

Part III

Statement of Program Service Accomplishments

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

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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 \$ 6,319,732 including grants of \$ 6,041,582) (Revenue \$)

GLOBAL NETWORK AND REGIONAL ENGAGEMENT (GNRE) PROGRAMSTHE GLOBAL NETWORK AND REGIONAL ENGAGEMENT (GNRE) PROGRAMS ENCOMPASS REGIONAL FELLOWSHIPS AND LEADERSHIP INITIATIVES THAT CONNECT INDIVIDUALS AND PARTNERS ACROSS COMMUNITIES AND BORDERS TO STRENGTHEN RULE OF LAW, SUPPORT PEACEFUL DEVELOPMENT, AND PROMOTE CIVIL SOCIETY. THESE PROGRAMS FOCUS ON SUPPORTING INDIVIDUALS WHO ARE WORKING TO IMPROVE STABILITY, SAFETY, AND OPPORTUNITY IN THEIR HOME COUNTRIES.

4b

(Code:) (Expenses \$ 2,848,765 including grants of \$ 635,781) (Revenue \$ 333,203)

LEADERSHIP AND SOCIAL IMPACT PROGRAMSVITAL VOICES' LEADERSHIP AND SOCIAL IMPACT PROGRAMS DELIVER TAILORED CAPACITY-BUILDING OPPORTUNITIES TO SUPPORT EMERGING LEADERS AND ENTREPRENEURS AROUND THE WORLD. THESE PROGRAMS EMPHASIZE PROFESSIONAL DEVELOPMENT, BUSINESS GROWTH, AND LEADERSHIP TRAINING TO ENABLE INDIVIDUALSPARTICULARLY WOMENTO DRIVE POSITIVE CHANGE IN THEIR COMMUNITIES THROUGH ENTERPRISE, CIVIC ENGAGEMENT, AND CROSS-SECTOR COLLABORATION.

4c

(Code:) (Expenses \$ 1,668,895 including grants of \$ 362,441) (Revenue \$)

ISSUE ADVOCACY PROGRAMSVITAL VOICES' ISSUE ADVOCACY PROGRAMS SUPPORT LEADERSHIP DEVELOPMENT AND STRATEGIC COLLABORATION ACROSS SECTORS AND REGIONS. THESE PROGRAMS ENGAGE LEADERS WORKING TO ADDRESS PRESSING GOVERNANCE, SECURITY, AND CIVIC CHALLENGES THROUGH PRACTICAL SOLUTIONS, PUBLIC-PRIVATE PARTNERSHIPS, AND INTERNATIONAL COOPERATION.

(Code:) (Expenses \$ 1,499,191 including grants of \$ 278,855) (Revenue \$)

CRISIS RESPONSE PROGRAMVITAL VOICES' CRISIS RESPONSE PROGRAM WAS LAUNCHED IN 2022 TO SUPPORT INDIVIDUALS ON THE FRONT LINES OF EMERGENCIESRANGING FROM NATURAL DISASTERS TO CONFLICT ZONESWHO ARE ACTIVELY WORKING TO SAFEGUARD THEIR COMMUNITIES, UPHOLD CIVIC STABILITY, AND DELIVER CRITICAL SERVICES DURING TIMES OF DISRUPTION. THE PROGRAM IS GROUNDED IN A THREE-PART APPROACH: READINESS, RESPONSE, AND RECOVERY.THE PROGRAM AIMS TO: STRENGTHEN INDIVIDUAL PREPAREDNESS BEFORE EMERGENCIES STRIKE, PROVIDE TIMELY ASSISTANCE TO INDIVIDUALS AND COMMUNITY LEADERS DURING CRISES, AND SUPPORT RECOVERY AND REBUILDING EFFORTS THAT PROMOTE LONG-TERM RESILIENCE AND SAFETY.

(Code:) (Expenses \$ 8,603,038 including grants of \$ 243,052) (Revenue \$)

OTHER PROGRAM SERVICES - SEE SCHEDULE O

4d

Other program services (Describe in Schedule O.)

(Expenses \$ 10,102,229 including grants of \$ 521,907) (Revenue \$)

4e

Total program service expenses

20,939,621

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 Yes	
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 Yes	
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	No
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)?	11f Yes	
12a If "Yes," complete Schedule D, Part X. Did the organization prepare, or obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a Yes	
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	No
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?	26		No
27	If "Yes," complete Schedule L, Part I. 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?	30		No
31	If "Yes," complete Schedule M. 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?	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	118	
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)					
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			No	
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				
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?						
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?						
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?		13a				
Note. See the instructions for additional information the organization must report on Schedule O.						
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?		15			No	
16 Is the organization subject to the section 4968 excise tax on net investment income?		16			No	
b If "Yes," complete Form 4720, Schedule O.						
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? . . .		17				
If "Yes," complete Form 6069.						

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

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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 (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) KATE JAMES BOARD CHAIR	3.00	X		X				0	0	0
(2) GERALDINE LAYBOURNE VICE CHAIR - UNTIL 05/24, THEN DIR.	1.00	X		X				0	0	0
(3) SELINA TOBACOWALA DIR. UNTIL 06/24, THEN VICE CHAIR	1.00	X		X				0	0	0
(4) AMBASSADOR CRAIG JOHNSTONE BOARD TREASURER	1.00	X		X				0	0	0
(5) DONNA COCHRAN MCLARTY BOARD SECRETARY	1.00	X		X				0	0	0
(6) HUMA ABEDIN BOARD DIRECTOR	1.00	X						0	0	0
(7) ELIZABETH BUCHANAN BOARD DIRECTOR	1.00	X						0	0	0
(8) ASHLEY DAVIS BOARD DIRECTOR	1.00	X						0	0	0
(9) TASHNI-ANN DUBROY BOARD DIRECTOR	1.00	X						0	0	0
(10) NINA EASTON BOARD DIRECTOR	1.00	X						0	0	0
(11) NIKKI ESLAMI BOARD DIRECTOR	1.00	X						0	0	0
(12) AMANDA GORMAN BOARD DIRECTOR	1.00	X						0	0	0
(13) HINDOU IBRAHIM BOARD DIRECTOR	1.00	X						0	0	0
(14) GISEL KORDESTANI BOARD DIRECTOR	1.00	X						0	0	0
(15) DONNA LANGLEY BOARD DIRECTOR	1.00	X						0	0	0
(16) SAGRA MACEIRA DE ROSEN BOARD DIRECTOR	1.00	X						0	0	0
(17) MARLENE MALEK 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) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(18) MARC PRITCHARD BOARD DIRECTOR	1.00	X						0	0	0
(19) MARTINE ROTHBLATT BOARD DIRECTOR	1.00	X						0	0	0
(20) DEBORAH RUTTER BOARD DIRECTOR	1.00	X						0	0	0
(21) BOZOMA SAINT JOHN BOARD DIRECTOR	1.00	X						0	0	0
(22) ZAINAB SALBI BOARD DIRECTOR	1.00	X						0	0	0
(23) MEGAN SMITH BOARD DIRECTOR	1.00	X						0	0	0
(24) ROSELYNE SWIG BOARD DIRECTOR	1.00	X						0	0	0
(25) JENNIFER TAYLOR BOARD DIRECTOR	1.00	X						0	0	0
(26) DR ROSITA VAN COEVORDEN BOARD DIRECTOR	1.00	X						0	0	0
(27) DIANE VON FURSTENBERG BOARD DIRECTOR	1.00	X						0	0	0
(28) KAH WALLA BOARD DIRECTOR	1.00	X						0	0	0
(29) SHERRIE ROLLINS WESTIN BOARD DIRECTOR	1.00	X						0	0	0
(30) AMIRA YAHYAQUI BOARD DIRECTOR	1.00	X						0	0	0
(31) ALYSE NELSON PRESIDENT AND CEO	50.00			X				399,033	0	28,281
(32) FAIDA FULLER CHIEF OPERATING OFFICER	40.00			X				255,412	0	33,016
(33) TALIA BILODEAU CHIEF DEVELOPMENT OFFICER	40.00				X			240,458	0	8,721
(34) ERIN SERAYDIAN CHIEF FINANCIAL OFFICER	40.00				X			198,795	0	8,035
(35) MARILYN EDMUNDS BOWSER VP, PEOPLE OPS	40.00					X		208,802	0	17,099
(36) ALLAN FREEDMAN VP, CRISIS RESPONSE	40.00					X		164,706	0	17,944
(37) TARA KING-HUGUES VP, TECH & INNOVATION	40.00					X		248,807	0	30,361
(38) ZOE DEAN SMITH SENIOR VICE PRESIDENT	40.00					X		185,191	0	7,146
(39) RYAN AURORI VP, FINANCE & GRANTS	40.00					X		182,196	0	18,111
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A . . .										
d Total (add lines 1b and 1c)							2,083,400	0	168,714	

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	2 2
---	---	-----

3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		Yes	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? <i>If "Yes," complete Schedule J for such individual</i>	3		No
		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? <i>If "Yes," complete Schedule J for such person</i>	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
GLOBALIZATION PARTNERS LLC 175 FEDERAL ST 17TH FLOOR BOSTON, MA 02110	GLOBAL EMPLOYER OF RECORD PLATFORM	389,964
FLAVOR UNIT ENTERTAINMENT INC 4444 ROUTE 27 PO BOX 476 KINGSTON, NJ 08528	FILM PRODUCTION	375,000
VAULT CONSULTING LLC 8401 GREENSBORO DRIVE SUITE 500 MCLEAN, VA 22102	ACCOUNTING SERVICES	310,215
HUNDREDTH MONKEY COLLECTIVE LLC 6515 CALLANDER DRIVE BETHESDA, MD 20817	STORYTELLING AND COMMUNICATION	183,383
BETTERWORLD TELECOM LLC - QBD 11921 FREEDOM DRIVE SUITE 550 RESTON, VA 20190	IT SERVICES	170,284
2	Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization	1 5

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 Other	1a Federated campaigns		1a	
Amt Similar Amounts	b Membership dues		1b	
	c Fundraising events		1c 858,329	
	d Related organizations		1d	
	e Government grants (contributions)		1e 11,281,320	
	f All other contributions, gifts, grants, and similar amounts not included above		1f 11,613,036	
	g Noncash contributions included in lines 1a - 1f:\$		1g	
		h Total. Add lines 1a-1f		23,752,685

Program Service Revenue	2a CONTRACT REVENUE	Business Code				
		900099	302,753	302,753		
	b RENTAL INCOME	900099	30,450	30,450		
	c					
	d					
	e					
	f All other program service revenue.					
g Total. Add lines 2a-2f.		333,203				

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		19,923			19,923	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		3,919			3,919	
	6a Gross rents	(i) Real	(ii) Personal				
		6a	14,935				
		b Less: rental expenses	6b				
	c Rental income or (loss)	6c	14,935	14,935			14,935
	d Net rental income or (loss)						
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		7a	613				
		b Less: cost or other basis and sales expenses	7b				
	c Gain or (loss)	7c	613	613			613
	d Net gain or (loss)						
	8a Gross income from fundraising events (not including \$ 858,329 of contributions reported on line 1c). See Part IV, line 18	8a	57,000				
			b Less: direct expenses				
c Net income or (loss) from fundraising events							
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						

Other	11a MISCELLANEOUS	Business Code				
		900099	247,910			247,910
	b					
	c					
	d All other revenue					
	e Total. Add lines 11a-11d			247,910		
12 Total revenue. See instructions		23,217,027		333,203	0	-868,861

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	2,002,834	2,002,834		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	90,756	90,756		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	5,468,121	5,468,121		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,171,752	216,321	492,594	462,837
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	7,615,879	6,087,467	821,226	707,186
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	148,572	135,099	750	12,723
9 Other employee benefits	659,833	525,351	48,680	85,802
10 Payroll taxes	632,995	496,159	49,068	87,768
11 Fees for services (non-employees):				
a Management				
b Legal	71,669	50,906	14,478	6,285
c Accounting	488,308	309,880	129,319	49,109
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)	2,013,501	1,553,256	183,449	276,796
12 Advertising and promotion				
13 Office expenses	396,569	338,098	14,530	43,941
14 Information technology	562,819	81,718	444,816	36,285
15 Royalties				
16 Occupancy	1,106,558	726,549	265,697	114,312
17 Travel	1,647,547	1,546,457	52,648	48,442
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	311,836	257,640	53,596	600
20 Interest	830,893	178,590	624,000	28,303
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,046,642	644,212	300,336	102,094
23 Insurance	146,378	90,258	41,883	14,237
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	163,583	139,949	3,479	20,155
b BAD DEBT EXPENSE	65,460		65,460	
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	26,642,505	20,939,621	3,606,009	2,096,875
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)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		7,800,348	1	5,741,597	
	2	Savings and temporary cash investments		179,115	2	536,231	
	3	Pledges and grants receivable, net		9,333,874	3	8,795,516	
	4	Accounts receivable, net		12,172	4	17,598	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use			8		
	9	Prepaid expenses and deferred charges		261,447	9	467,587	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	43,386,287			
	b	Less: accumulated depreciation	10b	2,776,039	41,656,890	10c	40,610,248
	11	Investments—publicly traded securities			11		
	12	Investments—other securities. See Part IV, line 11			12		
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11			15		
16	Total assets: Add lines 1 through 15 (must equal line 33)		59,243,846	16	56,168,777		
Liabilities	17	Accounts payable and accrued expenses		1,224,091	17	1,363,003	
	18	Grants payable		120,657	18	387,606	
	19	Deferred revenue		67,000	19	629,068	
	20	Tax-exempt bond liabilities		25,373,943	20	24,756,415	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		8,205	21	8,213	
	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			25		
	26	Total liabilities. Add lines 17 through 25		26,793,896	26	27,144,305	
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		18,668,884	27	18,879,035	
	28	Net assets with donor restrictions		13,781,066	28	10,145,437	
	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		32,449,950	32	29,024,472	
	33	Total liabilities and net assets/fund balances		59,243,846	33	56,168,777	

Part XI

Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	23,217,027
2	Total expenses (must equal Part IX, column (A), line 25)	2	26,642,505
3	Revenue less expenses. Subtract line 2 from line 1	3	-3,425,478
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	32,449,950
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 (A))	10	29,024,472

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? 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		No
b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
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?	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.	Yes	

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	14,387,559	31,062,235	22,798,220	28,940,365	23,752,685	120,941,064
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	14,387,559	31,062,235	22,798,220	28,940,365	23,752,685	120,941,064
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) . . .						19,562,946
6 Public support. Subtract line 5 from line 4.						101,378,118

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4. . .	14,387,559	31,062,235	22,798,220	28,940,365	23,752,685	120,941,064
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	1,154	2,506	4,757	93,972	39,390	141,779
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.). . .	2,861	3,989	3,915	133,052	247,910	391,727
11 Total support. Add lines 7 through 10						121,474,570

12 Gross receipts from related activities, etc. (see instructions)

12

3,545,846

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 2024 (line 6, column (f) divided by line 11, column (f))

14

83.460 %

15 Public support percentage for 2023 Schedule A, Part II, line 14

15

84.090 %

16a 33 1/3% support test—2024. 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—2023. 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—2024. 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—2023. 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 IIISupport 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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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 2024 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage		
17 Investment income percentage for 2024 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2023 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2024. 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—2023. 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

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

Part IV Supporting Organizations (continued)

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

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? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (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.			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
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? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3	Parent of Supported Organizations. Answer lines 3a and 3b below.			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No", provide details in Part VI.</i>			
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI. the role played by the organization in this regard.</i>			

Part V

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

1

☐

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	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 (<i>explain in detail in Part VI</i>):		
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 2024 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-2024	(iii) Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required-- explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2024:		
a	From 2019.		
b	From 2020.		
c	From 2021.		
d	From 2022.		
e	From 2023.		
f	Total of lines 3a through e		
g	Applied to underdistributions of prior years		
h	Applied to 2024 distributable amount		
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2024 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2024 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2024, 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 2024. 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 2025. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2020.		
b	Excess from 2021.		
c	Excess from 2022.		
d	Excess from 2023.		
e	Excess from 2024.		

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 - 2020 AMOUNT: \$ 861. 2021 AMOUNT: \$ 3,989. 2022 AMOUNT: \$ 3,915. 2023 AMOUNT: \$ 133,052. 2024 AMOUNT: \$ 247,910. HONORARIA - 2020 AMOUNT: \$ 2,000.

Additional Data

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Schedule B (Form 990) (Rev. January 2025) 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
Name of the organization VITAL VOICES GLOBAL PARTNERSHIP INC		Employer identification number 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 33¹/₃% 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
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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.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)

Name of organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
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
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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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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 VITAL VOICES GLOBAL PARTNERSHIP INC	Employer identification number 52-2151557
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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	26,642,505													
e	Total exempt purpose expenditures (add lines 1c and 1d)	26,642,505													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		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.		
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.														
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) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	2,389	576			2,965
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures	1,924	576			2,500

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.

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
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Additional Data

[Return to Form](#)

Software ID:

Software Version:

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

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.	
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?	
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶	
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$	
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?	
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

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

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

1a	If the organization elected, as permitted under 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

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .

☐ Yes

☐ No

Part IV Escrow and Custodial Arrangements.

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

1a

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

☐ Yes

☒ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
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:

(i) Unrelated organizations

(ii) Related organizations

b

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

	Yes	No
3a(i)		
3a(ii)		
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	2,118,721	32,967,588
c Leasehold improvements				
d Equipment		877,774	333,091	544,683
e Other		366,325	324,227	42,098
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				40,610,248

Schedule D (Form 990) (Rev. 1-2025)

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	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	
2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☒	

Schedule D (Form 990) (Rev. 1-2025)

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	24,478,398
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	48,210
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	48,210
3	Subtract line 2e from line 1	3	24,430,188
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	-1,213,161
c	Add lines 4a and 4b	4c	-1,213,161
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	23,217,027

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	27,903,876
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	48,210
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	1,213,161
e	Add lines 2a through 2d	2e	1,261,371
3	Subtract line 2e from line 1	3	26,642,505
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	26,642,505

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, 2024 VITAL VOICES HELD \$8,213 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, 2024, 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 -1,213,161.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	FUNDRAISING EVENT EXPENSES 1,213,161.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Department of the Treasury
Internal Revenue Service

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

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

Open to Public
Inspection

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 or 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	0	0	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.	25,964
(2) EAST ASIA & THE PACIFIC	0	0	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	5,647

(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)	0	0	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.	417,021
(4) MIDDLE EAST AND NORTH AFRICA	0	0	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.	15,582
(5) NORTH AMERICA (WHICH INCLUDES CANADA AND MEXICO, BUT NOT THE U.S.)	0	0	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	68,464

(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	0	0	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.	19,547
(7)	SOUTH AMERICA	0	0	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	33,147

(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		0	0	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.	72,177
(9) SUB-SAHARAN AFRICA		0	0	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.	56,372
(10) CENTRAL AMERICA & THE CARIBBEAN		0	0	GRANTMAKING		400,866
(11) EAST ASIA & THE PACIFIC		0	0	GRANTMAKING		309,259
(12) EUROPE (INCLUDING ICELAND & GREENLAND)		0	0	GRANTMAKING		735,650
(13) MIDDLE EAST AND NORTH AFRICA		0	0	GRANTMAKING		217,941
(14) NORTH AMERICA (WHICH INCLUDES CANADA AND MEXICO, BUT NOT THE U.S.)		0	0	GRANTMAKING		315,530
(15) RUSSIA AND NEIGHBORING STATES		0	0	GRANTMAKING		551,371
(16) SOUTH AMERICA		0	0	GRANTMAKING		138,354
(17) SOUTH ASIA		0	0	GRANTMAKING		1,804,935
(18) SUB-SAHARAN AFRICA		0	0	GRANTMAKING		994,214
3a Sub-total		0	0			657,549

(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			5,524,492
c Totals (add lines 3a and 3b)	0	0			6,182,041

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 AND THE CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	84,062	WIRE TRANSFER	0		
(2)			CENTRAL AMERICA AND THE CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	65,000	WIRE TRANSFER	0		
(3)			CENTRAL AMERICA AND THE CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	58,000	WIRE TRANSFER	0		
(4)			CENTRAL AMERICA AND THE CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	38,412	WIRE TRANSFER	0		
(5)			EAST ASIA AND THE PACIFIC	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	91,833	WIRE TRANSFER	0		
(6)			EAST ASIA AND THE PACIFIC	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	35,000	WIRE TRANSFER	0		
(7)			EAST ASIA AND THE PACIFIC	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	25,000	WIRE TRANSFER	0		
(8)			EAST ASIA AND THE PACIFIC	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	20,800	WIRE TRANSFER	0		
(9)			EAST ASIA AND THE PACIFIC	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	14,881	WIRE TRANSFER	0		
(10)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	283,239	WIRE TRANSFER	0		
(11)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	147,377	WIRE TRANSFER	0		
(12)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	87,903	WIRE TRANSFER	0		
(13)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	30,000	WIRE TRANSFER	0		
(14)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	25,000	WIRE TRANSFER	0		
(15)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	23,480	WIRE TRANSFER	0		
(16)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	22,500	WIRE TRANSFER	0		
(17)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	21,000	WIRE TRANSFER	0		
(18)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	20,000	WIRE TRANSFER	0		
(19)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	17,487	WIRE TRANSFER	0		
(20)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	11,001	WIRE TRANSFER	0		
(21)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	10,000	WIRE TRANSFER	0		
(22)			EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	6,863	WIRE TRANSFER	0		
(23)			MIDDLE EAST AND NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	25,000	WIRE TRANSFER	0		
(24)			MIDDLE EAST AND NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	22,500	WIRE TRANSFER	0		
(25)			MIDDLE EAST AND NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	16,000	WIRE TRANSFER	0		
(26)			MIDDLE EAST AND NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	7,500	WIRE TRANSFER	0		
(27)			NORTH AMERICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	75,000	WIRE TRANSFER	0		
(28)			NORTH AMERICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	49,980	WIRE TRANSFER	0		
(29)			NORTH AMERICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	41,930	WIRE TRANSFER	0		
(30)			NORTH AMERICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	37,500	WIRE TRANSFER	0		
(31)			NORTH AMERICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	32,439	WIRE TRANSFER	0		
(32)			NORTH AMERICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	20,000	WIRE TRANSFER	0		
(33)			NORTH AMERICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	6,111	WIRE TRANSFER	0		
(34)			RUSSIA AND NEIGHBORING STATES	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	150,000	WIRE TRANSFER	0		
(35)			RUSSIA AND NEIGHBORING STATES	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	113,913	WIRE TRANSFER	0		
(36)			RUSSIA AND NEIGHBORING STATES	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	50,000	WIRE TRANSFER	0		
(37)			RUSSIA AND NEIGHBORING STATES	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	17,450	WIRE TRANSFER	0		
(38)			SOUTH AMERICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	71,984	WIRE TRANSFER	0		
(39)			SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	200,000	WIRE TRANSFER	0		
(40)			SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	97,867	WIRE TRANSFER	0		
(41)			SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	90,287	WIRE TRANSFER	0		
(42)			SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	48,330	WIRE TRANSFER	0		
(43)			SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	40,364	WIRE TRANSFER	0		
(44)			SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	17,463	WIRE TRANSFER	0		
(45)			SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	17,368	WIRE TRANSFER	0		
(46)			SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	15,000	WIRE TRANSFER	0		
(47)			SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	15,000	WIRE TRANSFER	0		
(48)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	55,230	WIRE TRANSFER	0		
(49)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	54,216	WIRE TRANSFER	0		
(50)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	38,590	WIRE TRANSFER	0		
(51)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	35,503	WIRE TRANSFER	0		
(52)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	34,000	WIRE TRANSFER	0		
(53)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	33,500	WIRE TRANSFER	0		
(54)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	25,000	WIRE TRANSFER	0		
(55)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	22,000	WIRE TRANSFER	0		
(56)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	19,988	WIRE TRANSFER	0		
(57)			SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	9,048	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								59
3	Enter total number of other organizations or entities								0

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)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	CENTRAL AMERICA & CARIBBEAN	1	21,056	WIRE			
(2)	URGENT ASSISTANCE FUND PAYMENT	CENTRAL AMERICA & CARIBBEAN	9	134,336	WIRE			
(3)	URGENT ASSISTANCE FUND PAYMENT	EAST ASIA AND THE PACIFIC	71	116,745	WIRE			
(4)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	EUROPE	1	26,824	WIRE			
(5)	URGENT ASSISTANCE FUND PAYMENT	EUROPE	1	2,976	WIRE			
(6)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	MIDDLE EAST AND NORTH AFRICA	1	86,605	WIRE			
(7)	URGENT ASSISTANCE FUND PAYMENT	MIDDLE EAST AND NORTH AFRICA	24	60,337	WIRE			
(8)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	NORTH AMERICA	1	47,570	WIRE			
(9)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	RUSSIA AND NEIGHBORING STATES	1	26,719	WIRE			
(10)	URGENT ASSISTANCE FUND PAYMENT	RUSSIA AND NEIGHBORING STATES	109	193,290	WIRE			
(11)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	SOUTH AMERICA	1	3,000	WIRE			
(12)	URGENT ASSISTANCE FUND PAYMENT	SOUTH AMERICA	22	63,370	WIRE			
(13)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	SOUTH ASIA	1	52,464	WIRE			
(14)	URGENT ASSISTANCE FUND PAYMENT	SOUTH ASIA	126	1,210,792	WIRE			
(15)	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	SUB-SAHARAN AFRICA	1	51,311	WIRE			
(16)	URGENT ASSISTANCE FUND PAYMENT	SUB-SAHARAN AFRICA	120	615,827				
(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

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.

[illegible]

Additional Data

Software ID:

Software Version:

SCHEDULE G
(Form 990)
(Rev. January 2025)

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

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

e ☐ Solicitation of non-government grants

b ☐ Internet and email solicitations

f ☐ Solicitation of government grants

c ☐ Phone solicitations

g ☐ Special fundraising events

d ☐ In-person solicitations
- 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.

Revenue		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		2024 VOICES OF SOLIDARITY (event type)	2024 GLAB (event type)	(total number)	(add col. (a) through col. (c))
	1 Gross receipts	423,611	491,718		915,329
	2 Less: Contributions	402,011	456,318		858,329
	3 Gross income (line 1 minus line 2)	21,600	35,400		57,000
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs		123,676		123,676
	7 Food and beverages	77,120	145,665		222,785
	8 Entertainment				
	9 Other direct expenses	139,497	727,203		866,700
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				1,213,161
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				-1,156,161

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.

Revenue		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
	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
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Schedule I (Form 990) (Rev. January 2025) 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 instructions and the latest information.	OMB No. 1545-0047 Open to Public Inspection
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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) ASIAN UNIVERSITY FOR WOMEN SUPPORT FOUNDATION PO BOX 6552 DENVER,CO 80206	36-4483980	501(C)(3)	628,881	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(2) MINA'S LIST INC 125 MOUNT AUBURN STREET CAMBRIDGE,MA 02238	47-1350187	501(C)(3)	230,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(3) WOMEN'S REGIONAL NETWORK 567 WEST LAKE STREET SUITE 1150 CHICAGO,IL 60661	81-4436548	501(C)(3)	169,860	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(4) AFGHAN-AMERICAN FOUNDATION 200 SPECTRUM CENTER DRIVE SUITE 300 IRVINE,CA 92618	86-2072958	501(C)(3)	139,419	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(5) WOMEN FOR AFGHAN WOMEN CARR 187 KM 244 PARCELAS VIEQUES 33 LOIZA,PR 00772	02-0539734	501(C)(3)	130,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(6) THE 30 BIRDS FOUNDATION 7004 HIGHLAND MEADOWS COURT ALEXANDRIA,V A 22315	87-3651671	501(C)(3)	116,800	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(7) TALLER SALUD 17630 SHIRLEY STREET OMAHA,NE 68130	66-0494692	501(C)(3)	105,819	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(8) CODE FOR SCIENCE AND SOCIETY 1919 PENNSYLVANIA AVENUE NW SUITE 425 WASHINGTON,DC 20006	81-3791683	501(C)(3)	100,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(9) UNITED VOICES 4 PEACE 15824 73RD AVENUE FRESH MEADOWS,NY 11366	84-3212629	501(C)(3)	81,468	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(10) AFGHAN-AMERICAN WOMEN'S ASSOCIATION 1800 K STREET NW WASHINGTON,DC 20006	26-2631220	501(C)(3)	80,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(11) COUNTERPART INTERNATIONAL INC 1290 AVENUE OF THE AMERICAS NEW YORK,NY 10104	13-6183605	501(C)(3)	80,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(12) NATIONAL ABLE NETWORKTEAM THEMIS 1629 K STREET NW 300 WASHINGTON,DC 20006	23-7339397	501(C)(3)	58,489	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(13) ONE HAPPY MAMA 5217 LIGHTNING VIEW ROAD COLUMBIA,MD 21045	87-3948534	501(C)(3)	25,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.

(14) RED DOT FOUNDATION GLOBAL 2307 S RURAL ROAD TEMPE,AZ 85282	82-1206435	501(C)(3)	25,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(15) SURVIVOR FUND HUB 1120 20TH STREET NW WASHINGTON,DC 20036	93-4334612	501(C)(3)	8,100	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(16) THE INTERNATIONAL NETWORK FOR AID RELIEF AND ASSISTANCE INC 1501 EAST CARY STREET SUITE 100 RICHMOND,V A 22401	46-5355232	501(C)(3)	7,500	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(17) MARCH FOR MOMS ASSOCIATION 1971 HAZELWOOD STREET DETROIT,MI 48206	81-4352543	501(C)(3)	5,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.
(18) NOURISH LLC 11900 WEST 87TH STREET PARKWAY SUITE 225 LENEXA,KS 66215	82-5359662		5,000	0			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.

2

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

17

3

Enter total number of other organizations listed in the line 1 table

1

Part IIIGrants 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) CASH ASSISTANCE FOR SUSTENANCE	15	90,756			
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IVSupplemental 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)

(Rev. January 2025)

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

Open to Public
Inspection

Name of the organization
VITAL VOICES GLOBAL PARTNERSHIP INC

Employer identification number
52-2151557

Part I

Questions Regarding Compensation

1a

Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

☐ First-class or charter travel

☐ Travel for companions

☐ Tax idemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ Personal services (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

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?

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

☒ Independent compensation consultant

☒ Form 990 of other organizations

☐ Written employment contract

☒ Compensation survey or study

☒ Approval by the board or compensation committee

4

During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

a

Receive a severance payment or change-of-control payment?

b

Participate in, or receive payment from, a supplemental nonqualified retirement plan?

c

Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

a

The organization?

b

Any related organization?

If "Yes," on line 5a or 5b, describe in Part III.

6

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

a

The organization?

b

Any related organization?

If "Yes," on line 6a or 6b, describe in Part III.

7

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III

8

Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9

If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes

No

1b

2

4a

No

4b

No

4c

No

5a

No

5b

No

6a

No

6b

No

7

No

8

No

9

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

Cat. No. 50053T

Schedule J (Form 990) (Rev. 1-2025)

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)	399,033	0	0	10,350	17,931	427,314	0
	(ii)	0	0	0	0	0	0	0
2 FAIDA FULLER CHIEF OPERATING OFFICER	(i)	255,412	0	0	8,000	25,016	288,428	0
	(ii)	0	0	0	0	0	0	0
3 TARA KING-HUGUES VP, TECH & INNOVATION	(i)	248,807	0	0	7,698	22,663	279,168	0
	(ii)	0	0	0	0	0	0	0
4 TALIA BILODEAU CHIEF DEVELOPMENT OFFICER	(i)	240,458	0	0	7,061	1,660	249,179	0
	(ii)	0	0	0	0	0	0	0
5 MARILYN EDMUNDS BOWSER VP, PEOPLE OPS	(i)	208,802	0	0	5,818	11,281	225,901	0
	(ii)	0	0	0	0	0	0	0
6 ERIN SERAYDIAN CHIEF FINANCIAL OFFICER	(i)	198,795	0	0	6,029	2,006	206,830	0
	(ii)	0	0	0	0	0	0	0
7 RYAN AURORI VP, FINANCE & GRANTS	(i)	182,196	0	0	5,550	12,561	200,307	0
	(ii)	0	0	0	0	0	0	0
8 ZOE DEAN SMITH SENIOR VICE PRESIDENT	(i)	185,191	0	0	5,727	1,419	192,337	0
	(ii)	0	0	0	0	0	0	0
9 ALLAN FREEDMAN VP, CRISIS RESPONSE	(i)	164,706	0	0	5,119	12,825	182,650	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
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Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule K
(Form 990)

(Rev. January 2025)

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

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		(h) On behalf of issuer		(i) Pool financing	
						Yes	No	Yes	No	Yes	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	617,528							
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								
		Yes	No	Yes	No	Yes	No	Yes	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		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	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		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	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)

4a	Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?	A		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	No
			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

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?	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
	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.

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SCHEDULE O
(Form 990)

(Rev. January 2025)
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 instructions and the latest information.

OMB No. 1545-0047

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.

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