

# Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form **990**

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

**2019**

Department of the Treasury  
Internal Revenue Service

Do not enter Social Security numbers on this form as it may be made public.  
Information about Form 990 and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

**Open to Public Inspection**

**A** For the **2019** calendar year, or tax year beginning , **2019**, and ending , **20**

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization WOMEN DELIVER, INC			<b>D</b> Employer identification number 26-4462256	
	Doing Business As			<b>E</b> Telephone number (646) 695-9100	
	Number and street (or P.O. box if mail is not delivered to street address)		Room/suite		
	588 BROADWAY		905		
City or town, state or province, country, and ZIP or foreign postal code NEW YORK, NY 10012			<b>G</b> Gross receipts \$ 8,060,193.		
<b>F</b> Name and address of principal officer: KATJA IVERSEN 588 BROADWAY, SUITE 905, NEW YORK, NY 10012			<b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
			<b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No		
			If "No," attach a list. (see instructions)		
<b>I</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			<b>H(c)</b> Group exemption number ▶		
<b>J</b> Website: WWW.WOMENDELIVER.ORG					
<b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶			<b>L</b> Year of formation: 2009 <b>M</b> State of legal domicile: DE		

## Part I Summary

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities: SEE ORGANIZATION'S MISSION STATEMENT IN SCHEDULE O		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	8.
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	7.
	<b>5</b> Total number of individuals employed in calendar year 2019 (Part V, line 2a)	<b>5</b>	82.
	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	300.
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0.
<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>	0.	
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h)	<b>Prior Year</b>	<b>Current Year</b>
	<b>9</b> Program service revenue (Part VIII, line 2g)	12,971,031.	4,171,938.
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,533,945.	3,717,977.
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	10,415.	23,224.
	<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	-884,376.	147,054.
		13,631,015.	8,060,193.
<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	260,740.	458,404.
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	4,268,748.	5,804,476.
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 253,575.		
	<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	4,245,765.	13,278,101.
<b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	8,775,253.	19,540,981.	
<b>19</b> Revenue less expenses. Subtract line 18 from line 12	4,855,762.	-11,480,788.	
<b>Net Assets or Fund Balances</b>	<b>20</b> Total assets (Part X, line 16)	<b>Beginning of Current Year</b>	<b>End of Year</b>
	<b>21</b> Total liabilities (Part X, line 26)	26,324,000.	14,028,564.
	<b>22</b> Net assets or fund balances. Subtract line 21 from line 20	588,227.	581,509.
	25,735,773.	13,447,055.	

**COPY FOR PUBLIC INSPECTION**

## 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. This declaration is based on all information of which preparer has any knowledge.

<b>Sign Here</b>		08/31/2020
	KATHLEEN SHERWIN Type or print name and title	COO

<b>Paid Preparer Use Only</b>	Print/Type preparer's name CATHERINE BENDALL CPA	Preparer's signature CATHERINE BENDALL CPA	Date 08/31/2020	Check <input type="checkbox"/> if self-employed	PTIN P00521196
	Firm's name ▶ WITHUMSMITH+BROWN PC	Firm's EIN ▶ 22-2027092			
	Firm's address ▶ 1411 BROADWAY 9TH FLOOR NEW YORK, NY 10018	Phone no. 212-751-9100			

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

For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2019)

**Part III Statement of Program Service Accomplishments**

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

**1** Briefly describe the organization's mission:

SEE ORGANIZATION'S 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  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 \$ 10,230,454. including grants of \$ ) (Revenue \$ 3,835,777. )

WOMEN DELIVER CONFERENCE- SEE DETAILED DESCRIPTION IN SCHEDULE O.

**4b** (Code: ) (Expenses \$ 6,211,347. including grants of \$ 265,884. ) (Revenue \$ 29,254. )

GLOBAL POLICY AND ADVOCACY- SEE DETAILED DESCRIPTION IN SCHEDULE O.

**4c** (Code: ) (Expenses \$ 1,826,866. including grants of \$ 192,520. ) (Revenue \$ )

YOUTH ENGAGEMENT - SEE DETAILED DESCRIPTION IN SCHEDULE O.

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

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

**4e** Total program service expenses ▶ 18,268,667.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, 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)

Table with columns for question number, question text, and Yes/No response boxes. Includes questions 2a through 16 regarding employee reporting, tax returns, business income, foreign accounts, prohibited transactions, and charitable contributions.

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 (8), 1b (7), 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 NY,
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

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

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

**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See instructions for the order in which to list the persons above.

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

(A) 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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) KATJA IVERSEN PRESIDENT & CEO	35.00 0.	X		X				294,171.	0.	34,590.
(2) KATHLEEN SHERWIN COO EFFECTIVE AUGUST 2019	35.00 0.			X				199,294.	0.	28,193.
(3) SUSAN PAPP MANAGING DIRECTOR	35.00 0.				X			168,753.	0.	26,324.
(4) CARRIE SIMON SENIOR ADVISOR	35.00 0.					X		168,462.	0.	13,351.
(5) HANNAH AUGUST DIRECTOR, COMMUNICATIONS	35.00 0.					X		152,422.	0.	18,084.
(6) OLIVIER QUESSY DIRECTOR, FINANCE & ADMIN	35.00 0.					X		135,882.	0.	18,296.
(7) TAMARA WINDAU-MELMER SENIOR MANAGER, YOUTH	35.00 0.					X		105,729.	0.	39,879.
(8) KATHERINE HOLLAND FORMER COO (JAN TO AUG 2019)	35.00 0.			X				110,693.	0.	32,700.
(9) MARCY ROBINSON SENIOR MANAGER, HUMANITARIAN	35.00 0.					X		109,323.	0.	33,168.
(10) KRISTIN HETLE CHAIR	1.00 0.	X		X				0.	0.	0.
(11) WALLACE D'SOUZA TREASURER	1.00 0.	X		X				0.	0.	0.
(12) JOTHAM MUSINGUZI, MD SECRETARY	1.00 0.	X		X				0.	0.	0.
(13) RT. HON HELEN CLARK DIRECTOR	1.00 0.	X						0.	0.	0.
(14) CECILIA GARCIA RUIZ DIRECTOR	1.00 0.	X						0.	0.	0.





**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	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1a</b> Federated campaigns . . . . .	<b>1a</b>						
	<b>b</b> Membership dues . . . . .	<b>1b</b>						
	<b>c</b> Fundraising events . . . . .	<b>1c</b>						
	<b>d</b> Related organizations . . . . .	<b>1d</b>						
	<b>e</b> Government grants (contributions) . .	<b>1e</b>	1,223,686.					
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above .	<b>1f</b>	2,948,252.					
	<b>g</b> Noncash contributions included in lines 1a-1f. . . . .	<b>1g</b>	\$					
	<b>h Total.</b> Add lines 1a-1f . . . . .			4,171,938.				
	<b>Program Service Revenue</b>	<b>2a</b> CONFERENCE REVENUE	Business Code					
		900099		3,717,977.	3,717,977.			
<b>b</b>								
<b>c</b>								
<b>d</b>								
<b>e</b>								
<b>f</b> All other program service revenue . . . . .								
<b>g Total.</b> Add lines 2a-2f . . . . .			3,717,977.					
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts). . . . .			23,224.			23,224.	
	<b>4</b> Income from investment of tax-exempt bond proceeds .			0.				
	<b>5</b> Royalties . . . . .			0.				
	<b>6a</b> Gross rents . . . . .	<b>6a</b>	(i) Real	(ii) Personal				
	<b>b</b> Less: rental expenses	<b>6b</b>						
	<b>c</b> Rental income or (loss)	<b>6c</b>						
	<b>d</b> Net rental income or (loss) . . . . .			0.				
	<b>7a</b> Gross amount from sales of assets other than inventory	<b>7a</b>	(i) Securities	(ii) Other				
	<b>b</b> Less: cost or other basis and sales expenses . .	<b>7b</b>						
	<b>c</b> Gain or (loss) . . . . .	<b>7c</b>						
	<b>d</b> Net gain or (loss) . . . . .			0.				
<b>8a</b> Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18 . . . . .	<b>8a</b>			0.				
				0.				
				0.				
<b>b</b> Less: direct expenses . . . . .	<b>8b</b>			0.				
<b>c</b> Net income or (loss) from fundraising events. . . . .			0.					
<b>9a</b> Gross income from gaming activities. See Part IV, line 19 . . . . .	<b>9a</b>			0.				
				0.				
				0.				
<b>b</b> Less: direct expenses . . . . .	<b>9b</b>			0.				
<b>c</b> Net income or (loss) from gaming activities. . . . .			0.					
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>10a</b>			0.				
				0.				
				0.				
<b>b</b> Less: cost of goods sold . . . . .	<b>10b</b>			0.				
<b>c</b> Net income or (loss) from sales of inventory. . . . .			0.					
<b>Miscellaneous Revenue</b>	<b>11a</b> OTHER INCOME	Business Code						
		900099		147,054.	147,054.			
	<b>b</b>							
	<b>c</b>							
	<b>d</b> All other revenue . . . . .							
<b>e Total.</b> Add lines 11a-11d . . . . .			147,054.					
<b>12 Total revenue.</b> See instructions . . . . .			8,060,193.	3,865,031.		23,224.		

**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

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . . . .	40,000.	40,000.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .	0.			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 . . . . .	418,404.	418,404.		
4 Benefits paid to or for members . . . . .	0.			
5 Compensation of current officers, directors, trustees, and key employees . . . . .	894,719.	771,382.	87,173.	36,164.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .	0.			
7 Other salaries and wages . . . . .	3,801,006.	3,434,449.	332,808.	33,749.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	174,221.	157,001.	14,937.	2,283.
9 Other employee benefits . . . . .	561,813.	502,519.	48,225.	11,069.
10 Payroll taxes . . . . .	372,717.	331,718.	33,545.	7,454.
11 Fees for services (nonemployees):				
a Management . . . . .	0.			
b Legal . . . . .	23,899.		23,899.	
c Accounting . . . . .	117,900.		117,900.	
d Lobbying . . . . .	0.			
e Professional fundraising services. See Part IV, line 17.	0.			
f Investment management fees . . . . .	0.			
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.) <b>ATCH 2</b>	3,325,580.	3,208,332.	50,269.	66,979.
12 Advertising and promotion . . . . .	34,351.	30,572.	3,092.	687.
13 Office expenses . . . . .	643,933.	584,242.	49,979.	9,712.
14 Information technology. . . . .	284,438.	253,150.	25,599.	5,689.
15 Royalties. . . . .	0.			
16 Occupancy . . . . .	464,896.	413,757.	41,841.	9,298.
17 Travel . . . . .	4,327,423.	4,160,451.	101,490.	65,482.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.			
19 Conferences, conventions, and meetings . . . . .	3,959,731.	3,877,558.	79,077.	3,096.
20 Interest . . . . .	0.			
21 Payments to affiliates. . . . .	0.			
22 Depreciation, depletion, and amortization . . . . .	31,063.	27,646.	2,796.	621.
23 Insurance . . . . .	64,591.	57,486.	5,813.	1,292.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a <b>BAD DEBT EXPENSE</b>	296.		296.	
b _____				
c _____				
d _____				
e All other expenses _____				
<b>25 Total functional expenses.</b> Add lines 1 through 24e	19,540,981.	18,268,667.	1,018,739.	253,575.
<b>26 Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) . . . . .	0.			

Part X Balance Sheet

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

Table with columns (A) Beginning of year, (B) End of year, and rows for Assets (1-16) and Liabilities (17-26). Includes sub-sections for Net Assets or Fund Balances (27-33) with checkboxes for FASB ASC 958 compliance.

**Part XI Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	8,060,193.
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	19,540,981.
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	-11,480,788.
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	25,735,773.
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	0.
<b>6</b>	Donated services and use of facilities	<b>6</b>	0.
<b>7</b>	Investment expenses	<b>7</b>	0.
<b>8</b>	Prior period adjustments	<b>8</b>	-784,445.
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	-23,485.
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	13,447,055.

**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:  Cash  Accrual  Other \_\_\_\_\_  
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant? . . . . .  
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant? . . . . .  
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . . . . .  
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? . . . . .
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits . . . . .

	Yes	No
<b>2a</b>		X
<b>2b</b>	X	
<b>2c</b>	X	
<b>3a</b>		X
<b>3b</b>		

Form **990** (2019)

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

**Public Charity Status and Public Support**

OMB No. 1545-0047

**2019**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

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

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 or 990-EZ).)
- 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 in 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)						
<b>Total</b>						

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

Schedule A (Form 990 or 990-EZ) 2019

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: (a) 2015, (b) 2016, (c) 2017, (d) 2018, (e) 2019, (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. Add lines 1 through 3; 5 The portion of total contributions by each person; 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: (a) 2015, (b) 2016, (c) 2017, (d) 2018, (e) 2019, (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. Do not include gain or loss from the sale of capital assets; 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities; 13 First five 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

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f)); 15 Public support percentage from 2018 Schedule A, Part II, line 14; 16a 33 1/3% support test - 2019; 16b 33 1/3% support test - 2018; 17a 10%-facts-and-circumstances test - 2019; 17b 10%-facts-and-circumstances test - 2018; 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: (a) 2015, (b) 2016, (c) 2017, (d) 2018, (e) 2019, (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. Add lines 1 through 5; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 7c Add lines 7a and 7b; 8 Public support. (Subtract line 7c from line 6.)

Section B. Total Support

Table with 7 columns: (a) 2015, (b) 2016, (c) 2017, (d) 2018, (e) 2019, (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 (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included in line 10b; 12 Other income. Do not include gain or loss from the sale of capital assets; 13 Total support. (Add lines 9, 10c, 11, and 12.)

14 First five 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

Table with 3 columns: Description, 2019, 2018. Row 15: Public support percentage for 2019 (line 8, column (f), divided by line 13, column (f)). Row 16: Public support percentage from 2018 Schedule A, Part III, line 15.

Section D. Computation of Investment Income Percentage

Table with 3 columns: Description, 2019, 2018. Row 17: Investment income percentage for 2019 (line 10c, column (f), divided by line 13, column (f)). Row 18: Investment income percentage from 2018 Schedule A, Part III, line 17.

19a 33 1/3% support tests - 2019. 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 - 2018. 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 in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> 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>		
<b>2</b> 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>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
<b>b</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>		
<b>c</b> 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>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
<b>b</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>		
<b>c</b> 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>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) 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>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> 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>		
<b>7</b> 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 or 990-EZ).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>9a</b> 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>b</b> Did one or more disqualified persons (as defined in 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>		
<b>c</b> Did a disqualified person (as defined in 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>		
<b>10a</b> 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 10b below.</i>		
<b>b</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 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? 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 in (2), 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. Sub-rows a, b, c. Row 2: Activities Test. Answer (a) and (b) below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer (a) and (b) 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.

<b>Section A - Adjusted Net Income</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b> Net short-term capital gain	<b>1</b>		
<b>2</b> Recoveries of prior-year distributions	<b>2</b>		
<b>3</b> Other gross income (see instructions)	<b>3</b>		
<b>4</b> Add lines 1 through 3.	<b>4</b>		
<b>5</b> Depreciation and depletion	<b>5</b>		
<b>6</b> 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)	<b>6</b>		
<b>7</b> Other expenses (see instructions)	<b>7</b>		
<b>8 Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	<b>8</b>		

<b>Section B - Minimum Asset Amount</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b> Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
<b>a</b> Average monthly value of securities	<b>1a</b>		
<b>b</b> Average monthly cash balances	<b>1b</b>		
<b>c</b> Fair market value of other non-exempt-use assets	<b>1c</b>		
<b>d Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>		
<b>e Discount</b> claimed for blockage or other factors (explain in detail in <b>Part VI</b> ):			
<b>2</b> Acquisition indebtedness applicable to non-exempt-use assets	<b>2</b>		
<b>3</b> Subtract line 2 from line 1d.	<b>3</b>		
<b>4</b> Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	<b>4</b>		
<b>5</b> Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>		
<b>6</b> Multiply line 5 by .035.	<b>6</b>		
<b>7</b> Recoveries of prior-year distributions	<b>7</b>		
<b>8 Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>		

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

**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	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 <b>Total annual distributions.</b> Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2019 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable Amount for 2019
1 Distributable amount for 2019 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2019 (reasonable cause required - explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2019			
a From 2014 . . . . .			
b From 2015 . . . . .			
c From 2016 . . . . .			
d From 2017 . . . . .			
e From 2018 . . . . .			
f <b>Total</b> of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2019 from Section D, line 7:                     \$			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2019, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
6 Remaining underdistributions for 2019. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7 <b>Excess distributions carryover to 2020.</b> Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2015 . . . . .			
b Excess from 2016 . . . . .			
c Excess from 2017 . . . . .			
d Excess from 2018 . . . . .			
e Excess from 2019 . . . . .			

**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.)

ATTACHMENT 1

SCHEDULE A, PART II - OTHER INCOME

DESCRIPTION	2015	2016	2017	2018	2019	TOTAL
OTHER INCOME	-402,771.	59,342.	358,877.	-909,151.	147,054.	-746,649.
TOTALS	<u>-402,771.</u>	<u>59,342.</u>	<u>358,877.</u>	<u>-909,151.</u>	<u>147,054.</u>	<u>-746,649.</u>

**Schedule B**  
(Form 990, 990-EZ,  
or 990-PF)  
Department of the Treasury  
Internal Revenue Service

### Schedule of Contributors

OMB No. 1545-0047

# 2019

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

Name of the organization  
WOMEN DELIVER, INC

Employer identification number  
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 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 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

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

Schedule B (Form 990, 990-EZ, or 990-PF) (2019)

Name of organization **WOMEN DELIVER, INC**

Employer identification number  
26-4462256

**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		\$ 429,829.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2		\$ 242,606.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3		\$ 276,996.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4		\$ 222,887.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5		\$ 325,863.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6		\$ 250,000.	Person <input checked="" 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 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
7		\$ 200,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8		\$ 256,167.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9		\$ 181,360.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
10		\$ 150,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
11		\$ 125,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
12		\$ 100,000.	Person <input checked="" 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 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
13		\$ 100,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
14		\$ 100,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
15		\$ 178,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
16		\$ 276,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
17		\$ 108,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
18		\$ 83,500.	Person <input checked="" 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 **WOMEN DELIVER, INC**

Employer identification number  
26-4462256

**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
_____	_____
_____	_____
_____	_____

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2019

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Attach to Form 990.

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

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: Description, 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 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.

Table with 2 columns: Description, Amount. 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: (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.

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

Schedule D (Form 990) 2019

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: Amount, 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance
2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?
b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds.

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

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include: 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

Table with 2 columns: Yes, No. Rows: 3a(i), 3a(ii), 3b

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

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

Part VI Land, Buildings, and Equipment.

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

Table with 5 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows include: 1a Land, b Buildings, c Leasehold improvements, d Equipment, e Other, Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)

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. Rows (1) through (9) and Total.

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 includes (1) Federal income taxes, and 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 8,060,193.

**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 19,540,981.

**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 PAGE 5

Multiple horizontal lines provided for entering supplemental information.

**Part XIII** Supplemental Information (continued)

SCHEDULE D, PART XI, LINE 2D

FOREIGN EXCHANGE LOSS OF \$23,485

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, 2019. WOMEN DELIVER HAS NOT INCURRED ANY TAX RELATED INTEREST AND PENALTIES FOR UNCERTAIN INCOME TAX POSITIONS AT DECEMBER 31, 2019.

**SCHEDULE F  
(Form 990)**

**Statement of Activities Outside the United States**

OMB No. 1545-0047

**2019**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

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

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
<b>(1)</b> CENTRAL AMERICA/CARIBBEAN	0.	0.	GRANTMAKING	VARIOUS PROGRAMS	975,706.
<b>(2)</b> EAST ASIA AND THE PACIFIC	0.	0.	GRANTMAKING	GLOBAL CONFERENCE	526,130.
<b>(3)</b> EUROPE	0.	0.	GRANTMAKING	VARIOUS PROGRAMS	1,491,871.
<b>(4)</b> NORTH AMERICA	1.	82.	GRANTMAKING	GLOBAL CONFERENCE	2,502,236.
<b>(5)</b> RUSSIA/INDEPENDENT STATES	0.	0.	GRANTMAKING	VARIOUS PROGRAMS	590,203.
<b>(6)</b> SOUTH AMERICA	0.	0.	GRANTMAKING	VARIOUS PROGRAMS	473,888.
<b>(7)</b> SOUTH ASIA	0.	0.	GRANTMAKING	VARIOUS PROGRAMS	919,747.
<b>(8)</b> SUB-SAHARAN AFRICA	0.	0.	GRANTMAKING	VARIOUS PROGRAMS	7,792,384.
<b>(9)</b> MIDDLE EAST AND NORTH AFRICA	0.	0.	GRANTMAKING	VARIOUS PROGRAMS	1,000,981.
<b>(10)</b>					
<b>(11)</b>					
<b>(12)</b>					
<b>(13)</b>					
<b>(14)</b>					
<b>(15)</b>					
<b>(16)</b>					
<b>(17)</b>					
<b>3a</b> Subtotal . . . . .	1.	82.			16,273,146.
<b>b</b> Total from continuation sheets to Part I . . . . .					
<b>c Totals</b> (add lines 3a and 3b)	1.	82.			16,273,146.

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

Schedule F (Form 990) 2019



**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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			EUROPE/ ICELAND/ GREENLAND	POLICY & ADV	32,200.	WIRE			FMV
(2)			SUB-SAHARAN AFRICA	POLICY & ADV	12,480.	WIRE			FMV
(3)			SUB-SAHARAN AFRICA	YOUTH CAPACI	9,990.	WIRE			FMV
(4)			SUB-SAHARAN AFRICA	POLICY & ADV	181,204.	WIRE			FMV
(5)			SUB-SAHARAN AFRICA	YOUTH CAPACI	10,000.	WIRE			FMV
(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 tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . . 5 .

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) YOUTH CAPACITY BUILDING & ENGAGEMENT	SUB-SAHARAN AFRICA	12.	64,010.	WIRE			FMV
(2) YOUTH CAPACITY BUILDING & ENGAGEMENT	MIDDLE EAST/NORTH AFRICA	2.	10,000.	WIRE			FMV
(3) YOUTH CAPACITY BUILDING & ENGAGEMENT	SOUTH AMERICA	1.	5,000.	WIRE			FMV
(4) YOUTH CAPACITY BUILDING & ENGAGEMENT	SOUTH ASIA	4.	18,000.	WIRE			FMV
(5) YOUTH CAPACITY BUILDING & ENGAGEMENT	EUROPE/ICELAND/GREENLAND	1.	10.	WIRE			FMV
(6)							
(7)							
(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 Instructions for Form 926)* . . . . .  Yes  No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* . . . . .  Yes  No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)* . . . . .  Yes  No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* . . . . .  Yes  No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* . . . . .  Yes  No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* . . . . .  Yes  No

**Part V Supplemental Information**

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

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.

PART I, LINE 3

EXPENSES ATTRIBUTABLE TO THE WOMEN DELIVER 2019 GLOBAL CONFERENCE, HELD IN VANCOUVER, CANADA, WERE ALLOCATED ACCORDING TO THE HOME REGION OF CONFERENCE ATTENDEES.

**SCHEDULE I  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

Name of the organization

WOMEN DELIVER, INC

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

OMB No. 1545-0047

**2019**

**Open to Public  
Inspection**

Employer identification number

26-4462256

**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.

1 (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 non-cash assistance	(h) Purpose of grant or assistance
(1) INTERNATIONAL WOMEN'S MEDIA FOUNDATION 165 K STREET NW, SUITE 1275	52-1648942	501(C)3	40,000.		FMV		POLICY & ADVOCACY
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

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

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

Schedule I (Form 990) (2019)

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

	(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
1						
2						
3						
4						
5						
6						
7						

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

SCHEDULE J (Form 990)

Compensation Information

OMB No. 1545-0047

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.

2019

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

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

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

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

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

- Compensation committee, Independent compensation consultant, Form 990 of other organizations, Written employment contract, Compensation survey or study, Approval by the board or compensation committee

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

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

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

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

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

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

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

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

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

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

Table with 3 columns: Question ID, Yes, No. Rows 1a-9.

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

Schedule J (Form 990) 2019

**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 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	KATJA IVERSEN PRESIDENT & CEO	294,033.	0.	138.	22,296.	12,294.	328,761.	
2	KATHLEEN SHERWIN COO EFFECTIVE AUGUST 2019	199,240.	0.	54.	14,867.	13,326.	227,487.	
3	SUSAN PAPP MANAGING DIRECTOR	168,693.	0.	60.	13,600.	12,724.	195,077.	
4	CARRIE SIMON SENIOR ADVISOR	168,066.	0.	396.		13,351.	181,813.	
5	HANNAH AUGUST DIRECTOR, COMMUNICATIONS	152,368.	0.	54.	13,294.	4,790.	170,506.	
6	OLIVIER QUESSY DIRECTOR, FINANCE & ADMIN	135,834.	0.	48.	6,502.	11,794.	154,178.	
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								



**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.

**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](http://www.irs.gov/form990).

OMB No. 1545-0047

**2019****Open to Public  
Inspection**

Employer identification number

26-4462256

FORM 990, PART III, LINE 1 ORGANIZATION MISSION

FOUNDED IN 2007, AND INCORPORATED AS A DELAWARE NON-STOCK CORPORATION IN 2009, AND AWARDED 501(C)3 STATUS IN 2009, WOMEN DELIVER, INC. (WOMEN DELIVER) IS A LEADING GLOBAL ADVOCATE THAT CHAMPIONS GENDER EQUALITY AND THE HEALTH AND RIGHTS OF GIRLS AND WOMEN. OUR ADVOCACY DRIVES INVESTMENT - POLITICAL AND FINANCIAL - IN THE LIVES OF GIRLS AND WOMEN WORLDWIDE. WE HARNESS EVIDENCE AND UNITE DIVERSE VOICES TO SPARK COMMITMENT TO GENDER EQUALITY. AND WE GET RESULTS. ANCHORED IN SEXUAL AND REPRODUCTIVE HEALTH, WE ADVOCATE FOR THE RIGHTS OF GIRLS AND WOMEN ACROSS EVERY ASPECT OF THEIR LIVES.

OUR WORK SPANS GEOGRAPHIES, SECTORS, AND GENERATIONS TO MAKE GENDER EQUALITY A GLOBAL PRIORITY - BRINGING TOGETHER GOVERNMENTS, THE PRIVATE SECTOR, NON-PROFIT ORGANIZATIONS, ACADEMICS, FOUNDATIONS, AND MORE.

THROUGH EVIDENCE, ADVOCACY, AND EFFECTIVE COMMUNICATION, WE MAKE THE CASE THAT INVESTING IN GIRLS, WOMEN, AND GENDER EQUALITY IS NOT ONLY THE RIGHT THING TO DO, BUT ALSO THE SMART THING TO DO.

WE COLLABORATE WITH A WIDE RANGE OF PARTNERS TO FUEL OUR ADVOCACY. WE CREATED THE DELIVER FOR GOOD CAMPAIGN IN LINE WITH THIS ETHOS. A GLOBAL COALITION THAT APPLIES A GENDER LENS TO THE SUSTAINABLE DEVELOPMENT GOALS, DELIVER FOR GOOD REFRAMES GIRLS AND WOMEN AS DRIVERS OF PROGRESS AND BRINGS HUNDREDS OF ORGANIZATIONS TOGETHER ACROSS SECTORS AND ISSUES TO PROMOTE INCREASED INVESTMENT IN GENDER EQUALITY.

RECOGNIZING THE URGENT NEEDS OF GIRLS AND WOMEN IN HUMANITARIAN SETTINGS, WE ALSO WORK WITH LOCAL AND GLOBAL ORGANIZATIONS TO PUT GENDER EQUALITY

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AND WOMEN'S SEXUAL AND REPRODUCTIVE HEALTH FRONT AND CENTER DURING EMERGENCIES AND THEIR AFTERMATH.

IN ALL WE DO, WE CELEBRATE THE POWER OF YOUNG PEOPLE, EQUIPPING THEM TO DELIVER LARGE-SCALE CHANGE. THE WOMEN DELIVER YOUNG LEADERS PROGRAM CONNECTS OUTSTANDING YOUTH ADVOCATES WITH THE SKILLS, RESOURCES, PEOPLE, AND PLATFORMS TO ADVANCE GENDER EQUALITY IN THEIR COMMUNITIES, COUNTRIES, AND AROUND THE WORLD. IN ADDITION TO WALKING THE TALK ON MEANINGFUL YOUTH ENGAGEMENT, WOMEN DELIVER ADVOCATES FOR A WORLD WHERE YOUNG PEOPLE ARE ACTIVELY ENGAGED IN THE DECISIONS THAT AFFECT THEIR LIVES.

AND EVERY THREE YEARS, WE GALVANIZE MOMENTUM AT THE GLOBAL WOMEN DELIVER CONFERENCE - OUR SIGNATURE EVENT. IT'S A BOLD AND DIVERSE GATHERING, A FUELING STATION OF IDEAS, AND GENERATOR OF ACTION, CONVENING THOUSANDS OF DECISION-MAKERS FROM CIVIL SOCIETY, GOVERNMENTS, THE PRIVATE SECTOR, AND INTERNATIONAL AGENCIES ALONGSIDE ADVOCATES, ACTIVISTS, AND JOURNALISTS TO IDENTIFY SOLUTIONS AND DRIVE CHANGE FOR GIRLS AND WOMEN.

WE'RE CONSTANTLY PUSHING GLOBAL ACTION FOR GENDER EQUALITY AND THE HEALTH AND RIGHTS OF GIRLS AND WOMEN. WE KNOW THAT INVESTING IN GIRLS AND WOMEN WILL DELIVER PROGRESS FOR ALL.

FORM 990, PART III, LINE 4 - PROGRAM SERVICE ACCOMPLISHMENTS

GLOBAL POLICY AND ADVOCACY:

OUR ADVOCACY HARNESSSES THE MOST RIGOROUS AND COMPELLING EVIDENCE TO SHOW THAT INVESTING IN GIRLS, WOMEN, AND GENDER EQUALITY IS NOT ONLY THE RIGHT THING TO DO, BUT ALSO THE SMART THING TO DO. WE COLLATE THE LATEST DATA AND INFORMATION AND TRANSLATE THEM INTO CLEAR-SIGHTED MESSAGES TO BUILD THE CASE FOR PRIORITIZING GENDER EQUALITY AND THE HEALTH AND RIGHTS OF

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GIRLS AND WOMEN. AND WHEN THE DATA DOESN'T EXIST, WE CALL FOR MORE ATTENTION TO OVERLOOKED TOPICS. WE FOCUS ON WHAT WORKS, USING ADVOCACY GROUNDED IN EVIDENCE TO SHIFT POLICIES AND DRIVE INVESTMENTS.

WE ARE PERSISTENT ADVOCATES, SPEAKING UP FOR GIRLS AND WOMEN IN EVERY SETTING. AS A MEMBER OF THE WORLD'S FIRST GENDER EQUALITY ADVISORY COUNCIL OF A G7 PRESIDENCY, WE HELPED G7 NATIONS LOOK AT EVERY PRIORITY ISSUE THROUGH A GENDER LENS. WE'RE ADVISORS TO GOVERNMENTS, CORPORATIONS, THE UN, AND CIVIL SOCIETY ORGANIZATIONS ALIKE, HELPING SHAPE POLICIES AND PROGRAMS THAT IMPACT GIRLS AND WOMEN. WE CONTRIBUTE TO KEY COALITIONS, CAMPAIGNS, WORKING GROUPS, AND TASK FORCES INCLUDING EVERY WOMAN EVERY CHILD, UNILEVER SUSTAINABILITY COUNCIL, SOLVE AT MIT, EQUAL MEASURES 2030, GLOBAL PARTNERSHIP FOR EDUCATION, SHE DECIDES, THE MENENGAGE ALLIANCE, AND THE FRONTLINE HEALTH WORKERS COALITION. OUR ROSTER IS EVER-GROWING AND EVER-ADAPTING TO THE NEEDS OF GIRLS AND WOMEN.

WE CONNECT PEOPLE, IDEAS, AND RESOURCES TO DRIVE SOLUTIONS FOR GIRLS AND WOMEN. FROM LEADING THE DELIVER FOR GOOD CAMPAIGN TO BRINGING DIVERSE VOICES TOGETHER EVERY THREE YEARS AT THE WOMEN DELIVER CONFERENCE, WE IDENTIFY OPPORTUNITIES TO BOLSTER OUR ADVOCACY THROUGH EFFECTIVE COLLABORATION. WE'VE SHARED OUR EXPERTISE IN PARTNERSHIPS AS WIDE-RANGING AS THE WOMEN'S MAJOR GROUP AND THE GLOBAL FINANCING FACILITY, WHILE ALSO SUPPORTING YOUNG LEADERS TO GET INTO THE SPACES WHERE THEIR ADVOCACY CAN BRING ABOUT CHANGE.

HUMANITARIAN ADVOCACY:

WOMEN DELIVER CHAMPIONS GENDER EQUALITY AND THE HEALTH AND RIGHTS OF

Name of the organization WOMEN DELIVER, INC	Employer identification number 26-4462256
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GIRLS AND WOMEN EVERYWHERE, INCLUDING THOSE IN HUMANITARIAN SETTINGS. WE ELEVATE THE VOICES OF WOMEN, AND THE ORGANIZATIONS THEY LEAD, TO HELP ENSURE THEY HAVE A SEAT AT THE DECISION-MAKING TABLE.

WE'RE COLLABORATING WITH PARTNERS AT ALL LEVELS, WORKING WITH INTERNATIONAL AND LOCAL ORGANIZATIONS ALIKE, TO PUT WOMEN'S RIGHTS - ESPECIALLY THEIR SEXUAL AND REPRODUCTIVE HEALTH - FRONT AND CENTER OF HUMANITARIAN ACTION. TAKING OUR EXPERIENCE IN GLOBAL DEVELOPMENT, WE APPLY A GENDER LENS TO SHOW HOW HUMANITARIAN PROGRAMS, POLICIES, AND INVESTMENTS CAN DELIVER MORE EFFECTIVE ACTION TO MEET THE NEEDS OF GIRLS AND WOMEN.

OUR HUMANITARIAN ADVOCACY PROVIDES DIRECT SUPPORT TO WOMEN-FOCUSED CIVIL SOCIETY ORGANIZATIONS, AS WOMEN ARE OFTEN OVERLOOKED LEADERS DURING EMERGENCIES AND IN THEIR AFTERMATH. WE STRENGTHEN THEIR VOICES THROUGH TRAINING AND SPEAKING OPPORTUNITIES, CONNECTING THEM TO THE GLOBAL AND NATIONAL CONVERSATIONS THAT AFFECT THEIR WORK AND LIVES. IN OUR PURSUIT OF WOMEN'S HEALTH AND RIGHTS IN EVERY SETTING, WOMEN DELIVER GUIDES THE HUMANITARIAN SECTOR TO DELIVER THE STRONGEST RESPONSE FOR GIRLS AND WOMEN.

DELIVER FOR GOOD CAMPAIGN:

DELIVER FOR GOOD IS A GLOBAL CAMPAIGN THAT APPLIES A GENDER LENS TO THE SUSTAINABLE DEVELOPMENT GOALS AND PROMOTES CRITICAL INVESTMENTS IN GIRLS AND WOMEN TO POWER PROGRESS FOR ALL. A MULTI-SECTOR INITIATIVE CREATED BY WOMEN DELIVER AND CORE PARTNERS, DELIVER FOR GOOD HAS GROWN INTO A MOVEMENT OF MORE THAN 400 DIVERSE ORGANIZATIONS, ALL DEDICATED TO

Name of the organization WOMEN DELIVER, INC	Employer identification number 26-4462256
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ACCELERATING PROGRESS FOR GIRLS AND WOMEN. LOOKING AT THE WHOLE GIRL AND THE WHOLE WOMAN - SUPPORTED BY A SUITE OF POLICY BRIEFS, INFOGRAPHICS, STORIES, AND UNITED ACTIVATIONS - DELIVER FOR GOOD IS CHANGING THE NARRATIVE AROUND GIRLS AND WOMEN.

FOR TOO LONG GIRLS AND WOMEN HAVE BEEN TREATED AS VULNERABLE VICTIMS. DELIVER FOR GOOD RECOGNIZES THAT THEY ARE POWERFUL DRIVERS OF PROGRESS, RESHAPING THE WORLD FOR THE BETTER. SPANNING SECTORS, ISSUES, AND GENERATIONS, DELIVER FOR GOOD CHAMPIONS GENDER EQUALITY TO PLACE GIRLS AND WOMEN AT THE HEART OF A SUSTAINABLE FUTURE.

YOUTH ENGAGEMENT & YOUNG LEADERS PROGRAM:

YOUNG PEOPLE ARE CHANGING THE WORLD TODAY, CREATING THE REALITY OF TOMORROW. SPEAKING UP, CHALLENGING NORMS, COLLABORATING, AND BUILDING NETWORKS - YOUNG ADVOCATES ARE DRIVING POSITIVE CHANGE IN THEIR COMMUNITIES, COUNTRIES, AND AROUND THE WORLD.

THE WOMEN DELIVER YOUNG LEADERS PROGRAM CONNECTS OUTSTANDING YOUNG ADVOCATES WITH THE PLATFORMS, THE PEOPLE, AND THE RESOURCES THAT CAN AMPLIFY THEIR INFLUENCE ON A LARGER SCALE. WITH AN EMPHASIS ON SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS, WOMEN DELIVER ELEVATES THE WORK OF YOUNG PEOPLE TAKING A STAND FOR GENDER EQUALITY.

THE YOUNG LEADERS PROGRAM IS A CATALYST FOR RISING ADVOCATES, PROVIDING ACCESS TO SMALL GRANTS, TRAINING, A DIGITAL UNIVERSITY, SPEAKING OPPORTUNITIES, AND NETWORKING. SINCE 2010, A TOTAL OF 700 YOUNG PEOPLE FROM 138 COUNTRIES HAVE INCREASED THEIR IMPACT THROUGH THE AWARD-WINNING PROGRAM SO FAR. WOMEN DELIVER IS SHIFTING THE GLOBAL LANDSCAPE IN FAVOR

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OF MEANINGFUL YOUTH ENGAGEMENT BECAUSE WE KNOW YOUNG PEOPLE ARE SHAPING A GENDER EQUAL FUTURE. IT'S TIME TO FOLLOW THEIR LEAD.

WOMEN DELIVER CONFERENCES:

EVERY THREE YEARS, WE GALVANIZE MOMENTUM AT THE WOMEN DELIVER CONFERENCE - THE WORLD'S LARGEST GATHERING ON GENDER EQUALITY AND THE HEALTH AND RIGHTS OF GIRLS AND WOMEN.

THOUSANDS OF DECISION-MAKERS FROM GOVERNMENT, CIVIL SOCIETY, THE PRIVATE SECTOR, AND UN AGENCIES, AS WELL AS INFLUENCERS, ADVOCATES, ACADEMICS, ACTIVISTS, AND JOURNALISTS, CONVENE TO SHARE SOLUTIONS AND PROMOTE ACTION FOR GENDER EQUALITY. OUR SIGNATURE EVENT, IT'S A MOMENT TO RALLY, REFUEL, AND CHAMPION GIRLS AND WOMEN ON A GLOBAL STAGE.

THE WOMEN DELIVER CONFERENCE IS CREATED WITH COLLABORATION AT ITS HEART - BUILT WITH PARTNERS, FOR PARTNERS. MUCH MORE THAN A GATHERING IN A CONFERENCE CENTER, ACTIVITIES SIMULTANEOUSLY COINCIDE AROUND THE WORLD FOR A TRULY GLOBAL MOVEMENT. BY FOCUSING THE WORLD'S ATTENTION ON THE TRANSFORMATIVE POTENTIAL OF GIRLS AND WOMEN, WOMEN DELIVER CONFERENCES SEND A POWERFUL SIGNAL THAT INVESTING IN GENDER EQUALITY IS FOUNDATIONAL TO PROGRESS FOR ALL.

COMMUNICATIONS:

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 AND THE HARD FACTS TO DRIVE ACTION FOR GENDER EQUALITY,

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KEEPING THE HEALTH AND RIGHTS OF GIRLS AND WOMEN AT THE HEART OF THE CONVERSATION, ESPECIALLY THEIR SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS.

WE EQUIP ADVOCATES AND CHANGEMAKERS WITH EVIDENCE AND COMPELLING MESSAGES TO PROMOTE ACTION ON GENDER EQUALITY AND THE HEALTH AND RIGHTS OF GIRLS AND WOMEN. WE'RE ADVISORS TO GOVERNMENTS, CORPORATIONS, AND CIVIL SOCIETY ORGANIZATIONS ALIKE. WE COMMUNICATE FROM PODIUMS, IN BOARDROOMS, AND WITHIN THE HALLWAYS OF POWER, VIA THE PAGES OF MAJOR NEWSPAPERS AND INDIVIDUAL SCREENS, TO GET OUR MESSAGE TO THE RIGHT PEOPLE AND DRIVE PROGRESS.

FORM 990, PART VI, LINE 11B- FORM 990 REVIEW PROCESS  
THE DRAFT 990 IS REVIEWED BY MANAGEMENT, INCLUDING THE COO, SENIOR ADVISOR FOR LEGAL AFFAIRS, AND THE DIRECTOR 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 OR 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



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INTEREST POLICY AND COMPLETE THE DISCLOSURE FORM. AS A MATTER OF PRACTICE ALL BOARD MEMBERS AND ALL EMPLOYEES ARE REQUIRED TO COMPLETE THE DISCLOSURE 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.

Name of the organization WOMEN DELIVER, INC	Employer identification number 26-4462256
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FORM 990, PART VI, LINE 19- OTHER ORGANIZATION DOCUMENTS PUBLICITY  
WOMEN DELIVER'S AUDITED FINANCIAL STATEMENTS, ANNUAL REPORTS, AND TAX  
RETURNS (990'S) ARE READILY AVAILABLE TO THE PUBLIC ON OUR WEBSITE AT  
WWW.WOMENDELIVER.ORG.

FORM 990, PAGE 12, PART XI, LINE 8  
A PRIOR PERIOD ADJUSTMENT OF \$784,445 WAS RECORDED DURING 2019 TO CORRECT  
FOR THE PROPER RECORDING OF CONFERENCE REVENUE IN ACCORDANCE WITH  
GENERALLY ACCEPTED ACCOUNTING PRINCIPLES IN THE UNITED STATES.

FORM 990, PAGE 12, PART XI, LINE 9  
OTHER CHANGES IN NET ASSETS CONSIST OF A \$23,485 FOREIGN CURRENCY EXCHANGE  
LOSS IN 2019.

ATTACHMENT 1

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

<u>NAME AND ADDRESS</u>	<u>DESCRIPTION OF SERVICES</u>	<u>COMPENSATION</u>
HEALTH UNLIMITED, LLC 111 FIFTH AVENUE, 2ND FLOOR NEW YORK, NY 10003	CONF COMMS & WD LIVE	952,626.
WOMEN DELIVER CANADA 226 MACLAREN STREET OTTAWA ONTARIO CANADA K2P 0L6	ER & PROG EXPERTS	328,101.
INTERNATIONAL CONFERENCE SERVICES 300-1201 WEST PENDER ST VANCOUVER CANADA V6E2V2	CONF LOGISTICS & PCO	277,404.
CATALYTS FOR CHANGE LLC 40 EAST PIER DRIVE UNIT 2532 BOSTON, MA 02128	ADVOCACY ACADEMY	138,480.
MARKHAM GROUP LLC 100 WEST 3RD STREET	SECURITY & LOGISTICS	125,695.

Name of the organization WOMEN DELIVER, INC	Employer identification number 26-4462256
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ATTACHMENT 1 (CONT'D)

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

<u>NAME AND ADDRESS</u>	<u>DESCRIPTION OF SERVICES</u>	<u>COMPENSATION</u>
LITTLE ROCK, AR 72201		

ATTACHMENT 2

FORM 990, PART IX - OTHER FEES

<u>DESCRIPTION</u>	<u>(A) TOTAL FEES</u>	<u>(B) PROGRAM SERVICE EXP.</u>	<u>(C) MANAGEMENT AND GENERAL</u>	<u>(D) FUNDRAISING EXPENSES</u>
PAYROLL PROCESSING FEES	81,518.	72,551.	7,337.	1,630.
OTHER PROFESSIONAL FEES	3,244,062.	3,135,781.	42,932.	65,349.
TOTALS	<u>3,325,580.</u>	<u>3,208,332.</u>	<u>50,269.</u>	<u>66,979.</u>

ATTACHMENT 3

FORM 990, PART X - PREPAID EXPENSES AND DEFERRED CHARGES

<u>DESCRIPTION</u>	<u>ENDING BOOK VALUE</u>
PREPAID EXPENSES	50,714.
TOTALS	<u>50,714.</u>

ATTACHMENT 4

FORM 990, PART X - INVESTMENTS - PUBLICLY TRADED SECURITIES

<u>DESCRIPTION</u>	<u>COST OR FMV</u>
INVESTMENTS	FMV
TOTALS	

Name of the organization

Employer identification number

WOMEN DELIVER, INC

26-4462256

ATTACHMENT 5

FORM 990, PART X - DEFERRED REVENUE

<u>DESCRIPTION</u>	<u>ENDING BOOK VALUE</u>
DEFERRED REVENUE	334,137.
TOTALS	<u>334,137.</u>