY ITS TERMS.

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

COMPENSATION FOR THE CEO AND MANAGEMENT TEAM ARE MEASURED AGAINST COMPENSATION IN NONPROFIT ORGANIZATIONS STUDIES WHOSE METRICS INCLUDE THE SIZE OF STAFF, BUDGET, INTERNATIONAL REACH AND AGAINST COST FACTORS FOR THE WASHINGTON, DC METROPOLITAN AREA. FOR THE CEO, COMPENSATION IS THEN REVIEWED AND SET BY THE IWF PRESIDENT IN CONSULTATION WITH THE IWF TREASURER; AND THEN INCLUDED IN THE BUDGET REVIEWED BY THE FINANCE COMMITTEE AND IWF BOARD. ADDITIONALLY, THE CEO UNDERGOES A REVIEW EVERY YEAR BY THE PRESIDENT, MEASURING THE CEO'S PERFORMANCE AGAINST THE STRATEGIC PLAN.

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

THE INTERNATIONAL WOMENS FORUM MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.

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

CONSULTING FEES

478,199.

Name of the organization

INTERNATIONAL WOMEN'S FORUM, INC.

Employer identification number

84-0919612

PAYROLL PROCESSING FEES

10,822.

TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A

489,021.

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.  
▶ Attach to Form 990.

► **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

## Open to Public Inspection

Name of the organization

INTERNATIONAL WOMEN'S FORUM, INC.

**Employer identification number**  
**84-0919612**

**Identification of Disregarded Entities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

[illegible]

**Part II** Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year

[illegible]

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

**Schedule R (Form 990) 2019**



**Part V Transactions With Related Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule

- 1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?
- a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity
  - b Gift, grant, or capital contribution to related organization(s)
  - c Gift, grant, or capital contribution from related organization(s)
  - d Loans or loan guarantees to or for related organization(s)
  - e Loans or loan guarantees by related organization(s)
  - f Dividends from related organization(s)
  - g Sale of assets to related organization(s)
  - h Purchase of assets from related organization(s)
  - i Exchange of assets with related organization(s)
  - j Lease of facilities, equipment, or other assets to related organization(s)
  - k Lease of facilities, equipment, or other assets from related organization(s)
  - l Performance of services or membership or fundraising solicitations for related organization(s)
  - m Performance of services or membership or fundraising solicitations by related organization(s)
  - n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
  - o Sharing of paid employees with related organization(s)
  - p Reimbursement paid to related organization(s) for expenses
  - q Reimbursement paid by related organization(s) for expenses
  - r Other transfer of cash or property to related organization(s)
  - s Other transfer of cash or property from related organization(s)

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

| (a)<br>Name of related organization | (b)<br>Transaction type (a-s) | (c)<br>Amount involved | (d)<br>Method of determining amount involved |
|-------------------------------------|-------------------------------|------------------------|----------------------------------------------|
| (1) THE LEADERSHIP FOUNDATION       | Q                             | 713,230.               | TIME ALLOCATION                              |
| (2) THE LEADERSHIP FOUNDATION       | B                             | 109,750.               | FMV                                          |
| (3)                                 |                               |                        |                                              |
| (4)                                 |                               |                        |                                              |
| (5)                                 |                               |                        |                                              |
| (6)                                 |                               |                        |                                              |





**Part VII** Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

Lined area for supplemental information.