

Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung
benefit trust or private foundation)

OMB No 1545-0047

2003Open to Public
Inspection

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

A For the 2003 calendar year, or tax year beginning **JUL 1, 2003** and ending **JUN 30, 2004**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	Please use IRS label or print or type See Specific Instructions	C Name of organization GLOBAL IMPACT		D Employer identification number 52-1273585
		Number and street (or P O box if mail is not delivered to street address)		Room/suite
		66 CANAL CENTER PLAZA		310
		City or town, state or country, and ZIP + 4 ALEXANDRIA, VA 22314		
E Telephone number 703-548-2200				F Accounting method <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other (specify) ▶

• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Website: **WWW.CHARITY.ORG**

J Organization type (check only one) ▶ <input checked="" type="checkbox"/> 501(c) (3) ◀ (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	H and I are not applicable to section 527 organizations. H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) If "Yes," enter number of affiliates ▶ H(c) Are all affiliates included? N/A <input type="checkbox"/> Yes <input type="checkbox"/> No (If "No," attach a list) H(d) Is this a separate return filed by an organization covered by a group ruling? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No I Group Exemption Number ▶
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K Check here <input type="checkbox"/> if the organization's gross receipts are normally not more than \$25,000. The organization need not file a return with the IRS, but if the organization received a Form 990 Package in the mail, it should file a return without financial data. Some states require a complete return.	M Check <input type="checkbox"/> if the organization is not required to attach Sch. B (Form 990, 990-EZ, or 990-PF)
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L Gross receipts. Add lines 6b, 8b, 9b, and 10b to line 12 ▶ **16,099,015.****Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances**

Revenue	1 Contributions, gifts, grants, and similar amounts received:			
	a Direct public support	1a	172,361.	
	b Indirect public support	1b	15,102,348.	
	c Government contributions (grants)	1c		
	d Total (add lines 1a through 1c) (cash \$ 15,266,951. noncash \$ 7,758.)	1d	15,274,709.	
	2 Program service revenue including government fees and contracts (from Part VII, line 93)	2		
	3 Membership dues and assessments	3		
	4 Interest on savings and temporary cash investments	4		
	5 Dividends and interest from securities	5	29,517.	
	6 a Gross rents	6a		
	b Less: rental expenses	6b		
	c Net rental income or (loss) (subtract line 6b from line 6a)	6c		
7 Other investment income (describe ▶)	7			
Expenses	8 a Gross amount from sales of assets other than inventory	(A) Securities	8a	(B) Other
	b Less: cost or other basis and sales expenses	8b		
	c Gain or (loss) (attach schedule)	8c		
	d Net gain or (loss) (combine line 8c, columns (A) and (B))	8d		
	9 Special events and activities (attach schedule) If any amount is from gaming, check here <input type="checkbox"/>			
	a Gross revenue (not including \$ _____ of contributions reported on line 1a)	9a		
	b Less: direct expenses other than fundraising expenses	9b		
	c Net income or (loss) from special events (subtract line 9b from line 9a)	9c		
	10 a Gross sales of inventory, less returns and allowances	10a		
	b Less: cost of goods sold	10b		
	c Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a)	10c		
	11 Other revenue (from Part VII, line 103)	11	794,789.	
12 Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)	12	16,099,015.		
Expenses	13 Program services (from line 44, column (B))	13	14,318,601.	
	14 Management and general (from line 44, column (C))	14	1,007,257.	
	15 Fundraising (from line 44, column (D))	15	244,897.	
	16 Payments to affiliates (attach schedule)	16		
	17 Total expenses (add lines 16 and 44, column (A))	17	15,570,755.	
Net Assets	18 Excess or (deficit) for the year (subtract line 17 from line 12)	18	528,260.	
	19 Net assets or fund balances at beginning of year (from line 73, column (A))	19	1,426,478.	
	20 Other changes in net assets or fund balances (attach explanation) SEE STATEMENT 1	20	47,707.	
	21 Net assets or fund balances at end of year (combine lines 18, 19, and 20)	21	2,002,445.	

323001
12-17-03

LHA For Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2003)

Part II Statement of Functional Expenses

All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others

Page 2

*Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I.		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22	Grants and allocations (attach schedule) cash \$12089500 noncash \$	22 12,089,500.	12,089,500.	STATEMENT 2	
23	Specific assistance to individuals (attach schedule)	23			
24	Benefits paid to or for members (attach schedule)	24			
25	Compensation of officers, directors, etc.	25 628,585.	346,980.	192,657.	88,948.
26	Other salaries and wages	26 912,667.	698,479.	179,188.	35,000.
27	Pension plan contributions	27 182,849.	116,612.	53,426.	12,811.
28	Other employee benefits	28 140,260.	115,189.	17,048.	8,023.
29	Payroll taxes	29 127,422.	107,002.	13,297.	7,123.
30	Professional fundraising fees	30			
31	Accounting fees	31 27,230.		27,230.	
32	Legal fees	32 105,070.	34,900.	70,170.	
33	Supplies	33 70,921.	40,009.	25,707.	5,205.
34	Telephone	34 39,207.	27,423.	11,784.	
35	Postage and shipping	35 32,659.	24,149.	6,206.	2,304.
36	Occupancy	36 201,589.	103,802.	73,340.	24,447.
37	Equipment rental and maintenance	37 22,853.	3,124.	17,324.	2,405.
38	Printing and publications	38 30,041.	27,862.	2,179.	
39	Travel	39 163,296.	135,137.	21,119.	7,040.
40	Conferences, conventions, and meetings	40 103,158.	37,191.	49,475.	16,492.
41	Interest	41			
42	Depreciation, depletion, etc. (attach schedule)	42 39,742.	6,123.	25,214.	8,405.
43	Other expenses not covered above (itemize)				
a	CONSULTING	43a 171,897.	39,489.	122,739.	9,669.
b	CAMPAIGN EXPENSES	43b 406,029.	365,530.	32,469.	8,030.
c	NETWORK OPERATIONS	43c 36,079.	100.	26,984.	8,995.
d	INSURANCE	43d 39,701.		39,701.	
e		43e			
44	Total functional expenses (add lines 22 through 43) Organizations completing columns (B)-(D), carry these totals to lines 13-15	44 15,570,755.	14,318,601.	1,007,257.	244,897.

Joint Costs. Check ☐ if you are following SOP 98-2

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services?

Yes ☐ No ☒

If "Yes," enter (i) the aggregate amount of these joint costs \$ _____; (ii) the amount allocated to Program services \$ _____;

(iii) the amount allocated to Management and general \$ _____, and (iv) the amount allocated to Fundraising \$ _____

Part III Statement of Program Service AccomplishmentsWhat is the organization's primary exempt purpose? ☐

RAISING FUNDS FOR INTERNATIONAL RELIEF AND DEVELOPMENT.

All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable. (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)

Program Service Expenses
(Required for 501(c)(3) and (4) orgs., and 4947(a)(1) trusts, but optional for others.)

a	SEE ATTACHED				
		(Grants and allocations \$)			14,318,601.
b					
		(Grants and allocations \$)			
c					
		(Grants and allocations \$)			
d					
		(Grants and allocations \$)			
e	Other program services (attach schedule)		(Grants and allocations \$)		
f	Total of Program Service Expenses (should equal line 44, column (B), Program services)				14,318,601.

Part IV Balance Sheets

Note: Where required, attached schedules and amounts within the description column should be for end-of-year amounts only.

		(A) Beginning of year	(B) End of year
Assets	45 Cash - non-interest-bearing	200.	45 200.
	46 Savings and temporary cash investments	1,933,585.	46 1,997,153.
	47 a Accounts receivable	47a 231,185.	
	b Less: allowance for doubtful accounts	47b 185,837.	47c 231,185.
	48 a Pledges receivable	48a 11,994,349.	
	b Less: allowance for doubtful accounts	48b 1,008,355.	48c 10,985,994.
	49 Grants receivable		49
	50 Receivables from officers, directors, trustees, and key employees		50
	51 a Other notes and loans receivable	51a	
	b Less: allowance for doubtful accounts	51b	51c
	52 Inventories for sale or use		52
	53 Prepaid expenses and deferred charges	111,659.	53 89,170.
	54 Investments - securities STMT 3 <input type="checkbox"/> Cost <input checked="" type="checkbox"/> FMV	632,169.	54 826,795.
	55 a Investments - land, buildings, and equipment basis	55a	
	b Less: accumulated depreciation	55b	55c
56 Investments - other	0.	56 0.	
57 a Land, buildings, and equipment, basis	57a 391,474.		
b Less: accumulated depreciation STMT 4	57b 280,725.	57c 110,749.	
58 Other assets (describe SEE STATEMENT 5)	490,681.	58 1,018,675.	
59 Total assets (add lines 45 through 58) (must equal line 74)	12,729,682.	59 15,259,921.	
Liabilities	60 Accounts payable and accrued expenses	600,222.	60 773,855.
	61 Grants payable		61
	62 Deferred revenue	32,354.	62
	63 Loans from officers, directors, trustees, and key employees		63
	64 a Tax-exempt bond liabilities		64a
	b Mortgages and other notes payable STMT 6		64b 93,141.
	65 Other liabilities (describe SEE STATEMENT 7)	10,670,628.	65 12,390,480.
66 Total liabilities (add lines 60 through 65)	11,303,204.	66 13,257,476.	
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74		
	67 Unrestricted	1,298,353.	67 1,859,813.
	68 Temporarily restricted	128,125.	68 142,632.
	69 Permanently restricted		69
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 70 through 74.		
	70 Capital stock, trust principal, or current funds		70
	71 Paid-in or capital surplus, or land, building, and equipment fund		71
	72 Retained earnings, endowment, accumulated income, or other funds		72
	73 Total net assets or fund balances (add lines 67 through 69 or lines 70 through 72, column (A) must equal line 19; column (B) must equal line 21)	1,426,478.	73 2,002,445.
	74 Total liabilities and net assets / fund balances (add lines 66 and 73)	12,729,682.	74 15,259,921.

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

Part VI Other Information		Yes	No
76	Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity	76	X
77	Were any changes made in the organizing or governing documents but not reported to the IRS? If "Yes," attach a conformed copy of the changes	77	X
78 a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	78a	X
b	If "Yes," has it filed a tax return on Form 990-T for this year? N/A	78b	
79	Was there a liquidation, dissolution, termination, or substantial contraction during the year? If "Yes," attach a statement	79	X
80 a	Is the organization related (other than by association with a statewide or nationwide organization) through common membership, governing bodies, trustees, officers, etc., to any other exempt or nonexempt organization?	80a	X
b	If "Yes," enter the name of the organization and check whether it is <input type="checkbox"/> exempt or <input type="checkbox"/> nonexempt.		
81 a	Enter direct or indirect political expenditures. See line 81 instructions	81a	0.
b	Did the organization file Form 1120-POL for this year?	81b	X
82 a	Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?	82a	X
b	If "Yes," you may indicate the value of these items here. Do not include this amount as revenue in Part I or as an expense in Part II (See instructions in Part III)	82b	
83 a	Did the organization comply with the public inspection requirements for returns and exemption applications?	83a	X
b	Did the organization comply with the disclosure requirements relating to quid pro quo contributions?	83b	X
84 a	Did the organization solicit any contributions or gifts that were not tax deductible?	84a	X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? N/A	84b	
85	501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members? N/A	85a	
b	Did the organization make only in-house lobbying expenditures of \$2,000 or less? N/A	85b	
	If "Yes" was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year		
c	Dues, assessments, and similar amounts from members	85c	N/A
d	Section 162(e) lobbying and political expenditures	85d	N/A
e	Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices	85e	N/A
f	Taxable amount of lobbying and political expenditures (line 85d less 85e)	85f	N/A
g	Does the organization elect to pay the section 6033(e) tax on the amount on line 85f? N/A	85g	
h	If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year? N/A	85h	
86	501(c)(7) organizations. Enter a Initiation fees and capital contributions included on line 12	86a	N/A
b	Gross receipts, included on line 12, for public use of club facilities	86b	N/A
87	501(c)(12) organizations. Enter a Gross income from members or shareholders	87a	N/A
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	87b	N/A
88	At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Part IX	88	X
89 a	501(c)(3) organizations. Enter Amount of tax imposed on the organization during the year under section 4911 0.; section 4912 0.; section 4955 0.		
b	501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If "Yes," attach a statement explaining each transaction	89b	X
c	Enter Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958		0.
d	Enter Amount of tax on line 89c, above, reimbursed by the organization		0.
90 a	List the states with which a copy of this return is filed SEE ATTACHMENT		
b	Number of employees employed in the pay period that includes March 12, 2003	90b	54
91	The books are in care of RENEE ACOSTA Telephone no 703-548-2200		

Located at 66 CANAL CENTER PLAZA, STE 310, ALEXANDRIA, VA ZIP + 4 22314

92 Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041- Check here and enter the amount of tax-exempt interest received or accrued during the tax year

92

N/A

Part VII Analysis of Income-Producing Activities (See page 33 of the instructions.)

Note: Enter gross amounts unless otherwise indicated.

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclu- sion code	(D) Amount	
93 Program service revenue					
a _____					
b _____					
c _____					
d _____					
e _____					
f Medicare/Medicaid payments					
g Fees and contracts from government agencies					
94 Membership dues and assessments					
95 Interest on savings and temporary cash investments					
96 Dividends and interest from securities			14	29,517.	
97 Net rental income or (loss) from real estate					
a debt-financed property					
b not debt-financed property					
98 Net rental income or (loss) from personal property					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory					
101 Net income or (loss) from special events					
102 Gross profit or (loss) from sales of inventory					
103 Other revenue					
a INDIRECT COST REIMB					591,993.
b COST SHR REIMBURSEMENT					109,760.
c REGISTRATION FEES					77,003.
d OTHER REVENUE			01	16,033.	
e _____					
104 Subtotal (add columns (B), (D), and (E))		0.		45,550.	778,756.
105 Total (add line 104, columns (B), (D), and (E))					824,306.

Note: Line 105 plus line 1d, Part I, should equal the amount on line 12, Part I.

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes (See page 34 of the instructions.)

Line No.	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes).
▼	SEE STATEMENT 10

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See page 34 of the instructions.)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
	%			
N/A	%			
	%			
	%			

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See page 34 of the instructions.)

- (a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? ☐ Yes ☒ No
- (b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? ☐ Yes ☒ No

S).

I am preparing this return, and to the best of my knowledge and belief, it is true, and all information of which preparer has any knowledge.

12/06/2004
Date

CAROL ANN GOODMAN, CHIEF FINANCIAL OFFICER
Type or print name and title.

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k),
501(n), or Section 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information-(See separate instructions.)
▶ **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ**

OMB No 1545-0047

2003

Name of the organization

GLOBAL IMPACT

Employer identification number

52 1273585

Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees

(See page 1 of the instructions List each one If there are none, enter "None")

(a) Name and address of each employee paid more than \$50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
ALBERT BRILL ----- 66 CANAL CENTER PLAZA, ALEXANDRIA, VA 40	CFC-O EX DIR	96,426.	19,361.	0.
MELISSA KIDDER ----- 66 CANAL CENTER PLAZA, ALEXANDRIA, VA 40	CFC-O EX DIR	72,885.	13,970.	0.
EDITH PARRISH ----- 66 CANAL CENTER PLAZA, ALEXANDRIA, VA 40	CFCNCA DEPUTY	62,083.	14,715.	0.
GREG SASSMAN ----- 66 CANAL CENTER PLAZA, ALEXANDRIA, VA 40	CFC-O EUROPE	59,490.	2,975.	0.
----- ----- -----	----- ----- -----	----- ----- -----	----- ----- -----	----- ----- -----
Total number of other employees paid over \$50,000 ▶	0			

Part II Compensation of the Five Highest Paid Independent Contractors for Professional Services

(See page 2 of the instructions List each one (whether individuals or firms) If there are none, enter "None")

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
SWIDLER BERLIN SHEREFF FRIEDMAN LLP ----- 3000 K STREET, NW, STE 300, WASHINGTON DC 20007	LEGAL	98,709.
TWO RADICAL TECHNOLOGIES, INC. ----- 14360 SULLYFIELD CIRCLE, STE A, CHANTILLY VA 20151	COMPUTER HOSTING & TECHNOLOGY SVCS	71,535.
----- ----- -----	----- ----- -----	----- ----- -----
Total number of others receiving over \$50,000 for professional services ▶	0	

Part III Statements About Activities (See page 2 of the instructions)

	Yes	No
1 During the year, has the organization attempted to influence national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities \$ 19,398. (Must equal amounts on line 38, Part VI-A, or line i of Part VI-B) Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A. Other organizations checking "Yes," must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities	1 X	
2 During the year, has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors, trustees, directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions)		
a Sale, exchange, or leasing of property?	2a	X
b Lending of money or other extension of credit?	2b	X
c Furnishing of goods, services, or facilities?	2c	X
d Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)? SEE PART V, FORM 990	2d X	
e Transfer of any part of its income or assets?	2e	X
3 a Do you make grants for scholarships, fellowships, student loans, etc.? (If "Yes," attach an explanation of how you determine that recipients qualify to receive payments)	3a	X
b Do you have a section 403(b) annuity plan for your employees?	3b	X
4 Did you maintain any separate account for participating donors where donors have the right to provide advice on the use or distribution of funds?	4	X

Part IV Reason for Non-Private Foundation Status (See pages 3 through 6 of the instructions)

The organization is not a private foundation because it is (Please check only ONE applicable box.)

- 5 ☐ A church, convention of churches, or association of churches. Section 170(b)(1)(A)(i).
- 6 ☐ A school. Section 170(b)(1)(A)(ii). (Also complete Part V.)
- 7 ☐ A hospital or a cooperative hospital service organization. Section 170(b)(1)(A)(iii).
- 8 ☐ A Federal, state, or local government or governmental unit. Section 170(b)(1)(A)(v).
- 9 ☐ A medical research organization operated in conjunction with a hospital. Section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: **▶**
- 10 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit. Section 170(b)(1)(A)(iv). (Also complete the **Support Schedule** in Part IV-A.)
- 11a ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 11b ☐ A community trust. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 12 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its charitable, etc., functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Also complete the **Support Schedule** in Part IV-A.)
- 13 ☒ An organization that is not controlled by any disqualified persons (other than foundation managers) and supports organizations described in (1) lines 5 through 12 above, or (2) section 501(c)(4), (5), or (6), if they meet the test of section 509(a)(2). (See section 509(a)(3).)

Provide the following information about the supported organizations. (See page 5 of the instructions.)

(a) Name(s) of supported organization(s)	(b) Line number from above
	11A
	12

- 14 ☐ An organization organized and operated to test for public safety. Section 509(a)(4). (See page 6 of the instructions.)

Part IV-A**Support Schedule** (Complete only if you checked a box on line 10, 11, or 12.) Use cash method of accounting.

N/A

Note: You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting.

Calendar year (or fiscal year beginning in)	(a) 2002	(b) 2001	(c) 2000	(d) 1999	(e) Total
15 Gifts, grants, and contributions received (Do not include unusual grants. See line 28.)					
16 Membership fees received					
17 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable, etc., purpose					
18 Gross income from interest, dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975					
19 Net income from unrelated business activities not included in line 18					
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					
21 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge.					
22 Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets.					
23 Total of lines 15 through 22	0.	0.	0.	0.	0.
24 Line 23 minus line 17					
25 Enter 1% of line 23					
26 Organizations described on lines 10 or 11: a Enter 2% of amount in column (e), line 24					26a N/A
b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 1999 through 2002 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts.					26b N/A
c Total support for section 509(a)(1) test. Enter line 24, column (e).					26c N/A
d Add: Amounts from column (e) for lines 18 _____ 19 _____ 22 _____ 26b _____					26d N/A
e Public support (line 26c minus line 26d total)					26e N/A
f Public support percentage (line 26e (numerator) divided by line 26c (denominator))					26f N/A %
27 Organizations described on line 12: a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: (2002) _____ (2001) _____ (2000) _____ (1999) _____					
b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: (2002) _____ (2001) _____ (2000) _____ (1999) _____					
c Add: Amounts from column (e) for lines 15 _____ 16 _____ 17 _____ 20 _____ 21 _____					27c N/A
d Add: Line 27a total _____ and line 27b total _____					27d N/A
e Public support (line 27c total minus line 27d total)					27e N/A
f Total support for section 509(a)(2) test. Enter amount on line 23, column (e) 27f N/A					27g N/A %
g Public support percentage (line 27e (numerator) divided by line 27f (denominator))					27h N/A %
h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))					

28 Unusual Grants: For an organization described in line 10, 11, or 12 that received any unusual grants during 1999 through 2002, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant. Do not file this list with your return. Do not include these grants in line 15.

Part V Private School Questionnaire (See page 7 of the instructions)

N/A

(To be completed ONLY by schools that checked the box on line 6 in Part IV)

	Yes	No
29 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	29	
30 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	30	
31 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe, if "No," please explain (If you need more space, attach a separate statement)	31	
<hr/>		
<hr/>		
32 Does the organization maintain the following		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	32a	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	32b	
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	32c	
d Copies of all material used by the organization or on its behalf to solicit contributions? If you answered "No" to any of the above, please explain. (If you need more space, attach a separate statement)	32d	
<hr/>		
33 Does the organization discriminate by race in any way with respect to.		
a Students' rights or privileges?	33a	
b Admissions policies?	33b	
c Employment of faculty or administrative staff?	33c	
d Scholarships or other financial assistance?	33d	
e Educational policies?	33e	
f Use of facilities?	33f	
g Athletic programs?	33g	
h Other extracurricular activities? If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement)	33h	
<hr/>		
<hr/>		
34 a Does the organization receive any financial aid or assistance from a governmental agency?	34a	
b Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either 34a or b, please explain using an attached statement.	34b	
35 Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," attach an explanation	35	

Schedule A (Form 990 or 990-EZ) 2003

Part VI-A Lobbying Expenditures by Electing Public Charities (See page 9 of the instructions.)

(To be completed ONLY by an eligible organization that filed Form 5768)

Check ☒ **a** if the organization belongs to an affiliated group Check ☐ **b** if you checked "a" and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
		N/A	
36 Total lobbying expenditures to influence public opinion (grassroots lobbying)	36		0.
37 Total lobbying expenditures to influence a legislative body (direct lobbying)	37		19,398.
38 Total lobbying expenditures (add lines 36 and 37)	38		19,398.
39 Other exempt purpose expenditures	39		15,551,357.
40 Total exempt purpose expenditures (add lines 38 and 39)	40		15,570,755.
41 Lobbying nontaxable amount Enter the amount from the following table -			
If the amount on line 40 is -	The lobbying nontaxable amount is -		
Not over \$500,000	20% of the amount on line 40		
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		
42 Grassroots nontaxable amount (enter 25% of line 41)	42		232,135.
43 Subtract line 42 from line 36. Enter -0- if line 42 is more than line 36	43		0.
44 Subtract line 41 from line 38. Enter -0- if line 41 is more than line 38	44		0.

Caution: If there is an amount on either line 43 or line 44, you must file Form 4720.

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 instructions for lines 45 through 50 on page 11 of the instructions.)

Calendar year (or fiscal year beginning in)	Lobbying Expenditures During 4-Year Averaging Period				
	(a) 2003	(b) 2002	(c) 2001	(d) 2000	(e) Total
45 Lobbying nontaxable amount	928,538.	821,872.	925,082.	1,000,000.	3,675,492.
46 Lobbying ceiling amount (150% of line 45(e))					5,513,238.
47 Total lobbying expenditures	19,398.	8,181.	2,170.	1,430.	31,179.
48 Grassroots nontaxable amount	232,135.	205,468.	231,270.	250,000.	918,873.
49 Grassroots ceiling amount (150% of line 48(e))					1,378,310.
50 Grassroots lobbying expenditures	0.	0.	0.	0.	0.

Part VI-B Lobbying Activity by Nonelecting Public Charities

(For reporting only by organizations that did not complete Part VI-A) (See page 12 of the instructions.)

N/A

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:	Yes		Amount
	Yes	No	
a Volunteers			
b Paid staff or management (Include compensation in expenses reported on lines c through h.)			
c Media advertisements			
d Mailings to members, legislators, or the public			
e Publications, or published or broadcast statements			
f Grants to other organizations for lobbying purposes			
g Direct contact with legislators, their staffs, government officials, or a legislative body			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means			
i Total lobbying expenditures (Add lines c through h.)			0.

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities

FORM 990	OTHER CHANGES IN NET ASSETS OR FUND BALANCES	STATEMENT	1
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DESCRIPTIONAMOUNT

UNREALIZED GAIN ON INVESTMENTS

47,707.

TOTAL TO FORM 990, PART I, LINE 20

47,707.

FORM 990

CASH GRANTS AND ALLOCATIONS

STATEMENT

2

CLASSIFICATION	DONEE'S NAME	DONEE'S ADDRESS	DONEE'S RELATIONSHIP	AMOUNT
AGENCY ALLOCATIONS	SEE ATTACHED		AFFILIATE AGENCIES	12089500.
TOTAL INCLUDED ON FORM 990, PART II, LINE 22				12089500.

FORM 990

NON-GOVERNMENT SECURITIES

STATEMENT

3

SECURITY DESCRIPTION	CORPORATE STOCKS	CORPORATE BONDS	OTHER PUBLICLY TRADED SECURITIES	OTHER SECURITIES	TOTAL NON-GOV'T SECURITIES
EQUITY FUNDS	409,961.				409,961.
FIXED INCOME FUNDS	31,257.				31,257.
BOND FUNDS		72,165.			72,165.
EQUITY FUNDS	231,057.				231,057.
OTHER INVESTMENTS			82,355.		82,355.
TO 990, LN 54 COL B	672,275.	72,165.	82,355.		826,795.

FORM 990	DEPRECIATION OF ASSETS NOT HELD FOR INVESTMENT	STATEMENT	4
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DESCRIPTION	COST OR OTHER BASIS	ACCUMULATED DEPRECIATION	BOOK VALUE
FURNITURE, EQUIPMENT AND LEASEHOLD	391,474.	280,725.	110,749.
TOTAL TO FORM 990, PART IV, LN 57	391,474.	280,725.	110,749.

FORM 990

OTHER ASSETS

STATEMENT

5

DESCRIPTIONAMOUNT

TRAVEL ADVANCES

500.

DUE FROM CFC NATIONAL CAPITAL AREA

506,583.

DUE FROM CFC OVERSEAS

497,878.

OTHER ASSETS

13,714.

TOTAL TO FORM 990, PART IV, LINE 58, COLUMN B

1,018,675.

FORM 990

OTHER NOTES AND LOANS PAYABLE

STATEMENT 6

LENDER'S NAME

TERMS OF REPAYMENT

BANK OF AMERICA - LINE OF
CREDITINTEREST PAID MONTHLY A
LIBOR PLUS 2.5%DATE OF
NOTEMATURITY
DATEORIGINAL
LOAN AMOUNT

05/06/03

07/31/04

1,800,000.

SECURITY PROVIDED BY BORROWER

PURPOSE OF LOAN

BLANKET LIEN ON GLOBAL
IMPACT'S INVESTMENTS AND
PROPERTY AND EQUIPMENTCOMBINED FEDERAL CAMPAIGN -
OVERSEAS

RELATIONSHIP OF LENDER

NONE

DESCRIPTION OF CONSIDERATION

FMV OF
CONSIDERATION

BALANCE DUE

CASH

0.

93,141.

LENDER'S NAME

TERMS OF REPAYMENT

BANK OF AMERICA - LINE OF
CREDITINTEREST PAID MONTHLY A
LIBOR PLUS 2.5%DATE OF
NOTEMATURITY
DATEORIGINAL
LOAN AMOUNT

05/06/03

07/31/04

3,000,000.

SECURITY PROVIDED BY BORROWER

PURPOSE OF LOAN

BLANKET LIEN ON GLOBAL
IMPACT'S INVESTMENTS AND
PROPERTY AND EQUIPMENTCOMBINED FEDERAL CAMPAIGN -
NATIONAL CAPITAL AREA

RELATIONSHIP OF LENDER

NONE

DESCRIPTION OF CONSIDERATION

FMV OF
CONSIDERATION

BALANCE DUE

CASH

0.

0.

TOTAL INCLUDED ON FORM 990, PART IV, LINE 64, COLUMN B

93,141.

FORM 990

OTHER LIABILITIES

STATEMENT

7

DESCRIPTIONAMOUNT

CAMPAIGN FUNDS PAYABLE TO MEMBER AGENCIES

12,387,190.

CAPITAL LEASE OBLIGATION

3,290.

TOTAL TO FORM 990, PART IV, LINE 65, COLUMN B

12,390,480.

FORM 990	OTHER REVENUE INCLUDED ON FORM 990	STATEMENT	8
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DESCRIPTIONAMOUNT

AMOUNTS RAISED ON BEHALF OF OTHERS

12,089,500.

TOTAL TO FORM 990, PART IV-A

12,089,500.

FORM 990	OTHER EXPENSES INCLUDED ON FORM 990	STATEMENT	9
DESCRIPTION		AMOUNT	
AMOUNTS RAISED ON BEHALF OF OTHERS		12,089,500.	
TOTAL TO FORM 990, PART IV-B		12,089,500.	

FORM 990

PART VIII - RELATIONSHIP OF ACTIVITIES TO
ACCOMPLISHMENT OF EXEMPT PURPOSES

STATEMENT 10

LINE	EXPLANATION OF RELATIONSHIP OF ACTIVITIES
103A	REIMBURSEMENT OF COSTS FOR EXPENSES INCURRED IN CONJUNCTION WITH ACTING AS THE MANAGER OF THE COMBINED FEDERAL CAMPAIGN OVERSEAS AND NCA AND RAISING FUNDS FOR STATED CAMPAIGN.
103B	REIMBURSEMENT FROM MEMBER AGENCIES FOR A PORTION OF THE CAMPAIGN ADVERTISING CONDUCTED BY GLOBAL IMPACT.
103C	FEEs FOR REGISTERING MEMBER AGENCIES IN THEIR APPLICABLE STATES.

Schedule of Grants and Allocations - Statement

Classification	Donee's Name	Donee's Address	Relationship	Amount
Agency Allocation	ACCION International	Somerville, MA	Member Agency	34,549
Agency Allocation	Africa-America Institute	New York, NY	Member Agency	31,301
Agency Allocation	African Medical and Research Foundation	New York, NY	Member Agency	130,175
Agency Allocation	Africare	Washington, DC	Member Agency	209,668
Agency Allocation	American Ireland Fund	Boston, MA	Member Agency	99,681
Agency Allocation	American Jewish World Service	New York, NY	Member Agency	70,472
Agency Allocation	American Leprosy Foundation	Rockville, MD	Member Agency	16,163
Agency Allocation	American Near East Refugee Aid	Washington, DC	Member Agency	75,355
Agency Allocation	American Refugee Committee	Minneapolis, MN	Member Agency	32,272
Agency Allocation	AmeriCares	Stamford, CT	Member Agency	356,751
Agency Allocation	Boys Scouts of America – OC	Irving, TX	Member Agency	88,439
Agency Allocation	CARE	Atlanta, GA	Member Agency	672,188
Agency Allocation	Catholic Relief Services – USCC	Baltimore, MD	Member Agency	1,532,131
Agency Allocation	Childreach	Warwick, RI	Member Agency	84,308
Agency Allocation	Children International	Kansas City, MO	Member Agency	122,775
Agency Allocation	Children, Inc	Richmond, VA	Member Agency	34,523
Agency Allocation	Christian Children's Fund	Richmond, VA	Member Agency	497,208
Agency Allocation	Christian Reformed World Relief Committee	Grand Rapids, MI	Member Agency	40,106
Agency Allocation	Church World Service/CROP	Elkhart, IN	Member Agency	53,297
Agency Allocation	Doctors Without Borders USA	New York, NY	Member Agency	1,896,786
Agency Allocation	ECHO, Inc	North Fort Myers, FL	Member Agency	14,647
Agency Allocation	FINCA International	Washington, DC	Member Agency	55,456
Agency Allocation	Freedom from Hunger	Davis, CA	Member Agency	55,582
Agency Allocation	Girl Scouts of the USA – Overseas	New York, NY	Member Agency	30,371
Agency Allocation	Goodwill Global, Inc	Bethesda, MD	Member Agency	9,249
Agency Allocation	Health Volunteers Overseas	Washington, DC	Member Agency	28,180
Agency Allocation	Heifer International	Little Rock, AR	Member Agency	469,739
Agency Allocation	Helen Keller Worldwide	New York, NY	Member Agency	30,558
Agency Allocation	International Eye Foundation	Bethesda, MD	Member Agency	60,577
Agency Allocation	International Orthodox Christian Charities	Baltimore, MD	Member Agency	115,019
Agency Allocation	International Relief Teams	San Diego, CA	Member Agency	24,165
Agency Allocation	International Rescue Committee	New York, NY	Member Agency	167,802
Agency Allocation	International Youth Foundation	Baltimore, MD	Member Agency	11,729
Agency Allocation	Lutheran World Relief	Baltimore, MD	Member Agency	658,726
Agency Allocation	Mercy Corps International	Portland, OR	Member Agency	147,797
Agency Allocation	Near East Foundation	New York, NY	Member Agency	6,018
Agency Allocation	Opportunity International	Oak Brook, IL	Member Agency	30,215
Agency Allocation	Oxfam America	Boston, MA	Member Agency	295,208
Agency Allocation	Pan American Development Foundation	Washington, DC	Member Agency	19,103
Agency Allocation	Pearl S Buck International	Perkasie, PA	Member Agency	1,120
Agency Allocation	Planned Parenthood – World Population	New York, NY	Member Agency	563,097

Classification	Donee's Name	Donee's Address	Relationship	Amount
Agency Allocation	ACCION International	Somerville, MA	Member Agency	34,549
Agency Allocation	Population Communications International	New York, NY	Member Agency	9,056
Agency Allocation	Project HOPE	Millwood, VA	Member Agency	169,096
Agency Allocation	Rotary Foundation of Rotary International	Evanston, IL	Member Agency	57,052
Agency Allocation	Salvation Army World Service Office	Alexandria, VA	Member Agency	649,358
Agency Allocation	Save the Children	Westport, CT	Member Agency	586,753
Agency Allocation	TechnoServe, Inc	Norwalk, CT	Member Agency	12,467
Agency Allocation	UNICEF, US Committee	New York, NY	Member Agency	686,101
Agency Allocation	Unitarian Universalist Service Committee	Cambridge, MA	Member Agency	87,583
Agency Allocation	United Methodist Committee on Relief	New York, NY	Member Agency	338,675
Agency Allocation	United Seamen's Service	New York, NY	Member Agency	16,681
Agency Allocation	World Relief Corporation	Baltimore, MD	Member Agency	55,278
Agency Allocation	World Vision	Federal Way, WA	Member Agency	548,895
Total included on Form 990, Part II, Line 22				12,089,500

Global Impact

52-1273585
June 30, 2004

FORM 990, PART III

Statement of Purposes and Accomplishments

Major Programs and Accomplishments	Expenditures
<p>Part III-A Program Service Accomplishments</p> <p>Workplace fundraising – Founded in 1956, Global Impact is an organization of U.S.-based agencies dedicated to international health, disaster relief, economic and education issues. In FY 2004, the organization participated in over 534 employee workplace giving campaigns. The money raised from these campaigns was distributed to Global Impact member agencies to support their program services. In FY 2004, Global Impact distributed over \$12 million to its member agencies. Global Impact's cost-efficient management results in more programs for the poorest people on earth. For fiscal year 2004, Global Impact's overhead was 7.85%</p> <p>Our funding contributes to outcomes such as:</p> <ul style="list-style-type: none">• <i>Improving Health</i> Life expectancy in the developing world has increased 33 percent because agencies, such as those Global Impact funds, institute a variety of health programs in vulnerable communities. When children and families are healthy, deadly diseases are reduced or eliminated and our global health improves.• <i>Reducing Hunger</i> The world's chronically undernourished has been reduced by 50 percent over the past 20 years because agencies, such as those Global Impact funds, have programs that teach farming techniques. Eradicating hunger worldwide becomes an attainable goal, when hungry families are taught how to become self-sustaining.• <i>Advancing Literacy</i> Literacy rates have increased by 33 percent and primary school enrollment has tripled over the last 25 years because agencies, such as those Global Impact funds, build schools, train teachers and provide school supplies to poor students. Children who are educated stand a good chance of breaking the cycle of poverty.• <i>Providing Jobs</i> Global Impact agencies have provided millions of jobs through small loan programs. These successful programs, with repayment rates typically around 97 percent, make self-sufficiency possible by helping families start or expand their small business. <p>Yet we are not finished. If our world were a global village of a thousand people: 800 people would live in substandard housing; 500 would live on less than \$2 a day; 10 would have a college education and 1 would have a computer. To encourage more people to support the fight against poverty in our global village during a time when so much good can be done is a mission Global Impact gladly accepts now and in the years to come.</p> <p>Grants made in connection with this program:</p>	
Total	14,318,601

Global Impact

**52-1273585
June 30, 2004**

Schedule of Compensated Officers, Directors & Key Employees

Also attach a full listing of non-compensated officers, directors, and trustees

Name		Title and Hours Worked per Week	a	b	c
			Compensation	Contributions to Benefit Plans	Expense Account
Renee Acosta Alexandria, VA	*	President/Board Member 40 hrs/wk	229,627	55,475	-
Tom Tobin Austin, TX		Vice President/Staff 40 hrs/wk	110,000	14,661	-
Stephanie Murphy Alexandria, VA		Vice President/Staff 40 hrs/wk	85,750	9,581	-
Anthony DeCristofaro Alexandria, VA		Vice President/Staff 40 hrs/wk	81,333	18,581	
Stephen R. Ristow Alexandria, VA		Chief Operating Officer/Staff 40 hrs/wk	110,000	19,361	
Carol Goodman Alexandria, VA		Chief Financial Officer/Staff 40 hrs/wk	11,875	28	
David Zuercher Los Angeles, CA		Chairman/Board Member 2 hrs/wk	-	-	-
John Beardsley Minnetonka, MN		Vice Chair/Board Member 2 hrs/wk	-	-	-
Kenneth Fleishman Bethesda, MD		Treasury/Sec Board Member 2 hrs/wk	-	-	-
Peter Grant Minneapolis, MN		Board Member 1 hr/wk	-	-	-
Scott Jackson Federal Way, WA		Board Member 1 hr/wk	-	-	-
Karen Johnson Austin, TX		Board Member 1 hr/wk	-	-	-
General George Joulwan Arlington, VA		Board Member 1 hr/wk	-	-	-
Nancy Kelly Washington, DC		Board Member 1 hr/wk	-	-	-
Jordan Lewis Washington, DC		Board Member 1 hr/wk	-	-	-
Maryon Davies Lewis San Francisco, CA		Board Member 1 hr/wk	-	-	-
William Underwood Sacramento, CA		Board Member 1 hr/wk	-	-	-
Major Harden White Alexandria, VA		Board Member 1 hr/wk	-	-	-
Totals Included on Form 990, Part V			\$ 628,585	\$ 117,688	0

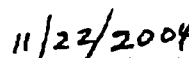
* In accordance with the President's contract, a deferred compensation arrangement has been established. This arrangement calls for the equivalent of two months of salary for every year of service to be set aside for future compensation in accordance with the contract \$30,834 of the benefits column is for this contract liability. The funds will not be paid out until the contract ends in 2009.

Global Impact**52-1273585**
June 30, 2004**Updated Bylaws Attached:**

The attached Bylaws for Global Impact accurately reflect the changes made during the past year. I asset that the Board of Directors and membership approved the Bylaws by a meeting vote April 22, 2004.



Renee S. Acosta, President & CEO



Date

GLOBAL IMPACT

BYLAWS

Amended as of April 22, 2004

Article I. Name

The name of the corporation shall be Global Impact (hereinafter the "Corporation").

Article II. Purpose

Section 1. Authorized Activities. The purpose of the Corporation is to serve its member agencies by

- a) participating in on-the-job charitable solicitation of federal, state, and local Government employees, and employees of private sector corporations;
- b) acting as a vehicle through which employees in the public and private sectors may make charitable contributions to the Corporation and its member agencies;
- c) receiving funds contributed to the Corporation and on behalf of member agencies by virtue of the Corporation's participation in the aforementioned fundraising and other activities, and distributing such funds to its member agencies according to such rules as the Board of Directors of the Corporation may establish;
- d) undertaking such other charitable and educational activities as are allowable by applicable law;

e) maintaining such records, preparing such reports, and making such filings as the Board of Directors may direct or as the applicable federal, state, or local laws may require; and

f) taking appropriate action on administrative, fundraising, publicity, public information, regulatory, financial, legislative, and judicial matters affecting the Corporation, both independently and in conjunction with others, so as to preserve and enhance the Corporation's fundraising opportunities and capabilities.

Section 2. Restrictions on Activities. The Corporation is organized and shall be operated exclusively for charitable purposes; it is not organized and shall not be operated for profit. No part of its net earnings or of any other funds of the Corporation shall inure to the benefit of any incorporator, officer, director, or other individual having a personal interest in its activities; provided that, this provision shall not preclude the reasonable compensation of any such individual for services actually rendered to the Corporation. No substantial part of the Corporation's activities shall consist of attempting to influence legislation by propaganda or otherwise (except as provided in Section 501(h) of the Internal Revenue Code, or any successor section thereto, if the benefits of that section are elected) or participating directly or indirectly in, or intervening in, any political campaign on behalf of or in opposition to any candidate for public office.

Article III. Membership

Section 1. Full Membership. Full Membership in the Corporation shall be open only to those organizations which:

a) are exempt from federal income tax as organizations described in Section 501(c)(3) of the Internal Revenue Code, or any successor section thereto;

b) demonstrate a significant commitment to international humanitarian service by devoting a substantial portion of their resources to health and human services in foreign countries; and

c) demonstrate the requisite administrative integrity, programmatic effectiveness, fundraising efficiency, financial responsibility, and donor accountability as the Board of Directors of the Corporation may establish in writing.

Compliance with the Full Membership criteria specified above shall be redetermined annually.. Full Members shall annually furnish the Corporation with information requested by the Corporation.

Section 2. Associate Membership. Associate Membership in the Corporation shall be granted solely for the purpose of participating in the Combined Federal Campaign for the overseas area.

Section 3. Acceptance for and Effective Date of Membership. An agency which applies for Full Membership shall be accepted as a member if it meets the eligibility criteria set forth under Section 1 of this Article III and is approved by the Board of Directors of the Corporation. Membership in the Corporation shall be effective upon approval of the Board of Directors. Thereafter such Member shall remain a Member until its resignation from Membership in accordance with Section 4 of this Article III or a determination by the Board of Directors that it no longer meets the criteria set forth in Section 1 of this Article III for membership in the Corporation.

Section 4. Resignation. Any Member may, upon payment of any due and unpaid obligations to the Corporation, resign from Membership at any time by giving at least thirty (30) days written notice to the President of the Corporation. A Member also shall be deemed to have resigned if it does not reapply for Membership on or before the annual due date for doing so. An accounting shall be made at the close of any fiscal year in which a Member has resigned or otherwise terminated its membership in the Corporation, and distribution of any funds due such agency shall be made as promptly as practicable in accordance with the accounting approved by the Board of Directors.

Section 5. Voting Rights. The Members of the Corporation shall have no vote on any matter other than those listed below (the "Voting Matters"), the adoption of which matter shall require the affirmative vote of the Board of Directors and then the affirmative vote of two-thirds of the Members of the Corporation:

- a) a change in the charitable purposes of the Corporation;
- b) an amendment to the Articles of Incorporation or these Bylaws in any other manner that would materially affect the rights of the Members; and
- c) a dissolution or liquidation of the Corporation.

Section 6. Meetings. Meetings of the Members shall be held on Voting Matters. Meetings on Voting Matters may be held in person or by telephone at the call of the President or a majority of the Members. In lieu of a meeting, a vote on Voting Matters may be conducted electronically or by mail ballot. Written notice of any face to face or telephonic meeting shall be given by hand, electronically, or by mail by the President no fewer than ten (10) days nor more than fifty (50) days prior to the date of any meeting. Such notice shall specify the date, place,

hour and purpose of the meeting. In the absence of the consideration of a Voting Matter, no regular meeting of Members is required to be held.

Article IV. Board of Directors

Section 1. Governing Body. The business and affairs of the Corporation shall be managed by a Board of Directors. The Board shall number not less than five (5) nor more than twenty (20) persons. The President of the Corporation shall be a member of the Board of Directors. Representatives of the Members shall comprise at least one-fifth of the members of the Board.

Section 2. Functions and Powers. The Board of Directors shall have the following duties and responsibilities:

- a) to set the general operating policy of the Corporation;
- b) to approve the annual budget of the Corporation;
- c) to approve the formula governing the distribution to Member agencies of net contributions received by the Corporation;
- d) to elect and remove the Chairperson and Vice Chairperson of the Board, the President, the Treasurer, the Secretary, other officers of the Corporation;
- e) to designate committees, in addition to those specified herein, as it deems necessary;
- f) to approve rules of procedure for committee charters;
- g) to approve any contract or agreement under which the Corporation would receive or would be obligated to pay \$100,000 or more;

h) to approve any contract or agreement under which the Corporation would receive or would be obligated to pay \$100,000 or more pursuant to which the Corporation would share administrative services, financial management, staff, reports or fundraising resources with other organizations, either through the Corporation or another entity, and to assign personnel consistent with such contract or agreement;

i) to formulate any public position to be taken by the Corporation in connection with proposed legislation or regulations;

j) to approve the commencement of, defense against, or intervention in any legal action involving or affecting the Corporation;

k) subject to approval of the Members on Voting Matters, to amend the Articles of Incorporation and these Bylaws as may be desirable from time to time; and

l) subject to approval of the Members, to authorize the dissolution or liquidation of the Corporation.

Section 3. Term of Office. Except as provided in Article IV, Section 1, each director shall hold office for a term of three (3) years plus whatever additional time may be necessary until a successor has been elected.

Section 4. Election. The Board of Directors shall elect successors to directors whose term of office shall have expired. In case of a vacancy for any reason, or upon an increase in the number of directors, the continuing directors may fill such vacancy or additional directors by a majority vote of all such continuing directors.

Section 5. Chairperson. Meetings of the Board shall be presided over by the Chairperson, who shall be elected by and from the Board for a term of three (3) fiscal years, or

for the remainder of such term if elected to serve an unexpired term. In the absence of the Chairperson and Vice Chairperson, the President shall preside at a Board meeting as acting Chairperson.

Section 6. Vice Chairperson. The Vice Chairperson shall be a member of the Board of Directors and shall serve as the Chairperson of the Board of Directors in the absence of the Chairperson. The Vice Chairperson shall carry out such other duties and responsibilities as may be specified from time to time by the Board or the Chairperson. The Vice Chairperson shall be elected by the Board for a term of three (3) fiscal years, or for the remainder of such term if elected to serve an unexpired term.

Section 7. Treasurer. The Treasurer shall be a member of the Board of Directors. The Treasurer shall receive from the President periodic financial statements and such other reports and accounts of the financial condition of the Corporation as the Treasurer may from time to time request or as the Board or Finance Committee may direct. The Treasurer shall assist the President in supervising financial and budgetary matters and shall carry out such other duties and responsibilities as may be specified from time to time by the Board or committees. The Treasurer shall be elected by the Board for a term of three (3) fiscal years, or for the remainder of such term if elected to serve an unexpired term. The duties of the Treasurer and the Secretary may be combined by electing one person to fill both positions at the sole discretion of the Board.

Section 8. Secretary. The Secretary shall be a member of the Board of Directors. The Secretary shall take the minutes of meetings of the Board of Directors, shall assist the Chairperson in maintaining corporate records, shall be the custodian of the corporate seal, and shall carry out such other duties and responsibilities as may be specified from time to time by the

Board or its committees. The Secretary shall be elected by the Board for a term of three (3) fiscal years, or for the remainder of such term if elected to serve an unexpired term.

Section 9. Voting. Except as otherwise required by law and by Article XII of these bylaws, all Board actions shall be taken by an affirmative vote of a majority of those present and voting at the time the vote is taken provided a quorum is present.

Section 10. Conflict of Interest. A conflict of interest may exist when the interests or concerns of any director or said person's immediate family, or any party, group or organization to which said person has allegiance, may be seen as competing with the interests or concerns of the Corporation. Any possible conflict of interest shall be disclosed to the Board of Directors or its appropriate committee by the person concerned and to the extent necessary for appropriate Board consideration of and action with respect to the matter.

When any such conflict of interest is relevant to a matter requiring action by the Board of Directors, the interested director shall retire from the room in which the Board or its committee is meeting, shall not participate in the final deliberation of the matter, and shall not vote on the matter. The minutes of the Board or committee meeting shall reflect the conflict disclosure and that the interested director was not present during the final deliberation and vote and did not vote on the matter.

When there is a doubt as to whether a conflict of interest exists, the matter shall be resolved by a vote of the Board or its committee, excluding the potentially interested director. If appropriate, the Board of Directors shall seek the advice of the Corporation's legal counsel on whether a conflict exists, and on the nature or the potential effect of any such conflicts.

No member of the Board of Directors (other than the President of the corporation) shall

be eligible to vote at a time such member is an employee of the Corporation, or is directly or indirectly receiving any compensation or other payments (other than reimbursement of expenses) from the Corporation unless such compensation or other payment has been disclosed to and approved by the Board pursuant to this Section 10.

The Board of Directors shall cause the Corporation to adopt similar conflict of interest rules that are applicable to officers of the Corporation and key employees. A conflict of interest disclosure statement shall be furnished annually to each member of the Board and officer and to each new member of the Board and officer upon undertaking the duties of such office.

Article V. Board Meetings

Section 1. Regular and Special Meetings. Regular meetings of the Board shall be held at least four times per year, at such time and place as the Board may determine. Special meetings of the Board may be convened at any time at the request of the Chairperson, the President, or of one-third of the Board members. Meetings may take place in person or by telephone or video conference, except that annually at least two of such meetings shall be face to face.

Section 2. Quorum. The presence of a majority of the Board members constitutes a quorum.

Section 3. Notice of Meetings. Written notice of all Board meetings shall be given by the President to all Board members. Such notice shall specify the date, place, and hour of the meeting as well as the purpose for which the meeting is convened. The notice shall be delivered to the Board member by hand, electronically, or by mail to the address designated by the Board member for receipt of notices of meetings. Reasonable notice shall be given prior to the date of each meeting.

Section 4. Waiver of Notice. In the absence of proper notice to all Board members, a valid meeting of the Board may only be held if every Board member who was not properly notified executes in writing before or after the meeting a waiver of notice of the meeting and submits it to the Chairperson; provided that, attendance at a meeting shall constitute waiver of notice unless an attending Board member states otherwise in writing to the Chairperson.

Section 5. Action without Meeting. Any Board action may be taken without a Board meeting if a written consent, stating the action so taken, is executed by all Board members.

Article VI. Committees

Section 1. General. The Standing Committees of the Corporation shall be set forth in this Article VI below. In addition to the Standing Committees, the Board may form other committees as it determines to be appropriate from time to time. Each committee shall adopt a charter which shall be subject to the approval of the Board. The committee charters may specify responsibilities consistent with the general purpose of the committee in addition to those listed in these bylaws as are considered appropriate from time to time. Members of committees shall be appointed from the Board of Directors by the Chairperson of the Corporation, except that, two of the members of the Finance Committee (who at all times shall constitute less than half of the members of such Committee may be representative of member agencies which representatives do not serve on the Board of Directors. In making such appointments, the Chairperson shall take into consideration the diversity of the Membership. Members of committees shall serve a three (3) year term. The Chairperson shall be a voting member of all committees. The President shall serve as an ex officio nonvoting member of all committees except the Audit Committee, provided that the President may attend meetings of the Audit Committee.

Section 2. Executive Committee. The members of the Executive Committee shall be the Chairperson, the Vice Chairperson, the Treasurer, the Secretary, and the President (nonvoting). The Executive Committee shall have the following responsibilities:

a) exercise, during the interval between meetings of the Board of Directors all the powers of the Board in such manner as the Executive Committee believes to be in the best interests of the Corporation;

b) carry out such other duties and responsibilities as the Board may delegate to it from time to time.

Section 3. Finance/Audit Committee. The members of the Audit Committee shall be the Chairperson, the Treasurer (who shall serve as the Chairperson of the Committee) and no less than one nor more than three other members at least one of whom shall be a member of the Board of Directors. The Audit Committee shall have the following responsibilities:

a) supervise the receipt of the funds raised by the Corporation and their distribution in accordance with the formulae established by the Board of Directors; and

b) oversee all matters pertaining to the financial operations of the Corporation, including review of receipts and expenditures, accounting procedures, the annual operating budget, the annual audit and the banking procedures established for the Corporation accounts, the maintenance of separate income and cost accounts for the separate campaign categories, insurance, property, planned giving arrangements, fiduciary agreements, and related matters, and at the Board's request, make reports and recommendations to the Board concerning such matters.

Section 4. Nominating Committee. The Nominating Committee shall have no less than three nor more than five voting members. It shall have the responsibility to identify and

communicate to the Board of Directors within a reasonable time prior to any election of members of the Board of Directors a slate of candidates who are qualified and willing to serve as members of the Board of Directors. The members of the Nominating Committee shall consist of at least one-fifth who are representatives of Members.

Article VII. Officers

Section 1. President. The President shall be the chief executive officer of the Corporation, subject to the directions of the Board of Directors and the Executive Committee. The President shall direct the day to day administration and management services, all fundraising efforts, shall supervise all legal, fiscal, personnel, and public relations programs, shall maintain corporate records, shall execute contracts on behalf of the Corporation, and shall carry out such other duties and responsibilities as may be specified from time to time by the Board or committees. The President shall be elected by the Board for such term as is determined by the Board of Directors.

Section 2. Other Officers. The Board of Directors may from time to time elect other officers of the Corporation, whose title, duties, and tenure shall be prescribed by the Board. Such officers may but are not required to be members of the Board of Directors.

Section 3. Compensation. Except for the President, who shall be compensated for services rendered to the Corporation and officers elected by the Board pursuant to Section 2 of this Article VII for whom compensation may be appropriate, all officers and directors of the Corporation shall serve without compensation; provided that, the Board may authorize reimbursement of out-of-pocket expenses incurred on behalf of the Corporation.

Article VIII. Accounting

The Corporation shall maintain its books and records in accordance with generally accepted accounting principles consistently applied.

Article IX. Fiscal Year

The fiscal year of the Corporation shall be the twelve-month period from July 1 through June 30.

Article X. Indemnification

Section 1. Third Party Actions. The Corporation shall indemnify and hold harmless any officer, director or other agent of the Corporation for which indemnification under this Section 1 is determined by the Board to be appropriate (hereinafter such persons are collectively referred to as "Corporation Official[s]") who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action, suit or proceeding by or in the right of the Corporation) by reason of the fact that he or she is or was an officer, director, or other agent of the Corporation, against expenses (including reasonable attorney's fees), judgments, decrees, fines, penalties and amounts paid in settlement actually and reasonably incurred by the Corporation Official in connection with such action, suit or proceeding if the Corporation Official acted in good faith and in a manner which the Corporation Official reasonably believed to be in or not opposed to the best interests of the Corporation and, with respect to any criminal action or proceeding, had reasonable cause to believe that his or her conduct was not unlawful.

Section 2. Rights After Successful Defense. If no indemnification is accorded under Section 1, to the extent that a Corporation Official has been successful on the merits or otherwise

in defense of any action, suit or proceeding referred to in Section 1 or in defense of any claim, issue or matter therein, the Corporation Official shall be indemnified against expenses (including attorney's fees) actually and reasonably incurred by the Corporation Official in connection therewith.

Section 3. Other Determination of Rights. Except in a situation governed by Section 2, any indemnification under Section 1 (unless ordered by a court) shall be made by the Corporation only as authorized in the specific case upon a determination by the Board that indemnification of the Corporation Official was proper in the circumstances because he or she met the applicable standard of conduct set forth in Section 1. Such determination shall be made (a) by a majority vote of directors acting at a meeting at which a quorum consisting of directors who were not parties to such action, suit or proceeding is present or (b) if such a quorum is not obtainable (or even if obtainable), and a majority of disinterested directors so directs, by outside legal counsel in a written opinion.

Section 4. Advances of Expenses. Expenses of each person indemnified hereunder incurred in defending a civil, criminal, administrative, or investigative action, suit or proceeding (including all appeals), or threat thereof, may be paid by the Corporation in advance of the final disposition of such action, suit, or proceeding as authorized by the Board whether or not a disinterested quorum exists unless it is determined that the Corporation Official is not entitled to be indemnified by the Corporation.

Section 5. Nonexclusiveness; Heirs. The indemnification provided by this Article X shall not be deemed exclusive of any other rights to which those seeking indemnification may be entitled as a matter of law or under the Articles of Incorporation, these Bylaws, any agreement,

any insurance purchased by the Corporation, or otherwise, both as to action in his or her official capacity and as to action in another capacity while holding such office and shall continue as to a person who has ceased to be a Corporation Official if the action giving rise to this indemnification occurred while such person was a Corporation Official and shall inure to the benefit of the heirs, executors, and administrators of such a person.

Section 6. Purchase of Insurance. The Corporation may purchase and maintain insurance on behalf of any Corporation Official against any liability asserted against the Corporation Official and incurred by him or her in any such capacity, or arising out of his or her status as such, whether or not the Corporation would otherwise have the power to indemnify the Corporation official against such liability.

Article XI. Dissolution or Liquidation

Upon dissolution or liquidation of the Corporation, after all liabilities and obligations of the Corporation shall have been paid, satisfied, and discharged, or adequate provision made therefor, all assets shall be distributed among the member agencies in accordance with the formulae adopted by the Board of Directors. The foregoing distribution procedure is subject to the provision that no assets shall be distributed upon dissolution or liquidation to any member agency which is not at that time a charitable organization described in Section 501(c)(3) of the Internal Revenue Code or any successor section.

Article XII. Amendments

Subject to the approval of the Members on Voting Matters, these bylaws may be altered, amended or repealed by a vote of two-thirds of the members of the Board of Directors present at

any meeting at which a quorum is present for which notice of the content of such alteration, amendment or repeal shall have been mailed to each member of the Board of Directors.

**LIST OF STATES RECEIVING COPY OF RETURN
FORM 990 PART VI, LINE 90**

STATES

Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, District Of Columbia, Florida, Georgia, Illinois, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Mississippi, Minnesota, Missouri, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Utah, Virginia, Washington, West Virginia, Wisconsin

Application for Extension of Time To File an Exempt Organization Return

OMB No. 1545-1709

► File a separate application for each return.

- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** and check this box ☒
- If you are filing for an **Additional (not automatic) 3-Month Extension**, complete only **Part II** (on page 2 of this form).

Note: Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868.

Part I Automatic 3-Month Extension of Time - Only submit original (no copies needed)

Note: Form 990-T corporations requesting an automatic 6-month extension - check this box and complete Part I only ☐
All other corporations (including Form 990-C filers) must use Form 7004 to request an extension of time to file income tax returns. Partnerships, REMICs and trusts must use Form 8736 to request an extension of time to file Form 1065, 1066, or 1041.

Type or print	Name of Exempt Organization	Employer identification number
	GLOBAL IMPACT	52-1273585
	Number, street, and room or suite no. If a P.O. box, see instructions. 66 CANAL CENTER PLAZA, NO. 310	
File by the due date for filing your return See instructions	City, town or post office, state, and ZIP code. For a foreign address, see instructions. ALEXANDRIA, VA 22314,	

Check type of return to be filed (file a separate application for each return):

- | | | |
|--|---|------------------------------------|
| <input checked="" type="checkbox"/> Form 990 | <input type="checkbox"/> Form 990-T (corporation) | <input type="checkbox"/> Form 4720 |
| <input type="checkbox"/> Form 990-BL | <input type="checkbox"/> Form 990-T (sec. 401(a) or 408(a) trust) | <input type="checkbox"/> Form 5227 |
| <input type="checkbox"/> Form 990-EZ | <input type="checkbox"/> Form 990-T (trust other than above) | <input type="checkbox"/> Form 6069 |
| <input type="checkbox"/> Form 990-PF | <input type="checkbox"/> Form 1041-A | <input type="checkbox"/> Form 8870 |

- If the organization does **not** have an office or place of business in the United States, check this box ☐
- If this is for a **Group Return**, enter the organization's four digit Group Exemption Number (GEN) _____ If this is for the **whole** group, check this box ☐. If it is for part of the group, check this box ☐ and attach a list with the names and EINs of all members the extension will cover.

- 1 I request an automatic 3-month (6-month, for **990-T corporation**) extension of time until **FEBRUARY 15, 2005** to file the exempt organization return for the organization named above. The extension is for the organization's return for:
► ☐ calendar year _____ or
► ☒ tax year beginning **JUL 1, 2003**, and ending **JUN 30, 2004**.

- 2 If this tax year is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period

- 3a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions \$ _____

- b If this application is for Form 990-PF or 990-T, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit \$ _____

- c **Balance Due.** Subtract line 3b from line 3a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions \$ **N/A**

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form.

Signature Joyce Underwood Title CPA Date 11/9/04
LHA For Paperwork Reduction Act Notice, see instruction Form **8868** (12-2000)