

Return of Organization Exempt From Income Tax

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

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

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

Open to Public Inspection

Department of the Treasury Internal Revenue Service

A For the 2024 calendar year, or tax year beginning and ending

Form header section containing organization name (WOMEN DELIVER, INC), address (588 BROADWAY, NEW YORK, NY 10012), EIN (26-4462256), and other identifying information.

Part I Summary

Summary table with columns for Activities & Governance, Revenue, Expenses, and Net Assets or Fund Balances. Includes rows for mission statement, revenue (11,710,469), expenses (13,353,099), and net assets (3,262,120).

Part II Signature Block

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

Signature block containing officer signature (MALIHA KHAN), title (PRESIDENT/CEO), and date (11/10/2025).

Paid Preparer Use Only section containing preparer name (CATHERINE BENDALL CPA), firm name (WITHUMSMITH+BROWN PC), and contact information.

May the IRS discuss this return with the preparer shown above? See instructions. [X] Yes [] No

For Paperwork Reduction Act Notice, see the separate instructions.

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

WOMEN DELIVER IS A GLOBAL FEMINIST ADVOCACY ORGANIZATION WITH A CLEAR MISSION: TO ENSURE THAT EVERY SELF-IDENTIFYING GIRL AND WOMAN HAS CONTROL OVER HER BODY AND LIFE. SEE ORGANIZATION'S FULL MISSION STATEMENT IN SCHEDULE O.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No 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 [X] 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 \$ 2,145,162. including grants of \$ 15,718.) (Revenue \$) SEE SCHEDULE O

4b (Code:) (Expenses \$ 911,348. including grants of \$) (Revenue \$) SEE SCHEDULE O

4c (Code:) (Expenses \$ 885,597. including grants of \$ 4,500.) (Revenue \$) SEE SCHEDULE O

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 3,942,107.

Part IV Checklist of Required Schedules

Table with 3 columns: Question Number, Question Text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 covering various organizational requirements and schedules.

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 []

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

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a 19		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>		
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)? . .		X
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?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
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?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
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?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
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?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
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?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
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? 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?		X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.		
	17		

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (10), 1b (9), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed SEE SCHEDULE O
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records.

JSA 646-695-9100

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 X

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, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See 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) MALIHA KHAN PRESIDENT & CEO	35.00 NONE	X		X				342,746.	NONE	35,466.
(2) KIMBERLEY LUFKIN DIRECTOR, COMMUNICATIONS	35.00 NONE					X		156,809.	NONE	32,684.
(3) FAUZIA DAWOOD DIRECTOR, EXTERNAL RELATIONS	35.00 NONE					X		162,533.	NONE	21,322.
(4) JULIA FAN SR. MANAGER, YOUTH ENGAGEMENT	35.00 NONE					X		118,879.	NONE	37,389.
(5) ELEANOR BLOMSTROM SR. MANAGER, POLICY & ADVOCACY	35.00 NONE					X		117,326.	NONE	38,045.
(6) NICHOLAS MAISTROS SR. MANAGER, FINANCE AND ADMIN	35.00 NONE					X		130,048.	NONE	24,047.
(7) PHUMZILE MLAMBO-NGCUKA CHAIR	1.00 NONE	X		X				NONE	NONE	NONE
(8) TULIKA SRIVASTAVA VICE CHAIR	1.00 NONE	X		X				NONE	NONE	NONE
(9) WALLACE D'SOUZA TREASURER	1.00 NONE	X		X				NONE	NONE	NONE
(10) SIVANANTHI THANENTHIRAN BOARD MEMBER	1.00 NONE	X						NONE	NONE	NONE
(11) GEORGIANA EPURE BOARD MEMBER	1.00 NONE	X						NONE	NONE	NONE
(12) HELEN CLARK BOARD MEMBER	1.00 NONE	X						NONE	NONE	NONE
(13) DAKSHITHA WICKREMARATHNE BOARD MEMBER	1.00 NONE	X						NONE	NONE	NONE
(14) DR. CARMEN BARROSO BOARD MEMBER	0.20 NONE	X						NONE	NONE	NONE

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

Table with 7 main columns: (A) Name and title, (B) Average hours per week, (C) Position, (D) Reportable compensation from the organization, (E) Reportable compensation from related organizations, (F) Estimated amount of other compensation. Includes entry for NORHAN BADER, BOARD MEMBER.

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 9

Table with 3 columns: Question, Yes, No. Contains questions 3, 4, and 5 regarding compensation reporting.

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.

Table with 3 columns: (A) Name and business address, (B) Description of services, (C) Compensation. Includes entry 'SEE SCHEDULE O'.

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

Part VIII Statement of Revenue

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

				(A) 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 Similar Amounts	1a	Federated campaigns	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions) . .	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above .	1f	1,735,328.				
	g	Noncash contributions included in lines 1a-1f	1g	\$				
	h	Total. Add lines 1a-1f			1,735,328.			
Program Service Revenue	2a	_____	Business Code					
	b	_____						
	c	_____						
	d	_____						
	e	_____						
	f	All other program service revenue						
	g	Total. Add lines 2a-2f			NONE			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)			10,176.		10,176.	
	4	Income from investment of tax-exempt bond proceeds . . .			NONE			
	5	Royalties			NONE			
	6a	Gross rents	6a	(i) Real	(ii) Personal			
	b	Less: rental expenses	6b					
	c	Rental income or (loss)	6c	NONE	NONE			
	d	Net rental income or (loss)				NONE		
	7a	Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other			
	b	Less: cost or other basis and sales expenses . .	7b					
	c	Gain or (loss)	7c					
	d	Net gain or (loss)				NONE		
8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a		NONE				
				NONE				
				NONE				
b	Less: direct expenses	8b						
c	Net income or (loss) from fundraising events				NONE			
9a	Gross income from gaming activities. See Part IV, line 19	9a		NONE				
				NONE				
				NONE				
b	Less: direct expenses	9b						
c	Net income or (loss) from gaming activities				NONE			
10a	Gross sales of inventory, less returns and allowances	10a		NONE				
				NONE				
				NONE				
b	Less: cost of goods sold	10b						
c	Net income or (loss) from sales of inventory				NONE			
Miscellaneous Revenue	11a	OTHER INCOME	Business Code	900099	2,188.	2,188.		
	b	_____						
	c	_____						
	d	All other revenue						
	e	Total. Add lines 11a-11d				2,188.		
12	Total revenue. See instructions				1,747,692.	2,188.	NONE 10,176.	

Part IX Statement of Functional Expenses

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

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

Table with 5 columns: (A) Total expenses, (B) Program service expenses, (C) Management and general expenses, (D) Fundraising expenses. Rows include categories like Grants, Compensation, Payroll taxes, Advertising, etc.

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	3,458,573.	1	592,218.
	2 Savings and temporary cash investments.	3,093,108.	2	1,688,284.
	3 Pledges and grants receivable, net	186,661.	3	718,070.
	4 Accounts receivable, net	NONE	4	NONE
	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	NONE	5	NONE
	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).	NONE	6	NONE
	7 Notes and loans receivable, net	NONE	7	NONE
	8 Inventories for sale or use	NONE	8	NONE
	9 Prepaid expenses and deferred charges	5,409.	9	7,091.
	10 a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 41,541.		
	b Less: accumulated depreciation.	10b 41,541.	10c	
	11 Investments - publicly traded securities.	NONE	11	NONE
	12 Investments - other securities. See Part IV, line 11	NONE	12	NONE
	13 Investments - program-related. See Part IV, line 11.	NONE	13	NONE
	14 Intangible assets	NONE	14	NONE
	15 Other assets. See Part IV, line 11	165,836.	15	256,457.
16 Total assets. Add lines 1 through 15 (must equal line 33)	6,909,587.	16	3,262,120.	
Liabilities	17 Accounts payable and accrued expenses.	827,395.	17	203,260.
	18 Grants payable	NONE	18	NONE
	19 Deferred revenue	NONE	19	NONE
	20 Tax-exempt bond liabilities	NONE	20	NONE
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	NONE	21	NONE
	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	NONE	22	NONE
	23 Secured mortgages and notes payable to unrelated third parties	NONE	23	NONE
	24 Unsecured notes and loans payable to unrelated third parties.	NONE	24	NONE
	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	116,463.	25	NONE
	26 Total liabilities. Add lines 17 through 25.	943,858.	26	203,260.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33. <input checked="" type="checkbox"/>			
	27 Net assets without donor restrictions.	4,873,790.	27	1,862,373.
	28 Net assets with donor restrictions.	1,091,939.	28	1,196,487.
	Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33. <input type="checkbox"/>			
	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	5,965,729.	32	3,058,860.
33 Total liabilities and net assets/fund balances.	6,909,587.	33	3,262,120.	

Part XI Reconciliation of Net Assets

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

Table with 10 rows for reconciliation of net assets. Line 1: Total revenue 1,747,692. Line 2: Total expenses 4,654,561. Line 3: Revenue less expenses -2,906,869. Line 4: Net assets at beginning 5,965,729. Line 10: Net assets at end 3,058,860.

Part XII Financial Statements and Reporting

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

- 1 Accounting method used to prepare the Form 990: [X] Accrual
2a Were the organization's financial statements compiled or reviewed by an independent accountant? [X]
2b Were the organization's financial statements audited by an independent accountant? [X]
2c 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? [X]
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? [X]
3b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits . . .

Table with 3 columns: Question, Yes, No. Rows 2a, 2b, 2c, 3a, 3b with 'X' marks in the Yes or No columns.

**SCHEDULE A
(Form 990)**

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2024

**Open to Public
Inspection**

Name of the organization

WOMEN DELIVER, INC

Employer identification number

26-4462256

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 **section 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		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

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

Schedule A (Form 990) 2024

JSA
4E1210 1.000

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

Section A. Public Support

Table with 7 columns: Calendar year (or fiscal year beginning in), (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total; 5 The portion of total contributions by each person; 6 Public support.

Section B. Total Support

Table with 7 columns: Calendar year (or fiscal year beginning in), (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities; 10 Other income; 11 Total support; 12 Gross receipts from related activities; 13 First 5 years.

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2024 (73.47%); 15 Public support percentage from 2023 Schedule A, Part II, line 14 (79.50%); 16a 33 1/3% support test - 2024 (checked); 16b 33 1/3% support test - 2023; 17a 10%-facts-and-circumstances test - 2024; 17b 10%-facts-and-circumstances test - 2023; 18 Private foundation.

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

Section A. Public Support

Table with 7 columns: Calendar year (or fiscal year beginning in), (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a, 7b Disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: Calendar year (or fiscal year beginning in), (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities; 12 Other income; 13 Total support; 14 First 5 years.

Section C. Computation of Public Support Percentage

Table with 3 columns: Description, 2024, 2023. Row 15: Public support percentage for 2024; Row 16: Public support percentage from 2023 Schedule A, Part III, line 15.

Section D. Computation of Investment Income Percentage

Table with 3 columns: Description, 2024, 2023. Row 17: Investment income percentage for 2024; Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17.

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.

19b 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, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, 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 (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</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)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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? Row 3: By reason of the relationship described on 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?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<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 0.85 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 table with columns for line numbers and Current Year amounts. Rows include amounts paid to supported organizations, administrative expenses, and total annual distributions.

Section E - Distribution Allocations table with columns for (i) Excess Distributions, (ii) Underdistributions Pre-2024, and (iii) Distributable Amount for 2024. Rows detail the calculation of distributable amounts for 2024, including carryovers and adjustments.

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.)

SCHEDULE A, PART II - OTHER INCOME

DESCRIPTION	2020	2021	2022	2023	2024	TOTAL
OTHER INCOME	NONE	9,567.	99.	38,515.	2,188.	50,369.
TOTALS	NONE	9,567.	99.	38,515.	2,188.	50,369.

**Schedule B
(Form 990)**

(Rev. December 2024)

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

Employer identification number

WOMEN DELIVER, INC

26-4462256

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (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 property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), 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 (entering "N/A" in column (b) instead of the contributor name and address), 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), 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 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization <p style="text-align: center;">WOMEN DELIVER, INC</p>	Employer identification number <p style="text-align: center;">26-4462256</p>
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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
1	N/A <hr/> <hr/> <hr/>	\$ 1,500,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	N/A <hr/> <hr/> <hr/>	\$ 200,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

WOMEN DELIVER, INC

Employer identification number

26-4462256

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
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____

Name of organization <p style="text-align:center;">WOMEN DELIVER, INC</p>	Employer identification number <p style="text-align:center;">26-4462256</p>
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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
_____ _____ _____	_____ _____ _____

Supplemental Financial Statements

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

Department of the Treasury Internal Revenue Service

Attach to Form 990.

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

Open to Public Inspection

Name of the organization

WOMEN DELIVER, INC

Employer identification number

26-4462256

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 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.

Table with 2 columns: Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 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, 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 2d 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.

Table with 2 columns: Revenue included on Form 990, Part VIII, line 1; Assets included in Form 990, Part X. Rows include: 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. 1b 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. 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.

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

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).

- a Public exhibition, b Scholarly research, c Preservation for future generations, d Loan or exchange program, e Other

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

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

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?

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

Table with columns for Amount and rows for 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance.

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

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.

Table with columns (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back and rows 1a-1g for balance and expenses.

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?

Small table for 3a(i), 3a(ii), 3b with Yes/No columns.

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

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

Part VI Land, Buildings, and Equipment

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

Table with columns (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value and rows 1a Land, 1b Buildings, 1c Leasehold improvements, 1d Equipment, 1e Other.

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.

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include (1) Financial derivatives, (2) Closely held equity interests, (3) Other (A-H), and Total.

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.

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation. Rows (1) through (9) and Total.

Part IX Other Assets

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

Table with 2 columns: (a) Description, (b) Book value. Row (1) DEPOSITS with value 256,457. Rows (2) through (9) and Total with value 256,457.

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.

Table with 2 columns: (a) Description of liability, (b) Book value. Row 1 (1) Federal income taxes. Rows (2) through (9) and Total.

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

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.

Table with 5 main rows and sub-rows (a-e) for adjustments. Total revenue reported as 1,747,692.

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.

Table with 5 main rows and sub-rows (a-e) for adjustments. Total expenses reported as 4,654,561.

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.

SEE SUPPLEMENTAL PAGE

Part XIII Supplemental Information *(continued)*

SCHEDULE D, PART X, LINE 2

WOMEN DELIVER IS A NOT-FOR-PROFIT CORPORATION EXEMPT FROM INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. WOMEN DELIVER HAS EVALUATED THE RECOGNITION REQUIREMENTS FOR UNCERTAIN INCOME TAX POSITIONS AND HAS CONCLUDED THAT THERE ARE NO SUCH POSITIONS AT DECEMBER 31, 2024 AND 2023.

**SCHEDULE F
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

WOMEN DELIVER, INC

Employer identification number

26-4462256

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) CENTRAL AMERICA/CARIBBEAN	NONE	NONE	PROGRAM SERVICES	GLOBAL ADVOCACY, YOUTH	483,955.
(2) SOUTH AMERICA	NONE	NONE	PROGRAM SERVICES	GLOBAL ADVOCACY, YOUTH	866,821.
(3) SOUTH ASIA	NONE	NONE	PROGRAM SERVICES	GLOBAL ADVOCACY, CONFE	664,759.
(4) EUROPE	NONE	NONE	PROGRAM SERVICES	GLOBAL ADVOCACY, YOUTH	199,428.
(5) MIDDLE EAST AND NORTH AFRICA	NONE	NONE	PROGRAM SERVICES	YOUTH ENGAGEMENT & CON	161,650.
(6) SUB-SAHARAN AFRICA	NONE	NONE	PROGRAM SERVICES	GLOBAL ADVOCACY, YOUTH	1,512,958.
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Subtotal	NONE	NONE			3,889,571.
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	NONE	NONE			3,889,571.

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

Schedule F (Form 990) (Rev. 12-2024)

JSA
4E1274 1.000

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

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

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

3 Enter total number of other organizations or entities

Part 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) POLICY & ADVOCACY	SUB-SAHARAN AFRICA	2	3,764.	WIRE			
(2) POLICY & ADVOCACY	SOUTH ASIA	1	4,000.	WIRE			
(3) YOUTH CAPACITY BUILDING & ENGAGEMENT	MIDDLE EAST/NORTH AFRICA	1	2,000.	WIRE			
(4) POLICY & ADVOCACY	SOUTH AMERICA	1	4,000.	WIRE			
(5) POLICY & ADVOCACY	CENT. AMERICA/CARIBBEAN	1	2,754.	WIRE			
(6) YOUTH CAPACITY BUILDING & ENGAGEMENT	SOUTH AMERICA	1	2,500.	WIRE			
(7) POLICY & ADVOCACY -DELIVER FOR GOOD,	EUROPE/ICELAND/GREENLAND	1	1,200.	WIRE			
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the 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 the 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 the 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 the 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 the 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 the Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

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

PART 1, LINE 2 - GRANTMAKERS EXPLANATION FOR MONITORING

ALL POTENTIAL SUBGRANTS GO THROUGH A DUE DILIGENCE AND SELECTION PROCESS THAT INCLUDES COMPETITIVE BIDDING OR A COMPETITIVE APPLICATION PROCESS, REVIEW OF ORGANIZATION'S OR INDIVIDUAL'S CAPACITY TO ADMINISTER AND IMPLEMENT FUNDS AND BACKGROUND CHECK. ONCE A RECIPIENT IS SELECTED, AN AGREEMENT IS SIGNED BY BOTH PARTIES THAT INCLUDES A BUDGET, WORKPLAN, AND PAYMENT SCHEDULE. THE SUBGRANT AGREEMENT ALSO INCLUDES TERMS AND CONDITIONS FOR PERFORMANCE TO ENSURE COMPLIANCE REQUIREMENTS FROM PRIMARY DONORS FLOW DOWN TO SUBGRANTEES. REGULAR MONITORING IS PERFORMED ON IMPLEMENTATION OF THE GRANT AND USE OF FUNDS AND ANY SUBSEQUENT PAYMENTS MADE AFTER THE INITIAL ADVANCE UNDER THE GRANT ARE CONTINGENT ON SUBMITTED AND APPROVED PROGRESS REPORTS DEMONSTRATING ACTIVITIES ARE ON TRACK IN ACCORDANCE WITH WORKPLAN AND BUDGET.

**SCHEDULE J
(Form 990)**

(Rev. December 2024)

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

WOMEN DELIVER, INC

Employer identification number

26-4462256

Part I Questions Regarding Compensation

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

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

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

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

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

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

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

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

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

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

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

	Yes	No
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) (Rev. 12-2024)

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 MALIHA KHAN PRESIDENT & CEO	(i)	342,488.	NONE	258.	24,917.	10,549.	378,212.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
2 KIMBERLEY LUFKIN DIRECTOR, COMMUNICATIONS	(i)	156,749.	NONE	60.	13,008.	19,676.	189,493.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
3 FAUZIA DAWOOD DIRECTOR, EXTERNAL RELATIONS	(i)	124,990.	NONE	37,543.	10,000.	11,322.	183,855.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
4 JULIA FAN SR. MANAGER, YOUTH ENGAGEMENT	(i)	118,825.	NONE	54.	10,134.	27,255.	156,268.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
5 ELEANOR BLOMSTROM SR. MANAGER, POLICY & ADVOCACY	(i)	117,188.	NONE	138.	9,969.	28,076.	155,371.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
6 NICHOLAS MAISTROS SR. MANAGER, FINANCE AND ADMIN	(i)	129,988.	NONE	60.	10,400.	13,647.	154,095.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
7	(i)							
	(ii)							
8	(i)							
	(ii)							
9	(i)							
	(ii)							
10	(i)							
	(ii)							
11	(i)							
	(ii)							
12	(i)							
	(ii)							
13	(i)							
	(ii)							
14	(i)							
	(ii)							
15	(i)							
	(ii)							
16	(i)							
	(ii)							

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

Department of the Treasury
Internal Revenue Service

Name of the organization

WOMEN DELIVER, INC

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.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2024

**Open to Public
Inspection**

Employer identification number

26-4462256

FORM 990, PART III, LINE 1 - ORGANIZATION MISSION:

FOUNDED IN 2007 AND INCORPORATED AS A 501C3 IN 2009, WOMEN DELIVER, INC.

("WOMEN DELIVER") IS A GLOBAL FEMINIST ADVOCACY ORGANIZATION WITH A CLEAR MISSION: TO ENSURE THAT EVERY SELF-IDENTIFYING GIRL AND WOMAN HAS CONTROL OVER HER BODY AND LIFE. WE BELIEVE SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS (SRHR) ARE THE CORNERSTONE OF BODILY AUTONOMY AND HAVE CONVENED GENDER EQUALITY ADVOCATES FROM ALL LEVELS OF POWER FOR ALMOST TWO DECADES TO ADVANCE THIS CAUSE.

WHILE WE ARE BEST KNOWN FOR OUR CONVENING POWER, OUR EXPERTISE EXTENDS BEYOND THE WOMEN DELIVER CONFERENCES TO GLOBAL ADVOCACY FOR GENDER EQUALITY. WE HAVE EXTENSIVE EXPERIENCE IN NAVIGATING AND LEVERAGING GLOBAL SPACES, IN EQUITABLE YOUTH ENGAGEMENT AND CO-LEADERSHIP, INCLUDING RESOURCING YOUNG PEOPLE WORKING FOR CHANGE IN THEIR COMMUNITIES, COUNTRIES, AND REGIONS, AND IN SUPPORTING AND STRENGTHENING COALITIONS AND COLLECTIVE MOVEMENTS. WE ACCOMPLISH THIS VIA THREE WORK STREAMS:

OUR COLLECTIVE ACTION FOR CHANGE PROGRAM HARNESSSES THE TRANSFORMATIVE POWER OF ALLIANCES, PARTNERSHIPS, AND COALITIONS TO ADVANCE GENDER EQUALITY AND SRHR AND SAFEGUARD ALL GIRLS' AND WOMEN'S RIGHTS, PARTICULARLY DURING ADOLESCENCE. WE FORM AND COLLABORATE IN LONG-STANDING FEMINIST COALITIONS AND ALLIANCES TO ADVANCE SRHR AND SAFEGUARD BODILY AUTONOMY, PARTICULARLY IN RELATION TO THREE ISSUE AREAS: 1) ENSURING GENDER JUSTICE AND SRHR IN THE FACE OF THE CLIMATE CRISIS; 2) ADVANCING SRHR IN UNIVERSAL HEALTH COVERAGE (UHC); AND 3) COUNTERING THE

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

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

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WOMEN DELIVER, INC

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ANTI-RIGHTS MOVEMENT GLOBALLY.

OUR EMERGING LEADERS FOR CHANGE PROGRAM IS A TWO-YEAR LEADERSHIP PROGRAM THAT SUPPORTS PASSIONATE YOUNG ACTIVISTS WITH THE RESOURCES, PLATFORMS, CONNECTIONS, AND TRAININGS NECESSARY TO AMPLIFY AND ACHIEVE THEIR ADVOCACY GOALS. WOMEN DELIVER, WITH ITS STRONG COMMITMENT TO BOTH GENDER EQUALITY AND SRHR, HAS A STRONG HISTORY OF EQUITABLE YOUTH ENGAGEMENT AND CO-LEADERSHIP.

OUR CONVENINGS FOR CHANGE PROGRAM CONSISTS OF THREE KEY PILLARS THAT HARNESS OUR EXPERTISE IN CONVENING AND CO-CREATING INCLUSIVE ADVOCACY SPACES. THESE PILLARS ARE: 1) LEADING THE PLANNING AND DELIVERY OF THE WOMEN DELIVER CONFERENCE AS A PLATFORM FOR COLLECTIVE ACTION; 2) SHAPING GLOBAL AGENDAS THROUGH REGIONAL DIALOGUES, DIGITAL CONVENINGS, AND THOUGHT LEADERSHIP; AND 3) FACILITATING INTERSECTIONAL, CROSS-MOVEMENT COLLABORATION TO ADVANCE GENDER EQUALITY AND SRHR, WITH A FOCUS ON ADOLESCENT GIRLS.

AS AN ADVOCACY ORGANIZATION, WOMEN DELIVER SEES COMMUNICATIONS - INCLUDING TRADITIONAL AND DIGITAL MEDIA - AS AN INVALUABLE TOOL TO BUILD THE CAPACITY OF OTHER ADVOCATES AND MOVE THE NEEDLE ON GENDER EQUALITY. WE SHARE STORIES, HARD FACTS, AND EVIDENCE-BASED RESEARCH TO DRIVE ACTION FOR GENDER EQUALITY, KEEPING THE HEALTH AND RIGHTS, AND PARTICULARLY THE SRHR OF ADOLESCENT GIRLS, AT THE TOP OF THE AGENDA AND AT THE HEART OF THE CONVERSATION.

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

Department of the Treasury
Internal Revenue Service

Name of the organization

WOMEN DELIVER, INC

Supplemental Information to Form 990 or 990-EZ

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THE GOAL OF OUR COMMUNICATIONS IS CLEAR: TO CURATE CONVERSATIONS THAT DRIVE GENDER EQUALITY FORWARD IN UNPRECEDENTED WAYS, WHETHER THROUGH FACE-TO-FACE INTERACTIONS OR ACROSS DIGITAL PLATFORMS. SPECIFICALLY, WE ARE COMMITTED TO SHAPING A FUTURE WHERE OUR NARRATIVE, LANGUAGE, AND BRAND NOT ONLY REFLECT OUR FEMINIST AND ANTI-RACIST VALUES BUT ALSO ACTIVELY CONTRIBUTE TO DISMANTLING THE SYSTEMS THAT OPPRESS GIRLS AND WOMEN. TO ACHIEVE THIS, WE WILL LEVERAGE OUR TECHNICAL EXPERTISE, BRAND INFLUENCE, AND ENDURING PARTNERSHIPS WITH FEMINIST AND YOUTH ADVOCATES AROUND THE WORLD.

FORM 990, PART VI, LINE 11B - FORM 990 REVIEW PROCESS:

THE DRAFT 990 IS REVIEWED BY MANAGEMENT, INCLUDING THE CEO AND THE SENIOR MANAGER OF FINANCE & ADMINISTRATION. THEREAFTER, THE COMPLETE 990 IS PROVIDED TO BOARD MEMBERS (VIA EMAIL) PRIOR TO SUBMISSION. BOARD MEMBERS ARE ASKED TO REVIEW THE 990 AND GIVEN THE OPPORTUNITY TO RAISE QUESTIONS OR CONCERNS IN ADVANCE OF SUBMISSION.

FORM 990, PART VI, LINE 12C - EXPLANATION OF MONITORING:

WOMEN DELIVER'S BOARD HAS ADOPTED A CONFLICT OF INTEREST AND DISCLOSURE POLICY. THE POLICY REQUIRES ALL BOARD MEMBERS AND KEY EMPLOYEES TO DISCLOSE CONFLICTS OF INTEREST, AND TO REPORT ANY POTENTIAL OR ACTUAL CONFLICTS OF INTEREST IN A WRITTEN DISCLOSURE FORM AND WHEN A POTENTIAL CONFLICT ARISES. AS PART OF NEW EMPLOYEE ONBOARDING, ALL NEW EMPLOYEES ARE REQUIRED TO CONFIRM IN WRITING THEY HAVE READ THE CONFLICT OF INTEREST POLICY AND COMPLETE THE DISCLOSURE FORM. AS A MATTER OF PRACTICE ALL BOARD MEMBERS AND ALL EMPLOYEES ARE REQUIRED TO COMPLETE THE DISCLOSURE

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

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

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.

2024

**Open to Public
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Department of the Treasury
Internal Revenue Service

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Name of the organization

Employer identification number

WOMEN DELIVER, INC

26-4462256

FORM ANNUALLY. ALSO, CONSISTENT WITH THE CONFLICT OF INTEREST POLICY (NOW SPECIFICALLY INCLUDED IN THE CONTRACT SIGNATORY AUTHORITY (POLICY) CONTRACTS ARE MONITORED FOR POTENTIAL CONFLICTS AND AUTHORIZED SIGNERS MUST ENSURE NO CONFLICT OR POTENTIAL CONFLICT EXISTS WITH RESPECT TO THE CONTRACT THEY ARE SIGNING. FINALLY, WOMEN DELIVER'S PERSONNEL POLICY HANDBOOK CLEARLY STATES THAT VIOLATIONS OF ORGANIZATIONAL POLICY ARE SUBJECT TO DISCIPLINE, UP TO AND INCLUDING TERMINATION OF EMPLOYMENT.

FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL:

THE BOARD OF DIRECTORS CONDUCTS AN ANNUAL PERFORMANCE REVIEW OF THE PRESIDENT AND CEO. IN THIS REGARD, THE BOARD CHAIR ISSUES A STANDARDIZED EVALUTION FORM TO THE BOARD MEMBERS, WHO MEET IN EXECUTIVE SESSION TO DISCUSS THE PERFORMANCE. ALL OTHER STAFF ARE EVALUATED BY THEIR SUPERVISORS AS PART OF AN ANNUAL PERFORMANCE REVIEW PROCESS. EMPLOYEES COMPLETE A SELF-EVALUATION. SUPERVISORS ALSO COMPLETE EVALUATIONS OF THEIR TEAM MEMBERS. ALL EVALUATIONS ARE FILED WITH HUMAN RESOURCES AND SIGNED BY THE EMPLOYEE AND SUPERVISOR.

EMPLOYEE COMPENSATION IS REVIEWED PERIODICALLY, USING INDEPENDENT DATA (SUCH AS COMPENSATION SURVEY OF NEW YORK STATE NON-PROFITS) AND BENCHMARKS. THE BOARD APPROVES SALARY BAND ADJUSTMENTS FOR ALL EMPLOYEES, INCLUDING EXECUTIVE COMPENSATION. EXECUTIVE COMPENSATION IS SEPARATELY EVALUATED USING, E.G., BENCHMARKING DATA FROM SIMILARLY - SIZED NON-PROFIT ORGANIZATIONS.

FORM 990, PART VI, LINE 19 - OTHER ORGANIZATION DOCUMENTS PUBLICITY:

WOMEN DELIVER'S AUDITED FINANCIAL STATEMENTS, ANNUAL REPORTS, AND TAX

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

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.

2024

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WOMEN DELIVER, INC

26-4462256

RETURNS (990'S) ARE READILY AVAILABLE TO THE PUBLIC ON OUR WEBSITE

WWW.WOMENDELIVER.ORG.

Name of the organization

Employer identification number

WOMEN DELIVER, INC

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FORM 990, PART III - PROGRAM SERVICE
=====

LINE 4A, PROGRAM SERVICE

ALL OF OUR WORK, ACROSS OUR TEAMS, FEEDS INTO THE THREE OVERARCHING WORKSTREAMS: COLLECTIVE ACTION FOR CHANGE, EMERGING LEADERS FOR CHANGE, AND CONVENING FOR CHANGE PROGRAMS. FOR INSTANCE:

MULTILATERAL ENGAGEMENT - GLOBAL POLICY AND ADVOCACY:

OUR OVERARCHING APPROACH TO GLOBAL POLICY AND ADVOCACY IS TO IDENTIFY AND LEVERAGE KEY POLICY WINDOWS TO DRIVE MEANINGFUL PROGRESS ON GENDER EQUALITY, INCLUDING BY INFLUENCING GOVERNMENTS, CONVENING DIVERSE STAKEHOLDERS, AND AMPLIFYING THE WORK OF GRASSROOTS PARTNERS AND EMERGING LEADERS.

WOMEN DELIVER CONTINUOUSLY ENGAGES STAKEHOLDERS, DECISION-MAKERS, INFLUENCERS, AND THOSE OUTSIDE THE COMMUNITY OF ALREADY ENGAGED CHAMPIONS TO ADVOCATE FOR IMPROVED POLICIES AND PROGRAMS AND INCREASED FINANCIAL AND POLITICAL COMMITMENTS FOR ADVANCING GENDER EQUALITY AND SRHR. WE LEVERAGE OUR CONVENINGS, COMMUNICATIONS, AND ADVOCACY PLATFORMS AS SPACES TO FACILITATE MORE INCLUSIVE DECISION-MAKING. WE ALSO ADVISE AND INFLUENCE GOVERNMENTS, MULTILATERALS, AND PRIVATE SECTOR DECISION-MAKERS.

FOR MORE EFFECTIVE ADVOCACY FOR GENDER EQUALITY AND SRHR, WE DEVELOP AND PROMOTE USER-CENTERED METHODOLOGIES FOR STRENGTHENING CAPACITY AND KNOWLEDGE SHARING. WE CREATE SPACES FOR CONNECTION AND PEER-TO-PEER LEARNING, REACH ADVOCATES WITH DIVERSE EXPERIENCES AND IDENTITIES, AND SUPPORT THEIR ABILITY TO INFLUENCE AT DIFFERENT LEVELS OF DECISION- AND POLICY-MAKING.

FINALLY, OUR ADVOCACY HARNESSSES THE MOST RIGOROUS AND COMPELLING EVIDENCE. WE COLLATE AND TRANSLATE THE LATEST DATA AND INFORMATION INTO CLEAR-SIGHTED MESSAGES TO BUILD THE CASE FOR PRIORITIZING GENDER EQUALITY AND THE HEALTH AND RIGHTS OF GIRLS AND WOMEN. AND WHEN THE DATA DO NOT EXIST, WE CALL FOR MORE ATTENTION TO OVERLOOKED TOPICS AND PARTNER TO GENERATE NEW EVIDENCE. WE FOCUS ON WHAT WORKS, USING ADVOCACY GROUNDED IN EVIDENCE TO SHIFT POLICIES AND DRIVE INVESTMENTS.

Name of the organization

Employer identification number

WOMEN DELIVER, INC

26-4462256

FORM 990, PART III - PROGRAM SERVICE
=====

LINE 4B, PROGRAM SERVICE

CONVENINGS FOR CHANGE - THE WOMEN DELIVER 2026 CONFERENCE
(WD2026):

LOOKING AHEAD, WOMEN DELIVER IS PREPARING TO HOST THE WOMEN DELIVER 2026 CONFERENCE (WD2026) IN NARRM (MELBOURNE), AUSTRALIA FROM 27-30 APRIL 2026. WD2026 WILL BUILD ON THE SUCCESSES AND LESSONS OF WD2023 AND REFLECT OUR DEEPEMED COMMITMENT TO EQUITY, ACCESSIBILITY, AND FEMINIST CO-LEADERSHIP.

WD2026 WILL BE OUR MOST INTERSECTIONAL AND ACCESSIBLE CONVENING YET - DESIGNED TO BRING TOGETHER DIVERSE ACTORS ACROSS MOVEMENTS, SECTORS, AND REGIONS TO CO-CREATE SOLUTIONS THAT DRIVE GENDER EQUALITY FORWARD. THE CONFERENCE WILL PRIORITIZE MEANINGFUL ENGAGEMENT WITH HISTORICALLY MARGINALIZED COMMUNITIES, INCLUDING YOUTH, FIRST NATIONS PEOPLES, LGBTQIA+ ADVOCATES, AND PEOPLE WITH DISABILITIES, ENSURING THAT THEIR LIVED EXPERIENCES AND LEADERSHIP ARE AT THE CENTER OF DIALOGUE AND DECISION-MAKING.

IN LINE WITH OUR MISSION TO ELEVATE FEMINIST LEADERSHIP AND SHIFT POWER TO THOSE CLOSEST TO THE ISSUES, WD2026 WILL BE DEVELOPED IN CO-CREATION WITH REGIONAL AND GLOBAL PARTNERS THROUGH A PARTICIPATORY PROCESS GROUNDED IN SHARED VALUES AND LOCAL REALITIES. WE ARE INVESTING IN HYBRID PROGRAMMING, MULTILINGUAL ACCESS, COMPREHENSIVE SAFEGUARDING MEASURES, AND REGIONAL CONSULTATIONS TO ENSURE THAT WD2026 DRIVES LONG-TERM IMPACT. THE CONFERENCE WILL SERVE AS A GLOBAL PLATFORM TO ACCELERATE PROGRESS ON SRHR, CLIMATE JUSTICE, FEMINIST FINANCING, AND OTHER CRITICAL PRIORITIES, AND WILL CREATE SPACE FOR ADVOCATES TO CONNECT, MOBILIZE, AND INFLUENCE POLICIES AND INVESTMENTS THAT SHAPE THE FUTURE OF GENDER EQUALITY. THROUGH WD2026, WOMEN DELIVER IS REAFFIRMING ITS ROLE AS A CONVENER, CONNECTOR, AND CATALYST FOR COLLECTIVE ACTION.

LINE 4C, PROGRAM SERVICE

YOUTH ENGAGEMENT - MEANINGFUL YOUTH ENGAGEMENT AND YOUTH LEADERS
PROGAM:

Name of the organization

Employer identification number

WOMEN DELIVER, INC

26-4462256

FORM 990, PART III - PROGRAM SERVICE

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GENDER ADVOCACY AND COLLECTIVE ACTION MUST CENTER ADOLESCENT GIRLS AND YOUTH, ESPECIALLY THOSE WITH MARGINALIZED IDENTITIES, AS DESIGNERS, EXPERTS, AND LEADERS, ALONGSIDE TRADITIONAL DECISION-MAKERS AND POWERHOLDERS, IN ALL GENDER EQUALITY ADVOCACY SPACES.

THE EMERGING LEADERS FOR CHANGE PROGRAM BUILDS ON MORE THAN A DECADE OF IMPACT THROUGH THE WOMEN DELIVER YOUNG LEADERS PROGRAM, FOCUSING ON YOUTH-LED ADVOCACY IN EAST AFRICA. THIS NEW INITIATIVE SUPPORTS YOUNG ADVOCATES AGED 15-29 IN ETHIOPIA, KENYA, RWANDA, TANZANIA, AND UGANDA WHO ARE DRIVING CHANGE ACROSS ISSUES LIKE SRHR, CLIMATE JUSTICE, EDUCATION, AND ECONOMIC EMPOWERMENT. THE PROGRAM CONNECTS THEM WITH TRAINING, MENTORSHIP, AND REGIONAL PEER-TO-PEER LEARNING OPPORTUNITIES WHILE EQUIPPING THEM TO INFLUENCE POLICY, MOBILIZE COMMUNITIES, AND SHAPE FEMINIST AGENDAS LOCALLY AND GLOBALLY. THROUGH THIS COHORT-BASED MODEL, WOMEN DELIVER IS INVESTING IN THE NEXT GENERATION OF CHANGEMAKERS WHO ARE REIMAGINING AND RESHAPING THE FUTURE OF GENDER EQUALITY IN THEIR REGIONS.

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FORM 990, PART VI, LINE 17 - STATES
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AL, AK, AR, CA, CO, CT,
DC, FL, GA, HI, IL, KS, KY, ME, MD, MA, MI,
MN, MS, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA,
RI, SC, TN, UT, VA, WA, WV, WI,

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FORM 990, PART VII-COMPENSATION OF THE 5 HIGHEST PAID IND. CONTRACTORS

NAME AND ADDRESS	DESCRIPTION OF SERVICES	COMPENSATION
LAURA HAYLOCK 314 LACASSE AVE OTTAWA ONTARIO CANADA K1L 7A6	CONSULTANT SERVICES	132,600.
SAMSON TESFAYE WOLDETENSAIE P.O. BOX 62546 ADDIS ABABA ETHIOPIA	CONSULTANT SERVICES	132,000.

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FORM 990, PART IX - OTHER FEES

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DESCRIPTION	(A) TOTAL FEES	(B) PROGRAM SERVICE EXP.	(C) MANAGEMENT AND GENERAL	(D) FUNDRAISING EXPENSES
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CONSULTANTS	977,211.	921,186.	35,728.	20,297.
TRANSLATIONS	2,500.	2,357.	91.	52.
TOTALS	----- 979,711. =====	----- 923,543. =====	----- 35,819. =====	----- 20,349. =====

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FORM 990, PART X - PREPAID EXPENSES AND DEFERRED CHARGES

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DESCRIPTION	BEGINNING BOOK VALUE	ENDING BOOK VALUE
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PREPAID EXPENSES	5,409.	7,091.
TOTALS	----- 5,409. =====	----- 7,091. =====