Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2023

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning 01-01-2023 , and ending 12-31-2023

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

C Name of organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) 1625 MASSACHUSETTS AVENUE NW
Room/suite

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 20036

D Employer identification number
52-2151557

E Telephone number
(202) 861-2625

G Gross receipts $ 30,727,900

F Name and address of principal officer:
ALYSE NELSON
1625 MASSACHUSETTS AVENUE NW
WASHINGTON,DC 20036

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

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

H(c) Group exemption number

I Tax-exempt status: ☑ 501(c)(3) ☐ 501(c) ( ) (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: WWW.VITALVOICES.ORG

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 1999

M State of legal domicile: DE

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
VITAL VOICES INVESTS IN WOMEN LEADERS GLOBALLY TO ACCELERATE PROSPERITY IN THEIR COMMUNITIES.

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	29
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	29
5	Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	109
6	Total number of volunteers (estimate if necessary)	6	30
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	17,200
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

Revenue / Expenses

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	22,798,220	28,940,365
9	Program service revenue (Part VIII, line 2g)	1,170,589	1,506,403
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	4,757	20,851
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-1,597,358	-10,889
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	22,376,208	30,456,730
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	5,716,078	5,694,132
14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	7,993,766	8,614,282
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b	Total fundraising expenses (Part IX, column (D), line 25) 2,834,100		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	9,574,928	9,258,920
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	23,284,772	23,567,334
19	Revenue less expenses. Subtract line 18 from line 12	-908,564	6,889,396

Net Assets or Fund Balances

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	53,836,397	59,243,846
21	Total liabilities (Part X, line 26)	28,275,843	26,793,896
22	Net assets or fund balances. Subtract line 21 from line 20	25,560,554	32,449,950

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 2024-11-15

ALYSE NELSON PRESIDENT AND CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2024-11-15		P00639053

Firm's name CBIZ ADVISORS LLC — Firm's EIN 88-1478669

Firm's address 1899 L STREET NW 850
WASHINGTON, DC 20036 — Phone no. (202) 227-4000

May the IRS discuss this return with the preparer shown above? See Instructions. ☑ Yes ☐ No

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission:

VITAL VOICES GLOBAL PARTNERSHIP'S MISSION IS TO IDENTIFY, INVEST IN AND BRING VISIBILITY TO EXTRAORDINARY WOMEN AROUND THE WORLD BY UNLEASHING THEIR LEADERSHIP POTENTIAL TO TRANSFORM LIVES AND ACCELERATE PEACE AND PROSPERITY IN THEIR COMMUNITIES.

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 $ 11,789,286 including grants of $ 4,999,791) (Revenue $)

GLOBAL NETWORK AND REGIONAL ENGAGEMENT (GNRE) PROGRAMS ENCOMPASS REGIONAL FELLOWSHIPS AND NETWORK INITIATIVES THAT LINK THOUSANDS OF PIONEERING WOMEN LEADERS AND ALLIES IN LOCAL COMMUNITIES AND ACROSS BORDERS TO CATALYZE GLOBAL CHANGE. SUCH PROGRAMS INCLUDE: VOICES AGAINST VIOLENCE (VAV) WHICH IS THE GENDER BASED VIOLENCE GLOBAL INITIATIVE DESIGNED TO ENSURE THAT SURVIVORS OF GENDER-BASED VIOLENCE (GBV) AND HARMFUL TRADITIONAL PRACTICES AROUND THE WORLD HAVE BETTER ACCESS TO SERVICES, PROTECTION AND THE JUSTICE THEY DESERVE. THE INITIATIVE IMPLEMENTS COMPREHENSIVE ACTIVITIES TO ADDRESS THE FOLLOWING OBJECTIVES: SURVIVORS OF EXTREME FORMS OF GBV HAVE INCREASED ACCESS TO GLOBAL RESOURCES THAT ALLOW THEM TO ADDRESS THEIR URGENT NEEDS IN THE AFTERMATH OF VIOLENCE OR THE THREAT OF VIOLENCE; SURVIVORS OF GBV HAVE IMPROVED PROTECTIONS AND ACCESS TO JUSTICE, AND CIVIL SOCIETY ORGANIZATIONS HAVE ACCESS TO RESOURCES TO ADVOCATE ON BEHALF OF SURVIVORS; AND AN INTERNATIONAL NETWORK IS ESTABLISHED TO SERVE AS A FOCAL POINT AND COORDINATE EFFORTS AROUND GBV. SURVIVORS MAY RECEIVE SHORT-TERM ASSISTANCE TO SUPPORT IMMEDIATE, SHORT-TERM NEEDS IN THE AFTERMATH OF VIOLENCE. THE VAV CONSORTIUM ALSO SERVES AS A GLOBAL FOCAL POINT FOR COORDINATING URGENT RESPONSES TO SURVIVORS BY WORKING WITH OTHER LEADING ORGANIZATIONS. VITAL VOICES PROVIDES URGENT ASSISTANCE TO SUPPORT SURVIVORS OF GBV WORLDWIDE AND SUPPORTS INDIVIDUALS THROUGH ADDITIONAL PROGRAMMING. 2023 INCLUDED 8 SEPARATE VAV PROGRAMS SPANNING MULTIPLE COUNTRIES INCLUDING AFGHANISTAN, CUBA, SRI LANKA, UKRAINE, ETC. DISBURSED MORE THAN $2.5 MILLION IN URGENT ASSISTANCE FUNDS TO 811 SURVIVORS OF GENDER BASED VIOLENCE THE JUSTICE INSTITUTES ARE INTERACTIVE TRAINING PROGRAMS THAT PROMOTE A HOLISTIC RESPONSE TO ADDRESSING VIOLENCE AGAINST WOMEN, FOCUSING ON VICTIM SAFETY AND OFFENDER ACCOUNTABILITY. EACH INSTITUTE BRINGS TOGETHER 50 TO 60 DIVERSE AND OFTEN SILOED PARTICIPANTS FROM ACROSS THE CRIMINAL JUSTICE SYSTEM, INCLUDING JUDGES, PROSECUTORS, LAW ENFORCEMENT OFFICIALS, AND SERVICE PROVIDERS. THESE ACTORS BUILD THEIR CAPACITY TO IDENTIFY, INVESTIGATE, AND PROSECUTE GBV CRIMES IN THEIR COMMUNITIES; THEY RECEIVE TRAINING ON HOW AND WHY TO COLLABORATE ACROSS DISCIPLINES; AND THEY LEARN THE IMPORTANCE AND BENEFIT OF RELYING ON WOMEN LEADERS DURING GBV RESPONSE. IN 2023, THE JUSTICE INSTITUTE WAS HELD IN BUCHAREST, ROMANIA. THE CENTRAL THEME WAS STRENGTHENING THE COORDINATED RESPONSE TO GENDER-BASED VIOLENCE IN ROMANIA AND UKRAINE. AFGHAN WOMEN'S FUND: VITAL VOICES WITH THEIR PARTNER COALITION WORKED TOGETHER TO MEET THE CRITICAL NEEDS OF THE MOST AT-RISK WOMEN LEADERS, HUMAN RIGHTS DEFENDERS, JOURNALISTS, POLITICIANS, AND OTHER LEADERS EVACUATING THEM AND THEIR FAMILIES; PROVIDING FOR THEIR MID-TERM SUPPORT TO ADDRESS URGENT BASIC NEEDS; AND CONTINUED HELPING FOR THEIR LONG-TERM RESETTLEMENT. AS OF DECEMBER 2023, WE HAVE HELPED TO RESETTLE 854 AFGHANS IN CANADA, 81 IN THE U.S., 34 IN GERMANY, 11 IN THE U.K., 8 IN SWEDEN, 6 IN FRANCE, AND 1 IN TURKEY. ALL BUT 16 PEOPLE WERE PERMANENTLY RESETTLED BY THE END OF 2023, WITH MANY OF THE REMAINDER SET TO BE RESETTLED IN EARLY 2024. GLOBAL LEADERSHIP AWARDS HONOREE PROGRAM: EACH YEAR, VITAL VOICES HOSTS THE GLOBAL LEADERSHIP AWARDS, HONORING UNSUNG HEROES AND COURAGEOUS LEADERS WORKING TO STRENGTHEN DEMOCRACY, INCREASE ECONOMIC OPPORTUNITY AND PROTECT HUMAN RIGHTS IN COMMUNITIES AROUND THE WORLD. THE GLOBAL LEADERSHIP AWARDS HONOREE PROGRAM PROVIDES CUSTOMIZED AND TAILORED SUPPORT THAT INCLUDES NETWORKING OPPORTUNITIES, CAPACITY BUILDING AND HIGH PROFILE THOUGHT-LEADERSHIP EVENTS TO GIVE GREATER CREDIBILITY AND VISIBILITY TO THE HONOREES FOR THE EIGHT DAYS THEY ARE IN WASHINGTON, DC.IN 2023, VITAL VOICES HONORED 5 WOMEN LEADERS WHO HAD BOLD VISIONS TO MAKE LASTING CHANGES IN THEIR COMMUNITIES. THE WORK OF EACH HONOREE WAS FEATURED USING FILM, PHOTOGRAPHY, LIVE INTERVIEWS WITH CELEBRITIES AND THOUGHT LEADERS AS WELL AS SOCIAL MEDIA PLATFORMS TO RAISE THEIR RESPECTIVE PUBLIC PROFILES AND BUILD AWARENESS AND VISIBILITY FOR THEM AND THEIR WORK.

4b (Code:) (Expenses $ 2,444,723 including grants of $ 46,455) (Revenue $ 490,125)

"LEADERSHIP AND SOCIAL IMPACT PROGRAMS PROVIDE CAPACITY-BUILDING PROGRAMMING TO INSPIRE SOCIAL IMPACT THROUGH WOMEN'S LEADERSHIP AND ENTREPRENEURSHIP. THESE HOLISTIC LEADERSHIP BUILDING PROGRAMS MEET WOMEN LEADERS WHERE THEY ARE, PROVIDING LEADERSHIP DEVELOPMENT, MENTORING AND CAPACITY BUILDING THAT IS TAILORED TO EACH LEADER'S NEEDS. PROGRAMS INCLUDE: VV GROW FELLOWSHIP FOSTERS GROWTH AND SKILLS ADVANCEMENT TO SUPPORT THE CREATION OF A HOLISTIC AND SUSTAINABLE FOUNDATION FOR WOMEN-OWNED BUSINESSES. THE NINTH COHORT OF THE VV GROW FELLOWSHIP GRADUATED 91 WOMEN FROM 40 COUNTRIES WHO ARE LEADING PURPOSE-DRIVEN BUSINESSES. DURING THE 10 MONTHS OF VV GROW A PARTNERSHIP BETWEEN VITAL VOICES, VISA, INC., AND FEDEX FELLOWS RECEIVED CUSTOMIZED TRAINING ON STRATEGIC PLANNING, FINANCIAL MANAGEMENT, HUMAN RESOURCES, SALES AND MARKETING, COMMUNICATIONS, NETWORKING, AND LEADERSHIP. VV GROW PARTICIPANTS LEAVE THE PROGRAM WITH A STRATEGIC PLAN FOR GROWTH AND A NEW NETWORK OF PEERS.THE WE EMPOWER UN SDG CHALLENGE WAS LAUNCHED IN 2018 AND IS THE FIRST OF ITS KIND GLOBAL BUSINESS COMPETITION FOR WOMEN ENTREPRENEURS WHO ARE ADVANCING THE UN SUSTAINABLE DEVELOPMENT GOALS AND INSPIRING ENTIRE COMMUNITIES TO ACT TO CREATE THE WORLD WE WANT BY 2030. IN 2023, THE WE EMPOWER CHALLENGE AWARDEES VIRTUALLY PARTICIPATED IN EVENTS SURROUNDING THE UN GENERAL ASSEMBLY AS WELL AS CONNECTED WITH RENOWNED BUSINESS EXPERTS FROM AROUND THE WORLD. AWARDEES ALSO PARTICIPATED IN A DYNAMIC PITCH COMPETITION, HOSTED BY FASHION DESIGNER, ACTIVIST AND VITAL VOICES BOARD MEMBER DIANE VON FURSTENBERG, TO PRESENT THEIR BUSINESS WHERE THE WINNER RECEIVED A $20,000 GRANT.VOICES THAT INSPIRE: SUPPORTS YOUNG WOMEN WHO ARE MAKING A POSITIVE IMPACT IN LATIN AMERICA. THE VITAL VOICES TEAM LAUNCHED THE FOURTH COHORT OF THE VOICES THAT INSPIRE (VOCES QUE INSPIRAN) PROGRAM IN PARTNERSHIP WITH PROCTER & GAMBLE. THIS YEAR, THE PROGRAM EXPANDED INTO THREE NEW COUNTRIES, WELCOMING PARTICIPANTS FROM CHILE, COLOMBIA, AND PERU IN ADDITION TO ARGENTINA, BRAZIL, COSTA RICA, GUATEMALA, MEXICO, AND PANAMA. THROUGH THE VOICES THAT INSPIRE PROGRAM, YOUNG WOMEN LEADERS INCREASE THEIR OPPORTUNITIES, LEADERSHIP CAPACITY, NETWORK, AND RESOURCES TO CREATE SUSTAINABLE CHANGE AND TRANSFORM THE MEANING OF LEADERSHIP IN LATIN AMERICA AND BEYOND.GRASSROOTS VOICES SUPPORTS YOUNG WOMEN LEADERS IN THE U.S. WHO ARE IMPLEMENTING COMMUNITY-FOCUSED PROJECTS. IN OCTOBER 2023, THE 10 GRASSROOTS VOICES PARTICIPANTS COMPLETED THEIR SEVEN-WEEK PROGRAM. GRASSROOTS VOICES IS MADE POSSIBLE THROUGH A PARTNERSHIP BETWEEN VITAL VOICES, SARVA RAJENDRA, AND SARAH JOHNSON. THE PROGRAM IS DESIGNED TO DEVELOP THE LEADERSHIP CAPACITY OF AMERICAN WOMEN AGED 1825 WHO ARE ALREADY ENGAGED IN GRASSROOTS JUSTICE WORK ON SOME OF THE BIGGEST OBSTACLES THAT AMERICAN SOCIETY FACEGLOBAL AMBASSADORS PROGRAM: NOW IN ITS 22ND COHORT, THE GLOBAL AMBASSADORS PROGRAM, A PARTNERSHIP BETWEEN VITAL VOICES AND BANK OF AMERICA, TOOK PLACE ONLINE FOR THE FIRST TIME THIS YEAR. THE MENTEES INCLUDED 52 WOMEN FROM 29 COUNTRIES WHO ARE IN THE HANDCRAFT AND HANDMADE INDUSTRIES. THESE EMERGING WOMEN LEADERS RECEIVED TARGETED TRAINING, ACCESS TO A NETWORK OF SUPPORT, AND TECHNICAL ASSISTANCE FROM A TEAM OF EXPERT GLOBAL TRAINERS, AND BUILT RELATIONSHIPS WITH THEIR PEERS AND MENTORSFORTUNE: THE FORTUNEU.S. DEPARTMENT OF STATE GLOBAL WOMEN'S MENTORING PARTNERSHIP IS A PUBLIC-PRIVATE PARTNERSHIP BETWEEN FORTUNE'S MOST POWERFUL WOMEN, THE U.S. DEPARTMENT OF STATE, AND VITAL VOICES GLOBAL PARTNERSHIP. IN 2023, VITAL VOICES WELCOMED 14 MENTEES FROM 11 COUNTRIES TO THE PROGRAM. OVER THREE WEEKS, MENTEES ENGAGED IN LEADERSHIP AND COMMUNICATIONS TRAININGS, COMMUNITY-BUILDING ACTIVITIES, AND A MENTORSHIP PROGRAM WITH TOP WOMEN EXECUTIVES AND THEIR TEAMS. THE 2023 MENTORS CAME FROM SOME OF AMERICA'S MOST WELL-KNOWN COMPANIES, INCLUDING CVS HEALTH, MORGAN STANLEY, AIG, AND MORGAN LEWIS & BOCKIUSVV VISIONARIES INVESTS IN TRAILBLAZING WOMEN BY INCREASING THEIR ACCESS TO LEADERSHIP TRAINING AND THE NETWORKS THAT SUSTAIN THEM. THE VV VISIONARIES PROGRAM IN PARTNERSHIP WITH THE ESTE LAUDER EMERGING LEADERS FUND (ELELF), THE CHARITABLE FUND OF ESTE LAUDER, WAS CREATED TO SUPPORT THE NEXT GENERATION OF EMERGING LEADERS WHO ARE REDEFINING LEADERSHIP IN THEIR EVERYDAY LIVES. IN 2023, THE VV VISIONARIES PROGRAM RAN THREE COHORTS WITH A TOTAL OF 150 PARTICIPANTS FROM 40 COUNTRIES. PARTICIPANTS COMPLETED A SEVEN-WEEK CURRICULUM BASED ON THE VITAL VOICES LEADERSHIP JOURNEYA SET OF PROVEN PRACTICES THAT VITAL VOICES HAS DISTILLED OVER 25 YEARS FROM THE SUCCESSFUL LEADERS IN OUR GLOBAL NETWORK.NEXT MOVERS SUPPORTS EMERGING WOMEN IN LEADERSHIP POSITIONS AT ORGANIZATIONS PAVING THE WAY FOR EQUITY AND EMPOWERMENT. THIS YEAR, THE INAUGURAL COHORT OF THE NEXT MOVERS PROGRAM, IN PARTNERSHIP WITH BUMBLE, INC., BROUGHT TOGETHER EIGHT WOMEN LEADERS FROM EIGHT DIFFERENT COUNTRIES FOR TRAINING ON COMMUNITY BUILDING, COMMUNICATIONS, COURAGE, AND DIVERSITY. BETWEEN JUNE AND SEPTEMBER, THE NEXT MOVERS RECEIVED TAILORED TRAINING CUSTOMIZED TO THEIR COHORT BASED ON A NEEDS-ASSESSMENT SURVEY THAT CAPTURED KEY AREAS OF NEEDED SUPPORT."

4c (Code:) (Expenses $ 1,601,709 including grants of $) (Revenue $)

"ISSUE ADVOCACY PROGRAMS INCLUDE FELLOWSHIPS AND INITIATIVES THAT BRIDGE CHALLENGES ACROSS KEY ISSUE AREAS THROUGH INNOVATIVE SOLUTIONS GROUNDED IN COLLABORATIVE PARTNERSHIPS. THROUGH THESE PROGRAMS, VITAL VOICES PARTNERS WITH LEADERS COMMITTED TO STRATEGIC POLICY AND COLLABORATIVE ADVOCACY ALIGNED TO LEADING GLOBAL STANDARDS AND BENCHMARKS ACCEPTED AND EMBRACED ACROSS SECTORS, BORDERS, AND OTHER LINES THAT OFTEN DIVIDE FOREMOST AMONG THEM AT PRESENT, THE UNITED NATION'S SUSTAINABLE DEVELOPMENT GOALS (SDGS). VV ENGAGE: VV ENGAGE IS A

FELLOWSHIP THAT PROVIDES TECHNICAL SKILLS AND LEADERSHIP DEVELOPMENT TO OUTSTANDING WOMEN POLITICAL LEADERS MAKING AND INFLUENCING POLICY ACROSS THE GLOBE. VITAL VOICES LAUNCHED ITS FIFTH COHORT OF VVENGAGE FELLOWS IN 2023 IN PARTNERSHIP WITH THE FREEPORT MCMORAN FOUNDATION. TWENTY-SIX POLITICAL LEADERS FROM 23 COUNTRIES WERE SELECTED FOR THIS COMPETITIVE PROGRAM. THE FELLOWS ATTENDED TRAINING SESSIONS LED BY EXPERT TRAINERS FROM AROUND THE WORLD AND DEVELOPED THEIR SKILLS IN TOPICS SUCH AS NEGOTIATIONS, DIGITAL COMMUNICATIONS, ONLINE SAFETY, POLITICAL FUNDRAISING, AND BUILDING COALITIONS. THE FELLOWS ALSO SPENT A WEEK CONNECTING IN-PERSON IN NAIROBI, KENYA WHERE THEY BUILT LASTING CONNECTIONS, HONED THEIR PUBLIC NARRATIVES, AND WERE MENTORED BY FORMER FEMALE HEADS OF STATE, IN PARTNERSHIP WITH THE COUNCIL OF WOMEN WORLD LEADERS. VOICES AGAINST VIOLENCE (VAV) PEACE: SUPPORTS WOMEN LEADERS WORKING TO ADDRESS GENDER-BASED VIOLENCE IN BOSNIA AND HERZEGOVINA, CROATIA, KOSOVO, AND SERBIA. THE INTERGENERATIONAL FELLOWSHIP ON WOMEN, PEACE, AND SECURITY IN SOUTH CENTRAL EUROPE, OR VVPEACE, MADE POSSIBLE BY VOICES AGAINST VIOLENCE: THE GENDER-BASED VIOLENCE GLOBAL INITIATIVE (VAV), IS A YEAR-LONG PROGRAM THAT SUPPORTS EMERGING AND ESTABLISHED WOMEN LEADERS WORKING TO ADDRESS GENDER-BASED VIOLENCE (GBV) IN FOUR BALKAN STATES. AS PART OF THE VVPEACE PROGRAM, FELLOWS ARE INVITED TO APPLY FOR 6-10 MONTH SUBAWARDS FOCUSED ON CROSS-REGIONAL STRATEGIES FOR ADDRESSING WOMEN, PEACE, AND SECURITY AND GBVWOMEN LEAD INDIA: WOMEN'S LEADERSHIP IN INDIA IS PIVOTAL TO DRIVE SOCIAL AND ECONOMIC PROGRESS. FROM GRASSROOTS TO GOVERNANCE, WOMEN ARE CATALYSTS FOR CHANGE. THE WOMEN LEAD INDIA FELLOWSHIP INVESTS IN EXTRAORDINARY SOCIAL SECTOR WOMEN LEADERS AND SOCIAL ENTREPRENEURS TO DRIVE AN AMBITIOUS, URGENT AGENDA FOR WOMEN'S LEADERSHIP IN INDIA.WLI SUPPORTS 50 INDIAN WOMEN LEADERS ADDRESSING URGENT ECONOMIC AND SOCIAL ISSUES. SCALE & DEVELOP A SOCIAL-IMPACT PROJECT ALIGNED WITH THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) OVER THE COURSE OF THE FELLOWSHIPWOMEN IN CLIMATE: PILOTED OUR WOMEN AND CLIMATE PROGRAM WITH A DELEGATION OF 15 WOMEN AT THE 2023 UNITED NATIONS CLIMATE CHANGE CONFERENCE WITH THE GOAL OF CATALYZING A GLOBAL MOVEMENT TO HIGHLIGHT WOMEN'S VOICES IN INTERNATIONAL CLIMATE ACTIONTHE VOICES OF SOLIDARITY AWARDS HIGHLIGHTS THE IMPORTANCE OF MALE ALLIES TO THE FIGHT FOR WOMEN'S RIGHTS. GENDER EQUITY BENEFITS EVERYONE, AND IT CANNOT BE ACHIEVED BY WOMEN ALONE. THIS WORK MUST BE UNDERTAKEN BY ALL WHO SEEK TO LIVE IN A WORLD MARKED BY EQUALITY, OPPORTUNITY, AND JUSTICE. EACH YEAR, THE VOICES OF SOLIDARITY AWARDS RECOGNIZES REMARKABLE MEN WHO HAVE SHOWN COURAGE AND COMPASSION IN ADVOCATING ON BEHALF OF WOMEN AND GIRLS GLOBALLY. ON DECEMBER 11, VITAL VOICES HELD THE 10TH ANNUAL VOICES OF SOLIDARITY AWARDS AT THE IAC BUILDING IN NEW YORK CITY WITH 4 HONOREES."

(Code:) (Expenses $ 3,306,145 including grants of $ 647,885) (Revenue $)

"THE CRISIS RESPONSE PROGRAM WAS CREATED TO RESPOND TO TWO REALITIES. FIRST, WOMEN WHO SPEAK TRUTH TO POWER ARE TARGETED WITH VIOLENCE, THREATS, AND INTIMIDATION AT ALARMING RATES. SECOND, WHEN EMERGENCIES STRIKEFROM ARMED CONFLICT TO NATURAL DISASTERSWOMEN ARE ON THE FRONT LINES OF RESPONSE, ORGANIZING THEIR COMMUNITIES AND COUNTRIES TO SAVE LIVES. VITAL VOICES SEES ITS ROLE AS THAT OF AN ACTIVE ALLY, WALKING HAND IN HAND WITH WOMEN LEADERS IN TIMES OF CRISIS. TAKING A PROACTIVE APPROACH, WE ALSO HELP WOMEN LEADERS TO PROTECT THEMSELVES BEFORE EMERGENCY STRIKES, WORKING WITH THEM TO PREPARE FOR THREATS AND REDUCE THE SEVERITY OR OCCURRENCE OF CRISES IN THE FIRST PLACE. THE VITAL VOICES CRISIS RESPONSE PROGRAM, WHICH LAUNCHED IN 2022, APPROACHES CRISIS MANAGEMENT THROUGH THREE PILLARS: READINESS, RESPONSE, AND RECOVERY. IN 2023, WE DRAMATICALLY INCREASED OUR DIRECT INDIVIDUAL ASSISTANCE CASELOAD AND JUMPSTARTED OUR READINESS INITIATIVES, BRINGING DIRECT ASSISTANCE TO HUNDREDS OF WOMEN AND PREPARING TO EXPONENTIALLY SCALE OUR MODEL. WE ALSO RESPONDED, BOTH URGENTLY AND SYSTEMATICALLY, TO CRISES AFFECTING WOMEN AROUND THE WORLD.WE DESIGNED, DEVELOPED, TESTED, AND PILOTED THE READINESS TRAINING AND TOOLKIT WITH 10 WOMEN LEADERS FROM THE MIDDLE EAST AND NORTH AFRICA, ENSURING THEY'RE BETTER PREPARED TO RESPOND TO WAR, CLIMATE CRISIS, AND GOVERNMENT TARGETING. THE TRAINING LAUNCHED A MULTI-YEAR EFFORT TO DISTRIBUTE OUR MODEL OF EFFECTIVE CRISIS RESPONSE AND TAKE IT TO SCALE.IN ISRAEL AND GAZA, WE ENGAGED IN EVERY ASPECT OF CRISIS RESPONSE: EMERGENCY AID, DEFENSE OF WOMEN LEADERS, AND SUPPORT FOR FORWARD-LOOKING ADVOCACY. WE SUPPORTED FIVE WOMEN LEADERS IN THE REGION TO ENABLE THEIR PEACEBUILDING EFFORTS, HELPED GAZAN DOCTORS PROCURE SUPPLIES, AND PROTECTED 40 PALESTINIAN WOMEN JOURNALISTS AND DOCTORS.WE EXPANDED OUR CRISIS RESPONSE REFERRAL NETWORK TO OVER TWO DOZEN WOMEN LEADERS AND ORGANIZATIONS FROM THE AROUND THE WORLD. THIS HAS FURTHERED OUR ABILITY TO IDENTIFY AND SUPPORT WOMEN LEADERS IN AREAS THAT ARE DIFFICULT TO REACH DUE TO BARRIERS SUCH AS LANGUAGE, GEOGRAPHY, AND VISIBILITY.IN UGANDA, WE SUPPORTED 38 INDIVIDUALS IN THE LGBTQI+ COMMUNITY TO SAFELY RELOCATE TO KENYA AFTER THE GOVERNMENT PASSED ANTI-LGBTQI+ LEGISLATION.WE DISBURSED $237,941 TO 172 INDIVIDUAL WOMEN LEADERS IN 26 DIFFERENT COUNTRIES AND $96,777 IN GRANTS TO WOMEN-LED NGOS IN LEBANON, SUDAN, UGANDA, AND UKRAINE."

4d Other program services (Describe in Schedule O.)
(Expenses $ 3,306,145 including grants of $ 647,885) (Revenue $)

4e **Total program service expenses** 19,141,863

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)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions.	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		No
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 Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5		No
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? *If "Yes," complete Schedule D,* Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D,* Part III	8		No
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? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? *If "Yes," complete Schedule D, Part V*	10		No
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? *If "Yes," complete Schedule D,* Part VI.	11a	Yes	
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? *If "Yes," complete Schedule D, Part VII*	11b		No
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? *If "Yes," complete Schedule D, Part VIII*	11c		No
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? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
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)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
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? *If "Yes," complete Schedule F, Parts I and IV*	14b	Yes	
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? *If "Yes," complete Schedule F, Parts II and IV*	15	Yes	
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? *If "Yes," complete Schedule F, Parts III and IV*	16	Yes	
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? *If "Yes," complete Schedule G, Part I.* See instructions.	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18	Yes	
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
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? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	

Part IV **Checklist of Required Schedules** *(continued)*

			Yes	No
22	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*	22	Yes	
23	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*	23	Yes	
24a	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*	24a	Yes	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		No
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		No
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L,* Part I	25a		No
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	25b		No
26	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*	26		No
27	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	27		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	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*	33		No
34	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*	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
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*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	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*	37		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	Yes	

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
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	113			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	

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

			Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return . . . **2a** 109			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	**2b**	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?	**3a**	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*	**3b**	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	**4a**		No
b	If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	**5a**		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	**5b**		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	**5c**		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	**6a**		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	**6b**		
7	**Organizations that may receive deductible contributions under section 170(c).**			
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?	**7a**	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	**7b**	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	**7c**		No
d	If "Yes," indicate the number of Forms 8282 filed during the year . . . **7d**			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	**7e**		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	**7f**		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	**7g**		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	**7h**		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	**8**		
9	**Sponsoring organizations maintaining donor advised funds.**			
a	Did the sponsoring organization make any taxable distributions under section 4966?	**9a**		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	**9b**		
10	**Section 501(c)(7) organizations.** Enter:			
a	Initiation fees and capital contributions included on Part VIII, line 12 . . . **10a**			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities **10b**			
11	**Section 501(c)(12) organizations.** Enter:			
a	Gross income from members or shareholders . . . **11a**			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) **11b**			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?	**12a**		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year. **12b**			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**			
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O.	**13a**		
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 . . . **13b**			
c	Enter the amount of reserves on hand . . . **13c**			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	**14a**		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*	**14b**		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.	**15**		No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	**16**		No
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.	**17**		

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

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

Section A. Governing Body and Management

					Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. 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 in Schedule O.	1a	29			
b	Enter the number of voting members included in line 1a, above, who are independent	1b	29			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?			2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?			3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?			4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?			5		No
6	Did the organization have members or stockholders?			6		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?			7a		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?			7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:					
a	The governing body?			8a	Yes	
b	Each committee with authority to act on behalf of the governing body?			8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*			9		No

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

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		No
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?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
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?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed AR,CA,CT,CO,GA,HI,IL,KS,KY,MA,MD,MI,MS,NH,NJ,NM,NY,OH,OK,OR,PA,SC,TN,UT,VA,WV

18 Section 6104 requires an organization to make its Form 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 in Schedule O)

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
ALYSE NELSON 1509 16TH STREET NW WASHINGTON, DC 20036 (202) 861-2625

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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or 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 the 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) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) KATE JAMES BOARD CHAIR	3.00	X		X				0	0	0
(2) GERALDINE LAYBOURNE BOARD VICE CHAIR	1.00	X		X				0	0	0
(3) AMBASSADOR CRAIG JOHNSTONE BOARD TREASURER	1.00	X		X				0	0	0
(4) DONNA COCHRAN MCLARTY BOARD SECRETARY	1.00	X		X				0	0	0
(5) HUMA ABEDIN BOARD DIRECTOR	1.00	X						0	0	0
(6) ELIZABETH BUCHANAN BOARD DIRECTOR	1.00	X						0	0	0
(7) ASHLEY DAVIS BOARD DIRECTOR	1.00	X						0	0	0
(8) NINA EASTON BOARD DIRECTOR	1.00	X						0	0	0
(9) AMANDA GORMAN BOARD DIRECTOR	1.00	X						0	0	0
(10) CHANDRA JESSEE BOARD DIRECTOR	1.00	X						0	0	0
(11) DONNA LANGLEY BOARD DIRECTOR	1.00	X						0	0	0
(12) SAGRA MACEIRA DE ROSEN BOARD DIRECTOR	1.00	X						0	0	0
(13) MARLENE MALEK BOARD DIRECTOR	1.00	X						0	0	0
(14) SUSAN NESS BOARD DIRECTOR	1.00	X						0	0	0
(15) MARC PRITCHARD BOARD DIRECTOR	1.00	X						0	0	0
(16) BOZOMA SAINT JOHN BOARD DIRECTOR	1.00	X						0	0	0
(17) ZAINAB SALBI BOARD DIRECTOR	1.00	X						0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Individual trustee or director	(C) Institutional Trustee	(C) Officer	(C) Key employee	(C) Highest compensated employee	(C) Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) MEGAN SMITH BOARD DIRECTOR	1.00	X						0	0	0
(19) ROSELYNE SWIG BOARD DIRECTOR	1.00	X						0	0	0
(20) JENNIFER TAYLOR BOARD DIRECTOR	1.00	X						0	0	0
(21) SELINA TOBACCOWALA BOARD DIRECTOR	1.00	X						0	0	0
(22) DR ROSITA VAN COEVORDEN BOARD DIRECTOR	1.00	X						0	0	0
(23) DIANE VON FURSTENBERG BOARD DIRECTOR	1.00	X						0	0	0
(24) TASHNI-ANN DUBROY BOARD DIRECTOR	1.00	X						0	0	0
(25) MARTINE ROTHBLATT BOARD DIRECTOR	1.00	X						0	0	0
(26) DEBORAH RUTTER BOARD DIRECTOR	1.00	X						0	0	0
(27) KAH WALLA BOARD DIRECTOR	1.00	X						0	0	0
(28) SHERRIE ROLLINS WESTIN BOARD DIRECTOR	1.00	X						0	0	0
(29) AMIRA YAHYAOUI BOARD DIRECTOR	1.00	X						0	0	0
(30) ALYSE NELSON PRESIDENT AND CEO	50.00			X				364,536	0	21,839
(31) FAIDA FULLER CHIEF OPERATING OFFICER	40.00			X				242,187	0	26,472
(32) LIAM DALL CHIEF DEV. OFF. - UNTIL XX/23	40.00				X			181,740	0	11,646
(33) MANIRA ALVA VP, ISSUES ADVOCACY	40.00					X		170,578	0	32,277
(34) MARILYN EDMUNDS VP, PEOPLE OPS	40.00					X		194,724	0	12,575
(35) ALLAN FREEDMAN VP, CRISIS RESPONSE	40.00					X		158,816	0	14,147
(36) TARA KING-HUGUES VP, TECH & INNOVATION	40.00					X		221,928	0	21,342
(37) ZOE SMITH SR VP, LEADERSHIP & SOCIAL IMPACT	40.00					X		179,135	0	15,341

	(D)	(E)	(F)
1b Sub-Total			
c Total from continuation sheets to Part VII, Section A . .			
d Total (add lines 1b and 1c)	1,713,644	0	155,639

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

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		No
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*	4	Yes	
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*	5		No

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
RAFAELO RESORT RH5XCC SHENGJIN AL	PARTICIPANT LODGING	570,982
HARDPIN MEDIA LLC 2001 N CLYBOURN AVE SUITE 301 CHICAGO, IL 60614	FILMING SERVICES	355,328
VAULT CONSULTING LLC 8401 GREENSBORO DRIVE SUITE 500 MCLEAN, VA 22102	ACCOUNTING SERVICES	241,916
JOHN F KENNEDY CENTER FOR THE PERFORMIN 2700 F STREET NORTHWEST WASHINGTON, DC 20566	RECEPTION AND EVENT SPACE	218,978
BOLANA CAPITAL ENTERPRISES INC 4645 NANNIE HELEN BURROUGHTS AVE N WASHINGTON, DC 20019	JANITORIAL SERVICES	131,620

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 7

Part VIII **Statement of Revenue**

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and OtherAmt Similar Amounts	1a Federated campaigns . .	1a				
	b Membership dues . .	1b				
	c Fundraising events . .	1c 339,500				
	d Related organizations	1d				
	e Government grants (contributions)	1e 10,092,700				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 18,508,165				
	g Noncash contributions included in lines 1a - 1f:$	1g				
	h **Total.** Add lines 1a-1f		28,940,365			
Program Service Revenue		**Business Code**				
	2a PROGRAM FEES	900099	1,033,455	1,033,455		
	b CONTRACT REVENUE	900099	472,948	472,948		
	c					
	d					
	e					
	f All other program service revenue.					
	g **Total.** Add lines 2a–2f.		1,506,403			

Other Revenue		(i) Real	(ii) Personal	(A)	(B)	(C)	(D)
	3 Investment income (including dividends, interest, and other similar amounts)			20,851			20,851
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties			44,359			44,359
	6a Gross rents	6a 28,762					
	b Less: rental expenses	6b 0					
	c Rental income or (loss)	6c 28,762					
	d Net rental income or (loss)			28,762			11,562
		(i) Securities	(ii) Other				
	7a Gross amount from sales of assets other than inventory	7a					
	b Less: cost or other basis and sales expenses	7b					
	c Gain or (loss)	7c					
	d Net gain or (loss)						
	8a Gross income from fundraising events (not including $ 339,500 of contributions reported on line 1c). See Part IV, line 18		8a 54,108				
	b Less: direct expenses		8b 271,170				
	c Net income or (loss) from fundraising events . .			-217,062			-217,062
	9a Gross income from gaming activities. See Part IV, line 19 . . .		9a				
	b Less: direct expenses		9b				
	c Net income or (loss) from gaming activities . .						
	10a Gross sales of inventory, less returns and allowances . .		10a				
	b Less: cost of goods sold		10b				
	c Net income or (loss) from sales of inventory . .						
OtherRevenueMiscAmt			**Business Code**				
	11a MISCELLANEOUS		900099	133,052			133,052
	b						
	c						
	d All other revenue						
	e **Total.** Add lines 11a–11d			133,052			
	12 **Total revenue.** See instructions			30,456,730	1,506,403	17,200	-7,238

Part IX **Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	142,050	142,050		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	48,481	48,481		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	5,503,601	5,503,601		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	848,420	262,014	131,005	455,401
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	6,674,267	6,093,549	92,077	488,641
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	102,113	93,495	2,941	5,677
9 Other employee benefits	466,418	415,613	16,014	34,791
10 Payroll taxes	523,064	439,793	23,815	59,456
11 Fees for services (non-employees):				
a Management				
b Legal	113,010	41,182	71,828	
c Accounting	505,774	355,762	101,155	48,857
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,382,886	1,278,626	196,225	908,035
12 Advertising and promotion				
13 Office expenses	712,017	519,435	105,846	86,736
14 Information technology	341,358	160,648	121,985	58,725
15 Royalties . .				
16 Occupancy	947,599	704,205	146,760	96,634
17 Travel	1,514,510	1,434,831	24,988	54,691
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	149,962	124,430	21,223	4,309
20 Interest	848,525	596,854	169,705	81,966
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .	1,064,473	704,555	263,162	96,756
23 Insurance . . .	152,116	107,000	30,423	14,693
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a SPECIAL EVENTS & RECEPT	455,888	115,739	1,417	338,732
b BAD DEBT EXPENSE	70,802		70,802	
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	23,567,334	19,141,863	1,591,371	2,834,100
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

				(A) Beginning of year		(B) End of year
Assets	**1**	Cash–non-interest-bearing		5,684,898	**1**	7,800,348
	2	Savings and temporary cash investments		75,017	**2**	179,115
	3	Pledges and grants receivable, net		5,006,361	**3**	9,333,874
	4	Accounts receivable, net		89,769	**4**	12,172
	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		15,861	**8**	0
	9	Prepaid expenses and deferred charges		173,313	**9**	261,447
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	**10a** 43,386,287			
	b	Less: accumulated depreciation	**10b** 1,729,397	42,720,445	**10c**	41,656,890
	11	Investments—publicly traded securities .			**11**	
	12	Investments—other securities. See Part IV, line 11		70,733	**12**	
	13	Investments—program-related. See Part IV, line 11 . .			**13**	
	14	Intangible assets			**14**	
	15	Other assets. See Part IV, line 11			**15**	
	16	**Total assets.** Add lines 1 through 15 (must equal line 33) . . .		53,836,397	**16**	59,243,846
Liabilities	**17**	Accounts payable and accrued expenses		1,996,183	**17**	1,224,091
	18	Grants payable . . .		195,997	**18**	120,657
	19	Deferred revenue		102,073	**19**	67,000
	20	Tax-exempt bond liabilities		25,973,838	**20**	25,373,943
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		7,752	**21**	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			**22**	
	23	Secured mortgages and notes payable to unrelated third parties . .			**23**	
	24	Unsecured notes and loans payable to unrelated third parties . .			**24**	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		0	**25**	8,205
	26	**Total liabilities.** Add lines 17 through 25 . .		28,275,843	**26**	26,793,896
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ☑ and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		17,998,502	**27**	18,668,884
	28	Net assets with donor restrictions		7,562,052	**28**	13,781,066
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds			**29**	
	30	Paid-in or capital surplus, or land, building or equipment fund . . .			**30**	
	31	Retained earnings, endowment, accumulated income, or other funds			**31**	
	32	Total net assets or fund balances		25,560,554	**32**	32,449,950
	33	Total liabilities and net assets/fund balances		53,836,397	**33**	59,243,846

Part XI Reconcilliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI . . . . ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	30,456,730
2	Total expenses (must equal Part IX, column (A), line 25)	2	23,567,334
3	Revenue less expenses. Subtract line 2 from line 1	3	6,889,396
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	25,560,554
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	32,449,950

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other ______ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	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: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	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: ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b	Yes	

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A (Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

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

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

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☑ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)

9 ☐ An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:

10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations . . . .

g Provide the following information about the supported organization(s).

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	18,006,674	14,387,559	31,062,235	22,798,220	28,940,365	115,195,053
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 **Total.** Add lines 1 through 3	18,006,674	14,387,559	31,062,235	22,798,220	28,940,365	115,195,053
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . .						18,112,695
6 **Public support.** Subtract line 5 from line 4.						97,082,358

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4. .	18,006,674	14,387,559	31,062,235	22,798,220	28,940,365	115,195,053
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	12,180	1,154	2,506	4,757	93,972	114,569
9 Net income from unrelated business activities, whether or not the business is regularly carried on. .						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). .	2,346	2,861	3,989	3,915	133,052	146,163
11 **Total support.** Add lines 7 through 10						115,455,785

12 Gross receipts from related activities, etc. (see instructions) . . . . | 12 | 3,315,851

13 **First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** . . . . ▶ ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f) divided by line 11, column (f)) . . . . | 14 | 84.090 %

15 Public support percentage for 2022 Schedule A, Part II, line 14 . . . . | 15 | 88.240 %

16a **33 1/3% support test—2023.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶ ☑

b **33 1/3% support test—2022.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶ ☐

17a **10%-facts-and-circumstances test—2023.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶ ☐

b **10%-facts-and-circumstances test—2022.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶ ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . . ▶ ☐

Part III **Support Schedule for Organizations Described in Section 509(a)(2)**
(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . .						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 **Total support.** (Add lines 9, 10c, 11, and 12.). .						

14 **First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**. . . . . ▶☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2023** (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from **2022** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests-2023.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

b **33 1/3% support tests—2022.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . . ▶☐

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

Part IV **Supporting Organizations**

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
a	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on 11a above?	11b		
c	A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to 11a, 11b, or 11c, provide detail in* ***Part VI.***	11c		

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? *If "No," explain in* ***Part VI*** *how the organization maintained a close and continuous working relationship with the supported organization(s).*	2		
3	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in* ***Part VI*** *the role the organization's supported organizations played in this regard.*	3		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year **(see instructions)**:

- a ☐ The organization satisfied the Activities Test. Complete **line 2** below.
- b ☐ The organization is the parent of each of its supported organizations. Complete **line 3** below.
- c ☐ The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

2 Activities Test. **Answer lines 2a and 2b below.**

			Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in* ***Part VI identify those supported organizations and explain*** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	2a		
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* ***Part VI*** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	2b		

3 Parent of Supported Organizations. **Answer lines 3a and 3b below.**

			Yes	No
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations?*If "Yes" or "No", provide details in* ***Part VI.***	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in* ***Part VI.*** *the role played by the organization in this regard.*	3b		

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

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

	Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	**Adjusted Net Income** (subtract lines 5, 6 and 7 from line 4)	8		

	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1		
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (*explain in detail in **Part VI***):			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

	Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		

7 ☐ Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

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

Section D - Distributions		**Current Year**
1 Amounts paid to supported organizations to accomplish exempt purposes	**1**	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	**2**	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	**3**	
4 Amounts paid to acquire exempt-use assets	**4**	
5 Qualified set-aside amounts (*prior IRS approval required - provide details in **Part VI***)	**5**	
6 Other distributions (*describe in **Part VI***). See instructions	**6**	
7 **Total annual distributions.** Add lines 1 through 6.	**7**	
8 Distributions to attentive supported organizations to which the organization is responsive (*provide details in **Part VI***). See instructions	**8**	
9 Distributable amount for 2023 from Section C, line 6	**9**	
10 Line 8 amount divided by Line 9 amount	**10**	

Section E - Distribution Allocations (see instructions)	**(i)** **Excess Distributions**	**(ii)** **Underdistributions Pre-2023**	**(iii)** **Distributable Amount for 2023**
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required-- *explain in **Part VI***). See instructions.			
3 Excess distributions carryover, if any, to 2023:			
a From 2018.			
b From 2019.			
c From 2020.			
d From 2021.			
e From 2022.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, *explain in **Part VI***. See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, *explain in **Part VI***. See instructions.			
7 **Excess distributions carryover to 2024.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019.			
b Excess from 2020.			
c Excess from 2021.			
d Excess from 2022.			
e Excess from 2023.			

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

Facts And Circumstances Test

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	MISCELLANEOUS - 2019 AMOUNT: $ 346. 2020 AMOUNT: $ 861. 2021 AMOUNT: $ 3,989. 2022 AMOUNT: $ 3,915. 2023 AMOUNT: $ 133,052. HONORARIA - 2019 AMOUNT: $ 2,000. 2020 AMOUNT: $ 2,000.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule B

(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ **Attach to Form 990, 990-EZ, or 990-PF.**
▶ **Go to *www.irs.gov/Form990* for the latest information.**

OMB No. 1545-0047

2023

Name of the organization	Employer identification number
VITAL VOICES GLOBAL PARTNERSHIP INC	52-2151557

Organization type (check one):

Filers of:	Section:
Form 990 or 990-EZ	☐ 501(c)( ) (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule.**
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling $5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** $5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than $1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than $1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling $5,000 or more during the year . . . . ▶ $ ______________

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED	,	$ RESTRICTED	Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
-		$	Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
-		$	Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
-		$	Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
-		$	Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
-		$	Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
VITAL VOICES GLOBAL PARTNERSHIP INC	52-2151557

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

Name of organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

Part III ***Exclusively*** **religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than $1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of $1,000 or less for the year. (Enter this information once. See instructions.) ▶ $**

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee

Additional Data

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Software ID:

Software Version:

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

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

OMB No. 1545-0047

2022

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then
- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then
- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then
- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization	Employer identification number
VITAL VOICES GLOBAL PARTNERSHIP INC	52-2151557

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

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

2 Political campaign activity expenditures. See instructions ▶ $

3 Volunteer hours for political campaign activities. See instructions

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

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

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

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

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

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

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

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

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

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

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

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

Part II-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 (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)	0	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	0	
c Total lobbying expenditures (add lines 1a and 1b)	0	
d Other exempt purpose expenditures	23,567,339	
e Total exempt purpose expenditures (add lines 1c and 1d)	23,567,339	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000	

If the amount on line 1e, column (a) or (b) is:	**The lobbying nontaxable amount is:**
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.

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000	
h Subtract line 1g from line 1a. If zero or less, enter -0-.	0	
i Subtract line 1f from line 1c. If zero or less, enter -0-.	0	

j 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 (or fiscal year beginning in)	**(a)** 2019	**(b)** 2020	**(c)** 2021	**(d)** 2022	**(e)** Total
2a Lobbying nontaxable amount	729,043	1,000,000	1,000,000	1,000,000	3,729,043
b Lobbying ceiling amount (150% of line 2a, column(e))					5,593,565
c Total lobbying expenditures	2,711	2,389	576		5,676
d Grassroots nontaxable amount	182,261	250,000	250,000	250,000	932,261
e Grassroots ceiling amount (150% of line 2d, column (e))					1,398,392
f Grassroots lobbying expenditures	1,303	1,924	576		3,803

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

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

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

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

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

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

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

Part IV **Supplemental Information**

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

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047
2022
Open to Public Inspection

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

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? . . . . ☐ Yes ☐ 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? . . . . ☐ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
- ☐ Preservation of land for public use (e.g., recreation or education)
- ☐ Preservation of an 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 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 July 25, 2006, 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 are a significant use of its collection items (check all that apply):

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other ....

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

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?. . . ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements.
Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . ☐ Yes ☑ No

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

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

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

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . . ☑

Part V Endowment Funds.
Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

a Board designated or quasi-endowment ▶ ....

b Permanent endowment ▶ ....

c Term endowment ▶ ....

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

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

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

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

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		7,055,879		7,055,879
b Buildings		35,086,309	1,241,563	33,844,746
c Leasehold improvements				
d Equipment		877,774	214,250	663,524
e Other		366,325	273,584	92,741
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				41,656,890

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. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶		

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

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

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

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

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
OTHER LIABILITIES	8,205
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	8,205

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

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

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

1	Total revenue, gains, and other support per audited financial statements			1	30,788,245
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a			
b	Donated services and use of facilities	2b	60,345		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	60,345
3	Subtract line **2e** from line **1**			3	30,727,900
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b	-271,170		
c	Add lines **4a** and **4b**			4c	-271,170
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	30,456,730

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	23,898,849
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a	60,345		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d	271,170		
e	Add lines **2a** through **2d**			2e	331,515
3	Subtract line **2e** from line **1**			3	23,567,334
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	23,567,334

Part XIII Supplemental Information

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

Return Reference	Explanation
PART IV, LINE 2B:	AS OF DECEMBER 31, 2023 VITAL VOICES HELD $8,205 ON BEHALF OF OTHERS. THIS BALANCE IS REPORTED IN PART X, LINE 21. THE ESCROW FUNDS REPRESENT ROYALTY FUNDS FOR THE THEATRICAL PLAY, SEVEN. THESE FUNDS ARE COLLECTED AND DISTRIBUTED TO THE SEVEN VITAL VOICES NETWORK WOMEN PORTRAYED IN THE PLAY.
PART X, LINE 2:	VITAL VOICES PERFORMED AN EVALUATION OF UNCERTAIN TAX POSITIONS FOR THE YEAR ENDED DECEMBER 31, 2023, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE FINANCIAL STATEMENTS OR THAT MAY HAVE ANY EFFECT ON VITAL VOICES' TAX-EXEMPT STATUS.
PART XI, LINE 4B - OTHER ADJUSTMENTS:	FUNDRAISING EVENT EXPENSES -271,170.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	FUNDRAISING EVENT EXPENSES 271,170.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

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 Activites 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 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
(1)	CENTRAL AMERICA & THE CARIBBEAN			PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.	47,904
(2)	EAST ASIA & THE PACIFIC			PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS	38,723

	(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in 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
					LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.	
(3)	EUROPE (INCLUDING ICELAND & GREENLAND)			PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.	242,201
(4)	MIDDLE EAST AND NORTH AFRICA			PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.	199,175
(5)	NORTH AMERICA (WHICH INCLUDES CANADA AND MEXICO, BUT NOT THE U.S.)			PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS	26,130

(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in the region	**(d)** Activities conducted in 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
				PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.	
(6) RUSSIA AND NEIGHBORING STATES			PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.	11,258
(7) SOUTH AMERICA			PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP	68,709

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in 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
				PROGRAMS.	
(8) SOUTH ASIA			PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.	854,782
(9) SUB-SAHARAN AFRICA			PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.	171,687
(10) CENTRAL AMERICA & THE CARIBBEAN			GRANTMAKING		282,128
(11) EAST ASIA & THE PACIFIC			GRANTMAKING		98,257
(12) EUROPE (INCLUDING ICELAND & GREENLAND)			GRANTMAKING		98,197
(13) MIDDLE EAST AND NORTH AFRICA			GRANTMAKING		449,236
(14) RUSSIA AND NEIGHBORING STATES			GRANTMAKING		522,594
(15) SOUTH AMERICA			GRANTMAKING		105,519
(16) SOUTH ASIA			GRANTMAKING		3,005,941
(17) SUB-SAHARAN AFRICA			GRANTMAKING		921,326
(18) NORTH AMERICA (WHICH INCLUDES CANADA AND MEXICO, BUT NOT THE U.S.)			GRANTMAKING		19,984
3a Sub-total	0	0			1,488,882

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in 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
b Total from continuation sheets to Part I . . .	0	0			5,674,869
c Totals (add lines 3a and 3b)	0	0			7,163,751

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)		CENTRAL AMERICA & CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	56,602	WIRE TRANSFER	0		
(2)		CENTRAL AMERICA & CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	89,836	WIRE TRANSFER	0		
(3)		EUROPE (INCLUDING ICELAND & GREENLAND)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	25,500	WIRE TRANSFER	0		
(4)		MIDDLE EAST AND NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	29,998	WIRE TRANSFER	0		
(5)		MIDDLE EAST AND NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	100,000	WIRE TRANSFER	0		
(6)		NORTH AMERICA (WHICH INCLUDES CANADA AND MEXICO, BUT NOT THE US)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	10,000	WIRE TRANSFER	0		
(7)		RUSSIA AND NEIGHBORING STATES	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	50,000	WIRE TRANSFER	0		
(8)		RUSSIA AND NEIGHBORING STATES	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	50,000	WIRE TRANSFER	0		
(9)		RUSSIA AND NEIGHBORING STATES	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	75,000	WIRE TRANSFER	0		
(10)		RUSSIA AND NEIGHBORING STATES	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	100,000	WIRE TRANSFER	0		
(11)		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	30,000	WIRE TRANSFER	0		
(12)		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	268,052	WIRE TRANSFER	0		
(13)		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	30,000	WIRE TRANSFER	0		
(14)		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	305,000	WIRE TRANSFER	0		
(15)		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	150,000	WIRE TRANSFER	0		
(16)		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	490,035	WIRE TRANSFER	0		
(17)		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	75,000	WIRE TRANSFER	0		
(18)		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	132,829	WIRE TRANSFER	0		
(19)		SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	100,000	WIRE TRANSFER	0		
(20)		SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	25,035	WIRE TRANSFER	0		

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(21)		SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	8,000	WIRE TRANSFER	0		
(22)		SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	25,053	WIRE TRANSFER	0		
(23)		SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	100,000	WIRE TRANSFER	0		
(24)		NORTH AMERICA (WHICH INCLUDES CANADA AND MEXICO, BUT NOT THE U.S.)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	9,984	WIRE TRANSFER	0		
(25)		MIDDLE EAST AND NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	26,740	WIRE TRANSFER	0		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶ 23

3 Enter total number of other organizations or entities . . . . ▶ 25

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

	(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)	GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	EUROPE	1	30,000	WIRE			
(2)	GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	RUSSIA AND NEIGHBORING STATES	1	30,000	WIRE			
(3)	CASH ASSISTANCE FOR SUSTENANCE	SOUTH AMERICA	1	24,002	WIRE			
(4)	GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	CENTRAL AMERICA & CARIBBEAN	38	129,020	WIRE			
(5)	GRANTS FOR PROJECTS LED BY WOMEN LEADERS IN THEIR COMMUNITIES	EAST ASIA AND THE PACIFIC	33	98,257	WIRE			
(6)	GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	MIDDLE EAST AND NORTH AFRICA	64	231,312	WIRE			
(7)	GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	RUSSIA AND NEIGHBORING STATES	63	207,579	WIRE			
(8)	GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	SOUTH AMERICA	33	81,300	WIRE			
(9)	GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	SOUTH ASIA	226	1,515,948	WIRE			
(10)	GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	SUB-SAHARAN AFRICA	222	595,233	WIRE			
(11)	CASH ASSISTANCE FOR SUSTENANCE	CENTRAL AMERICA & CARIBBEAN	2	8,500	WIRE			
(12)	CASH ASSISTANCE FOR SUSTENANCE	EUROPE	5	38,598	WIRE			
(13)	GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	MIDDLE EAST AND NORTH AFRICA	58	61,187	WIRE			
(14)	CASH ASSISTANCE FOR SUSTENANCE	RUSSIA AND NEIGHBORING STATES	2	10,015	WIRE			
(15)	CASH ASSISTANCE FOR SUSTENANCE	SUB-SAHARAN AFRICA	18	60,005	WIRE			
(16)								
(17)								
(18)								

Part IV Foreign Forms

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

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

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

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

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

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

Part V **Supplemental Information**

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

ReturnReference	Explanation
PART I, LINE 2:	VITAL VOICES USES SOUND MONITORING AND EVALUATION PROCEDURES AND TOOLS FOR AWARDED GRANTS. FOR INSTANCE, ALL GRANT RECIPIENTS ARE REQUIRED TO ENTER INTO GRANT AWARD AGREEMENTS WITH VITAL VOICES, WHICH REQUIRE THEM TO PROVIDE NARRATIVE AND FINANCIAL REPORTING ON ALL FUNDS AWARDED. AS PART OF THE GRANT AGREEMENT, VITAL VOICES ALSO RESERVES THE RIGHT TO AUDIT, EXAMINE, AND MAKE OR REQUEST COPIES OF ALL ACCOUNTS, RECORDS, AND CORRESPONDENCE RELATED TO THE GRANT AS WELL AS REQUIRES THE GRANT RECIPIENT TO MAINTAIN GRANT RECORDS FOR AT LEAST 36 MONTHS AFTER THE AGREED UPON END DATE OF THE GRANT PERIOD. VITAL VOICES PERIODICALLY REQUESTS DOCUMENTATION SUPPORTING GRANT RECIPIENT FINANCIAL REPORTS AS PART OF ITS DUE DILIGENCE PRACTICES AND RESERVES THE RIGHT TO MAKE SITE VISITS. AS OF 2014, VITAL VOICES MANAGES A FUND TO PROVIDE EMERGENCY ASSISTANCE TO INDIVIDUALS FACING EXTREME ACTS OF GENDER-BASED VIOLENCE INCLUDING HARMFUL TRADITIONAL PRACTICES. THE URGENT ASSISTANCE FUND PROVIDES SMALL SHORT-TERM GRANTS FOR EXPENSES THAT INCLUDE MEDICAL EXPENSES, PSYCHOSOCIAL SUPPORT OR COUNSELING, EMERGENCY SHELTER, RELOCATION EXPENSES, AND LIVELIHOOD. DUE TO THE SENSITIVE NATURE OF THIS SUPPORT, FINAL REPORTING IS NOT REQUIRED. EACH CASE IS THOROUGHLY VETTED THROUGH A RIGOROUS REFERRAL PROCESS.
PART I, LINE 3:	IN ACCORDANCE WITH IRS INSTRUCTIONS, ALL AMOUNTS REPORTED IN PART I OF SCHEDULE F ARE REPORTED USING THE ACCRUAL BASIS OF ACCOUNTING WHICH IS THE SAME METHOD OF ACCOUNTING USED IN THE FINANCIAL STATEMENTS.

Additional Data

Software ID:

Software Version:

SCHEDULE G (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

Part I **Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

a ☐ Mail solicitations
b ☐ Internet and email solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations
e ☐ Solicitation of non-government grants
f ☐ Solicitation of government grants
g ☐ Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ **Yes** ☐ **No**

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions?		**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col. **(i)**	**(vi)** Amount paid to (or retained by) organization
		Yes	**No**			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total . . . . ▶						

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

Part II **Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than $15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than $5,000.

		(a) Event #1 2023 VOICES OF SOLIDARITY (event type)	(b) Event #2 2023 NORTHWEST COUNCIL (event type)	(c) Other events 1 (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts	225,859	128,004	39,745	393,608
	2 Less: Contributions	206,419	96,504	36,577	339,500
	3 Gross income (line 1 minus line 2)	19,440	31,500	3,168	54,108
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	27,153	6,706	10,698	44,557
	7 Food and beverages	66,653	671	10,142	77,466
	8 Entertainment				
	9 Other direct expenses	91,498	13,504	44,145	149,147
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				271,170
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				-217,062

Part III **Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

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

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

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

b If "No," explain: ____________

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

b If "Yes," explain: ____________

11 Does the organization conduct gaming activities with nonmembers? ☐ **Yes** ☐ **No**

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? ☐ **Yes** ☐ **No**

13 Indicate the percentage of gaming activity conducted in:

a	The organization's facility	**13a**	%
b	An outside facility	**13b**	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ **Yes** ☐ **No**

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ____________ and the amount of gaming revenue retained by the third party ▶ $ ____________.

c If "Yes," enter name and address of the third party:

Name ▶

Address ▶

16 Gaming manager information:

Name ▶

Gaming manager compensation ▶ $

Description of services provided ▶

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $

Part IV **Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

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

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

Part I General Information on Grants and Assistance

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

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.

Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) GLOBAL FUND FOR WOMEN (COVID) 800 MARKET STREET SEVENTH FLOOR SAN FRANCISCO,CA 94102	00-0155782	501(C)(3)	8,407	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(2) GLOBAL FUND FOR WOMEN (GREAT LAKES) 800 MARKET STREET SEVENTH FLOOR SAN FRANCISCO,CA 94102	00-0155782	501(C)(3)	18,643	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(3) I HAVE THE RIGHT TO 4841 FOXHALL CRESCENT NORTHWEST WASHINGTON,DC 20007	13-1837418	501(C)(3)	20,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(4) KARAM FOUNDATION 2045 WEST GRAND AVENUE SUITE B UNIT 88293 CHICAGO,IL 60612	37-1548241	501(C)(3)	10,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(5) KARAM FOUNDATION 2045 WEST GRAND AVENUE SUITE B UNIT 88293 CHICAGO,IL 60612	37-1548241	501(C)(3)	10,000	0			GRANT TO PROVIDE EMERGENCY AID TO WOMEN LEADERS WORKING ON THE EARTHQUAKES THAT AFFECTED TURKEY/SYRIA.
(6) RADIKAL 12 GLEN ROAD WEST HEMPSTEAD,NY 11552	45-4634877	501(C)(3)	30,000	0			GRANT TO PROVIDE AID TO WOMEN LEADERS TO ENHANCE THEIR CAPACITY TO CREATE CHANGE IN THEIR COMMUNITIES.
(7) SYRIA RELIEF AND DEVELOPMENT 9393 W 110TH ST BLDG 51 SUITE 500 OVERLAND PARK,AR 66210	45-3737015	501(C)(3)	30,000	0			GRANT TO PROVIDE EMERGENCY AID TO WOMEN LEADERS WORKING ON THE EARTHQUAKES THAT AFFECTED TURKEY/SYRIA.
(8) THE INTERNATIONAL NETWORK FOR AID RELIEF AND ASSISTANCE INC PO BOX 190 WASSAIC,NY 12592	46-5355232	501(C)(3)	9,990	0			GRANT TO PROVIDE EMERGENCY AID TO WOMEN LEADERS WORKING ON THE EARTHQUAKES THAT AFFECTED TURKEY/SYRIA.

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . . . ▶ 6

3 Enter total number of other organizations listed in the line 1 table . . . . . . ▶ 2

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

(a) Type of grant or assistance	**(b)** Number of recipients	**(c)** Amount of cash grant	**(d)** Amount of noncash assistance	**(e)** Method of valuation (book, FMV, appraisal, other)	**(f)** Description of noncash assistance
(1) SUPPORT FOR PROJECTS LED BY YOUNG WOMEN LEADERS IN THEIR COMMUNITIES	1	30,000			
(2) CASH ASSISTANCE FOR SUSTENANCE	4	18,481			
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
PART I, LINE 2:	VITAL VOICES USES SOUND MONITORING AND EVALUATION PROCEDURES AND TOOLS FOR AWARDED GRANTS. FOR INSTANCE, ALL GRANT RECIPIENTS ARE REQUIRED TO ENTER INTO A GRANT AWARD AGREEMENT WITH VITAL VOICES, WHICH REQUIRES THEM TO PROVIDE NARRATIVE AND FINANCIAL REPORTING ON ALL FUNDS AWARDED. AS PART OF THE GRANT AGREEMENT, VITAL VOICES ALSO RESERVES THE RIGHT TO AUDIT, EXAMINE, AND MAKE OR REQUEST COPIES OF ALL ACCOUNTS, RECORDS, AND CORRESPONDENCE RELATED TO THE GRANT AS WELL AS REQUIRES THE GRANT RECIPIENT TO MAINTAIN GRANT RECORDS FOR AT LEAST 36 MONTHS AFTER THE AGREED UPON END DATE OF THE GRANT PERIOD. VITAL VOICES PERIODICALLY REQUESTS DOCUMENTATION SUPPORTING GRANT RECIPIENT FINANCIAL REPORTS AS PART OF ITS DUE DILIGENCE PROCEDURES AND RESERVES THE RIGHT TO MAKE SITE VISITS.

Additional Data

Return to Form

Software ID:
Software Version:

Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

Part I Questions Regarding Compensation

				Yes	No
1a	Check the appropiate 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 ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e.g., 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	**1b**			
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?	**2**			
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☑ Compensation committee ☐ Written employment contract ☑ Independent compensation consultant ☑ Compensation survey or study ☑ Form 990 of other organizations ☑ 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?	**4a**		Yes	
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**			No
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.	**4c**			No
	Only 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?	**5a**			No
b	Any related organization? . . . . If "Yes," on line 5a or 5b, describe in Part III.	**5b**			No
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?	**6a**			No
b	Any related organization? . . . . If "Yes," on line 6a or 6b, describe in Part III.	**6b**			No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**			No
8	Were any amounts reported on Form 990, Part VII, paid or accured 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	**8**			No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**			

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

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

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

(A) Name and Title		**(B)** Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			**(C)** Retirement and other deferred compensation	**(D)** Nontaxable benefits	**(E)** Total of columns (B)(i)-(D)	**(F)** Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other reportable compensation				
1 ALYSE NELSON PRESIDENT AND CEO	**(i)**	364,536	0	0	6,600	15,239	386,375	0
	(ii)	0	0	0	0	0	0	0
2 FAIDA FULLER CHIEF OPERATING OFFICER	**(i)**	242,187	0	0	5,298	21,174	268,659	0
	(ii)	0	0	0	0	0	0	0
3 TARA KING-HUGUES VP, TECH & INNOVATION	**(i)**	221,928	0	0	4,774	16,568	243,270	0
	(ii)	0	0	0	0	0	0	0
4 MARILYN EDMUNDS VP, PEOPLE OPS	**(i)**	194,724	0	0	3,827	8,748	207,299	0
	(ii)	0	0	0	0	0	0	0
5 MANIRA ALVA VP, ISSUES ADVOCACY	**(i)**	170,578	0	0	3,774	28,503	202,855	0
	(ii)	0	0	0	0	0	0	0
6 ZOE SMITH SR VP, LEADERSHIP & SOCIAL IMPACT	**(i)**	179,135	0	0	3,861	11,480	194,476	0
	(ii)	0	0	0	0	0	0	0
7 LIAM DALL CHIEF DEV. OFF. - UNTIL XX/23	**(i)**	141,181	0	40,559	2,847	8,799	193,386	0
	(ii)	0	0	0	0	0	0	0
8 ALLAN FREEDMAN VP, CRISIS RESPONSE	**(i)**	158,816	0	0	3,417	10,730	172,963	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

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

Return Reference	Explanation
PART I, LINE 4A	DURING THE YEAR ENDED DECEMBER 31, 2023, LIAM DEL, CHIEF DEVELOPMENT OFFICER, RECEIVED SEVERANCE OF $40,559.

Additional Data

Return to Form

Software ID:

Software Version:

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

Schedule K (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information on Tax-Exempt Bonds

Complete if the organization answered "Yes" to Form 990, Part VI, line 24a. Provide descriptions, explanations, and any additional information in Part VI.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

Part I Bond Issues

	(a) Issuer name	(b) Issuer EIN	(c) CUSIP #	(d) Date issued	(e) Issue price	(f) Description of purpose	(g) Defeased Yes	(g) Defeased No	(h) On behalf of issuer Yes	(h) On behalf of issuer No	(i) Pool financing Yes	(i) Pool financing No
A	DISTRICT OF COLUMBIA	53-6001131	000000000	04-17-2020	27,215,000	SEE SUPPLEMENTAL INFORMATION		X		X		X

Part II Proceeds

		A	B	C	D
1	Amount of bonds retired	599,895			
2	Amount of bonds legally defeased				
3	Total proceeds of issue	27,215,000			
4	Gross proceeds in reserve funds				
5	Capitalized interest from proceeds				
6	Proceeds in refunding escrows				
7	Issuance costs from proceeds	45,000			
8	Credit enhancement from proceeds				
9	Working capital expenditures from proceeds				
10	Capital expenditures from proceeds	27,260,000			
11	Other spent proceeds				
12	Other unspent proceeds				
13	Year of substantial completion				

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No
14	Were the bonds issued as part of a current refunding issue of tax-exempt bonds (or, if issued prior to 2020, a current refunding issue)?		X						
15	Were the bonds issued as part of an advance refunding issue of taxable bonds (or, if issued prior to 2020, an advance refunding issue)?		X						
16	Has the final allocation of proceeds been made?	X							
17	Does the organization maintain adequate books and records to support the final allocation of proceeds?	X							

Part III Private Business Use

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No
1	Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?		X						
2	Are there any lease arrangements that may result in private business use of bond-financed property?		X						
3a	Are there any management or service contracts that may result in private business use of bond-financed property?		X						
b	If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property?								
c	Are there any research agreements that may result in private business use of bond-financed property?		X						
d	If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property?								
4	Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government								
5	Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government								
6	Total of lines 4 and 5								
7	Does the bond issue meet the private security or payment test?		X						
8a	Has there been a sale or disposition of any of the bond-financed property to a nongovernmental person other than a 501(c)(3) organization since the bonds were issued?		X						
b	If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of.								
c	If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2?								
9	Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2?	X							

Part IV Arbitrage

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No
1	Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?		X						
2	If "No" to line 1, did the following apply?								
a	Rebate not due yet?	X							
b	Exception to rebate?		X						
c	No rebate due?		X						
	If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed								
3	Is the bond issue a variable rate issue?	X							

Part IV Arbitrage (Continued)

		A		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	No
4a	Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?		X						
b	Name of provider								
c	Term of hedge								
d	Was the hedge superintegrated?								
e	Was the hedge terminated?								
5a	Were gross proceeds invested in a guaranteed investment contract (GIC)?		X						
b	Name of provider								
c	Term of GIC								
d	Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
6	Were any gross proceeds invested beyond an available temporary period?		X						
7	Has the organization established written procedures to monitor the requirements of section 148? . . .	X							

Part V Procedures To Undertake Corrective Action

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation is not available under applicable regulations?	X							

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K. (See instructions).

Return Reference	Explanation
PART I, LINE A, COLUMN F:	THE BONDS WERE ISSUED FOR THE PURPOSE OF ACQUIRING, CONSTRUCTING, RENOVATING, AND EQUIPPING OF A NEW HEADQUARTERS BUILDING.

Additional Data

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Software ID:
Software Version:

SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE FEDERAL FORM 990 IS PREPARED BY VITAL VOICES' OUTSIDE TAX PREPARERS. THE OUTSIDE TAX PREPARERS SEND THE COMPLETED DRAFT FEDERAL FORM 990 TO VITAL VOICES FINANCE AND EXECUTIVE PERSONNEL. THE CHIEF FINANCIAL OFFICER AND ADMINISTRATION, THE PRESIDENT AND CEO, AND THE CHIEF OPERATING OFFICER REVIEW THE DRAFT FEDERAL FORM 990 FOR ACCURACY. THEN, THE DRAFT FEDERAL FORM 990 IS DISSEMINATED TO THE FINANCE AND AUDIT COMMITTEES. ONCE THESE COMMITTEES HAVE REVIEWED AND PROVIDED ANY COMMENTS OR EDITS, THE DRAFT FEDERAL FORM 990 IS DISSEMINATED TO THE BOARD OF DIRECTORS TO PROVIDE ANY COMMENTS. IF THERE ARE ANY RESULTING CHANGES PER THEIR REVIEW, THESE EDITS ARE MADE AND THEN A FINAL DRAFT FEDERAL FORM 990 IS RE-CIRCULATED TO THE FULL BOARD OF DIRECTORS FOR THEIR REVIEW PRIOR TO FILING WITH THE INTERNAL REVENUE SERVICE.
FORM 990, PART VI, SECTION B, LINE 12C	BOARD MEMBERS MUST FILE A CONFLICT OF INTEREST DISCLOSURE STATEMENT ON AN ANNUAL BASIS WITH THE BOARD RECORD HOLDER INDICATING WHETHER THERE ARE ANY POTENTIAL CONFLICTS OF INTEREST THAT MIGHT BE EXPECTED TO OCCUR WITHIN THE FOLLOWING YEAR. BOARD MEMBERS MUST FILE AN ADDITIONAL CONFLICT OF INTEREST DISCLOSURE STATEMENT AT THE TIME AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST ARISES. ANY SUCH POTENTIAL CONFLICTS ARE THEN REPORTED TO THE BOARD OF DIRECTORS. THE DISINTERESTED BOARD DIRECTORS ARE RESPONSIBLE FOR REVIEWING THE MATTER AND DETERMINING AN APPROPRIATE ORGANIZATIONAL RESPONSE TO PROTECT THE INTERESTS OF THE ORGANIZATION.
FORM 990, PART VI, SECTION B, LINE 15	VITAL VOICES ENGAGED A THIRD PARTY COMPENSATION CONSULTANT TO PERFORM A SALARY SURVEY SUPPORTED BY RESEARCH OF CURRENT MARKET DATA AS WELL AS THE FORM 990 DATA OF OTHER ORGANIZATIONS FOR COMPARABLE POSITION LEVELS WITHIN THE INDUSTRY. THE CONSULTANT THEN USED THIS SURVEY TO UPDATE THE EXISTING ORGANIZATIONAL CAREER (POSITION) LEVELS AND SALARY RANGES FOR ALL LEVELS WITHIN THE ORGANIZATION INCLUDING THE PRESIDENT AND CEO. AS PART OF VITAL VOICES' FISCAL YEAR BUDGET PROCESS, A SALARY BUDGET IS DEVELOPED BY MANAGEMENT WITH ANY REASONABLE MERIT INCREASE ASSUMPTIONS. THE FISCAL YEAR BUDGET IS PROPOSED TO THE FINANCE COMMITTEE AND THEN THE EXECUTIVE COMMITTEE AND FULL BOARD OF DIRECTORS FOR APPROVAL. THE PRESIDENT AND CEO'S SALARY IS SET ANNUALLY BY A COMMITTEE OF THE BOARD OF DIRECTORS AS PART OF A YEARLY REVIEW PROCESS.
FORM 990, PART VI, SECTION C, LINE 19	VITAL VOICES MAKES ITS AUDITED FINANCIAL STATEMENTS AVAILABLE ON ITS WEBSITE. OUR FEDERAL FORM 990, FORM 1023, GOVERNING DOCUMENTS, AND CONFLICT OF INTEREST POLICY ARE MADE AVAILABLE UPON REQUEST.
FORM 990, PART IX, LINE 11G	OTHER PROFESSIONAL FEES: PROGRAM SERVICE EXPENSES 1,278,626. MANAGEMENT AND GENERAL EXPENSES 196,225. FUNDRAISING EXPENSES 908,035. TOTAL EXPENSES 2,382,886.

Additional Data

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Software ID:

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