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ENVELOPE

JUN 01 2012

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Form 990

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# Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

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

OMB No 1545-0047

2009

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

A For the 2009 calendar year, or tax year beginning

and ending

- B Check if applicable
- ☐ Address change
  - ☐ Name change
  - ☐ Initial return
  - ☐ Terminated
  - ☐ Amended return
  - ☐ Application pending

Please use IRS label or print or type See Specific Instructions

C Name of organization

WOMEN FOR WOMEN INTERNATIONAL

Doing Business As

Number and street (or P O box if mail is not delivered to street address)

4455 CONNECTICUT AVENUE, NW

Room/suite

200

City or town, state or country, and ZIP + 4

WASHINGTON, DC 20008

F Name and address of principal officer

SAME AS C ABOVE

D Employer identification number

52-1838756

E Telephone number

202-737-7705

G Gross receipts

27,158,047.

H(a) Is this a group return

for affiliates?

☐ Yes ☒ No

H(b) Are all affiliates included?

☐ Yes ☒ No

If "No," attach a list (see instructions)

H(c) Group exemption number ▶

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

J Website: WWW.WOMENFORWOMEN.ORG

K Form of organization. ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1993 M State of legal domicile DC

## Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities	PROVIDING WOMEN SURVIVORS OF CONFLICTS WITH TOOLS TO MOVE TOWARD STABILITY AND SELF-SUFFICIENCY.	
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	21
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	20
	5	Total number of employees (Part V, line 2a)	5	94
	6	Total number of volunteers (estimate if necessary)	6	329
	7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	0.
Revenue	b	Net unrelated business taxable income from Form 990-T, line 34	7b	0.
	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2g)	21,442,445.	26,335,468.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	152,755.	22,332.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	51,493.	123,705.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	21,646,693.	26,481,505.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	4,641,941.	4,403,334.
	14	Benefits paid to or for members (Part IX, column (A), line 4)		
	15	Salaries, other compensation employee benefits (Part IX, column (A), lines 5-10)	7,711,954.	7,747,948.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	729,782.	268,235.
Expenses	b	Total fundraising expenses (Part IX, column (D), line 25) ▶	3,711,354.	
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	9,675,282.	9,020,412.
	18	Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)	22,758,959.	21,439,929.
	19	Revenue less expenses - Subtract line 18 from line 12	-1,112,266.	5,041,576.
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21	Total liabilities (Part X, line 26)	11,548,397.	16,270,384.
	22	Net assets or fund balances - Subtract line 21 from line 20	2,928,449.	2,600,982.
			8,619,948.	13,669,402.

## Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief it is true, correct and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer Date

CHARLES WINTERS, CFO  
Type or print name and title

Paid Preparer's Use Only

Preparer's signature

RAFFA, PC

Date

9/7/10

Check if self-employed ☐

Preparer's identifying number (see instructions)

Firm's name (or yours if self-employed), address and ZIP + 4

1899 L STREET NW, SUITE 900

WASHINGTON, DC 20036

EIN ▶

Phone no ▶ 202-822-5000

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

932001 02-04-10 LHA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions

Form 990 (2009)

RECEIVED

COPY

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FRESNO, CA

5-17

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**Part III Statement of Program Service Accomplishments**

- 1 Briefly describe the organization's mission: SEE SCHEDULE O FOR CONTINUATION  
THE PURPOSE OF THE CORPORATION IS TO (I) PROVIDE WOMEN SURVIVORS OF  
WAR, CIVIL STRIFE AND OTHER CONFLICTS WITH THE TOOLS AND RESOURCES TO  
MOVE FROM CRISIS AND POVERTY TO STABILITY AND SELF-SUFFICIENCY,  
THEREBY PROMOTING VIABLE CIVIL SOCIETIES AND (II) ENGAGE IN ANY OTHER
- 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 exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts 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 \$ 15,483,120. including grants of \$ 4,403,334. ) (Revenue \$ 95,892. )  
SPONSORSHIP PROGRAM - DURING 2009, PROVIDED OVER 39,000 WOMEN \$4.4  
MILLION IN DIRECT FINANCIAL ASSISTANCE TOWARD SECURING MEDICAL  
TREATMENT, PAYING SCHOOL FEES, INVESTING IN A SMALL BUSINESS, BUILDING  
PERSONAL SAVINGS, PURCHASING LAND AND OTHER CRITICAL AND LONG-TERM  
NEEDS.

4b (Code ) (Expenses \$ 421,122. including grants of \$ ) (Revenue \$ )  
MEDIA, COMMUNICATIONS AND OUTREACH - THE MEDIA COMMUNICATIONS AND  
OUTREACH PROGRAM CREATES ALLIES AND ADVOCATES FOR SOCIALLY EXCLUDED  
WOMEN IN CONFLICT-RIDDEN SOCIETIES. THE PROGRAM PROVIDES UPDATES ON  
SITUATIONS AND CURRENT EVENTS IN POST-CONFLICT SOCIETIES AND PERSONAL  
STORIES OF WOMEN LIVING IN POST-CONFLICT SOCIETIES. THE PROGRAM SEEKS  
TO EDUCATE WOMEN FOR WOMEN'S SUPPORTERS ABOUT THE CHALLENGES WOMEN FACE  
IN REBUILDING THEIR LIVES, THEIR FAMILIES AND COMMUNITIES IN THE  
AFTERMATH OF WAR.

4c (Code ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4d Other program services (Describe in Schedule O)

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

4e Total program service expenses ► \$ 15,904,242.

**Part IV Checklist of Required Schedules**

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		X
5 <b>Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>	N/A	
6 Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 Is the organization's answer to any of the following questions "Yes"? <i>If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	X	
• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>		
• Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		
• Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		
• Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		
• Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		
• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? <i>If "Yes," complete Schedule D, Part X</i>		
12 Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>		X
12A Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional</i>	Yes X	No 
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?	X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If "Yes," complete Schedule F, Part I</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>	X	
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>	X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X

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

	Yes	No
<b>21</b> Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	
<b>22</b> Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
<b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>		X
<b>24b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>24c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>24d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b> <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
<b>25b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
<b>26</b> Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>		X
<b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>		X
<b>28</b> Was the organization a party to a business transaction with one of the following parties, (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
<b>28a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
<b>28b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
<b>28c</b> An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	X	
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	X	
<b>35</b> Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?	X	

**Note.** All Form 990 filers are required to complete Schedule O.

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**Part V Statements Regarding Other IRS Filings and Tax Compliance**

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U S Information Returns Enter -0- if not applicable	13	
<b>1b</b>	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	0	
<b>1c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
<b>2a</b>	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	94	
<b>2b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)	X	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
<b>3b</b>	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
<b>4a</b>	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	X	
<b>4b</b>	If "Yes," enter the name of the foreign country: <b>SEE SCHEDULE O</b> See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
<b>5b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
<b>5c</b>	If "Yes," to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
<b>6a</b>	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		X
<b>6b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>7a</b>	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	
<b>7b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
<b>7c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
<b>7d</b>	If "Yes," indicate the number of Forms 8282 filed during the year		
<b>7e</b>	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
<b>7f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
<b>7g</b>	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
<b>7h</b>	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations</b> Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? N/A		
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>		
<b>9a</b>	Did the organization make any taxable distributions under section 4966? N/A		
<b>9b</b>	Did the organization make a distribution to a donor, donor advisor, or related person? N/A		
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter		
<b>10a</b>	Initiation fees and capital contributions included on Part VIII, line 12 N/A		
<b>10b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter		
<b>11a</b>	Gross income from members or shareholders N/A		
<b>11b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>12b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		

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**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 in Schedule O. See instructions.

**Section A. Governing Body and Management**

	Yes	No
1a Enter the number of voting members of the governing body	21	
b Enter the number of voting members that are independent	20	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	X	
5 Did the organization become aware during the year of a material diversion of the organization's assets?		X
6 Does the organization have members or stockholders?		X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		X
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		X

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

	Yes	No
10a Does the organization have local chapters, branches, or affiliates?	X	
b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	X	
11 Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	X	
11A Describe in Schedule O the process, if any, used by the organization to review this Form 990		
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	X	
13 Does the organization have a written whistleblower policy?	X	
14 Does the organization have a written document retention and destruction policy?	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	X	
b Other officers or key employees of the organization	X	
If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions.)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

**Section C. Disclosure**

17 List the states with which a copy of this Form 990 is required to be filed **AK, AL, AR, AZ, CA, CO, CT, FL, GA, HI, IL, KS**

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.  
☐ Own website ☐ Another's website ☒ Upon request

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization **CHIEF FINANCIAL OFFICER - 202-737-7705**  
**4455 CONNECTICUT AVE., NW, #200, WASHINGTON, DC 20008**

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**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**
**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. Use Schedule J-2 if additional space is needed.

• 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. 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.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ Check this box if the organization did not compensate any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(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			
ZAINAB SALBI FOUNDER AND CEO	40.00	X		X				215,871.	0.	9,806.
MARY ZIENTS CHAIR OF THE BOARD	1.00	X		X				0.	0.	0.
KATHERINE BORSECNIK SECRETARY	1.00	X		X				0.	0.	0.
LEIGH COMAS TREASURER THRU 04/09	1.00	X		X				0.	0.	0.
AMJAD ATALLAH CO-FOUNDER	1.00	X						0.	0.	0.
ANDREA BERNSTEIN BOARD MEMBER	1.00	X						0.	0.	0.
JEWELLE BICKFORD BOARD MEMBER, UK TRUSTEE	1.00	X						0.	0.	0.
LUCY BILLINGSLEY BOARD MEMBER	1.00	X						0.	0.	0.
JAN BRANDT BOARD MEMBER	1.00	X						0.	0.	0.
CHRISTINE FISHER BOARD MEMBER, VICE CHAIR	1.00	X						0.	0.	0.
KAREN FITZSIMMONS BOARD MEMBER	1.00	X						0.	0.	0.
DEBORAH L. HARMON BOARD MEMBER	1.00	X						0.	0.	0.
DR. KEDI LETLAKA-RENNERT BOARD MEMBER	1.00	X						0.	0.	0.
DANUTA LOCKETT BOARD MEMBER, PAST CHAIR	1.00	X						0.	0.	0.
SHARON MARCIL BOARD MEMBER	1.00	X						0.	0.	0.
LEN MIDDLETON BOARD MEMBER	1.00	X						0.	0.	0.
BARBARA PERLMUTTER BOARD MEMBER	1.00	X						0.	0.	0.



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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(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			
NANCY RUBIN BOARD MEMBER	1.00	X						0.	0.	0.
CYNTHIA RYAN BOARD MEMBER	1.00	X						0.	0.	0.
SHERYL SANDBERG BOARD MEMBER	1.00	X						0.	0.	0.
ELIZABETH CLARK ZOIA BOARD MEMBER	1.00	X						0.	0.	0.
ANDREE SIMON PRESIDENT/COO	40.00			X				98,325.	0.	3,453.
CHARLES WINTERS CFO/TREASURER POST 04/09	40.00			X				192,143.	0.	9,598.
FRANK FORBES CONTROLLER/DIR. OF FIN.	40.00			X				142,862.	0.	8,508.
ERIKA LUBENSKY CHIEF OF STAFF	40.00			X				123,867.	0.	7,673.
NICOLE WEAVER CHIEF INFO. OFFICER	40.00			X				122,850.	0.	1,653.
MARA DELL EXEC. DIR. OF GLOBAL HR	40.00			X				113,493.	0.	0.
<b>1b Total</b>								1,568,914.	0.	65,316.

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

- 3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4	X	
5		X

**Section B. Independent Contractors**

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation
MAILING SERVICES OF PITTSBURGH PO BOX 641114, PITTSBURGH, PA 15264	DIRECT MARKETING SERVICES	532,127.
PARADYSZ MATERA CO., INC, 5 HANOVER SQUARE, 6TH FLOOR, NEW YORK, NY 10004	DIRECT MARKETING SERVICES	312,813.
DOTGAIN SOLUTIONS 257 SIMARANO DRIVE, MARLBORO, MA 01752	DIRECT MARKETING SERVICES	275,763.
THOMPSON, HABIB AND DENISON, INC. 80 HAYDEN AVE., #300, LEXINGTON, MA 02421	FUNDRAISING CONSULTANT	268,235.
DIRECT FULFILLMENT SERVICES, 580 SOUTH RESEARCH PLACE, CENTRAL ISLIP, NY 11722	CREDIT CARD PROCESSOR	213,111.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization **8**

SEE SCHEDULE J-2 FOR PART VII, SECTION A CONTINUATION

Form 990 (2009)

Part VIII Statement of Revenue				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a Federated campaigns	1a		26335468.			
	b Membership dues	1b					
	c Fundraising events	1c	865,693.				
	d Related organizations	1d	621,114.				
	e Government grants (contributions)	1e	412,163.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	24436498.				
	g Noncash contributions included in lines 1a-1f \$		422,055.				
	h Total. Add lines 1a-1f						
	Program Service Revenue	2 a Business Code					
b							
c							
d							
e							
f All other program service revenue							
g Total. Add lines 2a-2f							
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			25,120.		25,120.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross Rents		(i) Real	(ii) Personal			
	b Less: rental expenses						
	c Rental income or (loss)						
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory		(i) Securities	(ii) Other			
	b Less cost or other basis and sales expenses						
	c Gain or (loss)						
	d Net gain or (loss)				-2,788.	-2,788.	
	8 a Gross income from fundraising events (not including \$ 865,693. of contributions reported on line 1c) See Part IV, line 18		a	92,955.			
	b Less: direct expenses		b	209,087.			
	c Net income or (loss) from fundraising events				-116,132.	-116,132.	
	9 a Gross income from gaming activities See Part IV, line 19		a				
	b Less: direct expenses		b				
	c Net income or (loss) from gaming activities						
	10 a Gross sales of inventory, less returns and allowances		a	95,892.			
	b Less: cost of goods sold		b	111,599.			
	c Net income or (loss) from sales of inventory				-15,707.	-15,707.	
Miscellaneous Revenue		Business Code					
11 a FOREIGN CURRENCY GAIN		900099	190,098.		190,098.		
b OTHER INCOME		900099	65,446.		65,446.		
c							
d All other revenue							
e Total. Add lines 11a-11d			255,544.				
12 Total revenue. See instructions.			26481505.	-15,707.	0.	161,744.	

**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) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	150,000.	150,000.		
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	4,253,334.	4,253,334.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,514,817.	434,640.	621,257.	458,920.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	5,284,463.	4,389,903.	261,890.	632,670.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	44,442.	23,157.	8,581.	12,704.
9 Other employee benefits	161,001.	70,265.	42,847.	47,889.
10 Payroll taxes	743,225.	584,369.	80,226.	78,630.
11 Fees for services (non-employees):				
a Management				
b Legal	55,848.	42,832.	13,016.	
c Accounting	117,900.	81,576.	36,324.	
d Lobbying				
e Professional fundraising services See Part IV, line 17	268,235.			268,235.
f Investment management fees				
g Other	1,898,563.	1,500,490.	133,239.	264,834.
12 Advertising and promotion	1,238,079.	215,230.	4,629.	1,018,220.
13 Office expenses	1,341,505.	735,532.	50,310.	555,663.
14 Information technology	143,716.	101,668.	26,328.	15,720.
15 Royalties				
16 Occupancy	1,133,105.	881,099.	119,667.	132,339.
17 Travel	796,504.	671,403.	49,578.	75,523.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	35,328.		35,328.	
21 Payments to affiliates	21,502.	21,502.		
22 Depreciation, depletion, and amortization	297,298.	220,545.	36,142.	40,611.
23 Insurance	89,104.	52,483.	19,566.	17,055.
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a TRAINING SUPPLIES/SRVS.	656,064.	656,064.		
b BANK PROCESSING FEES	574,539.	543,002.	25,522.	6,015.
c OTHER EXPENSES	432,322.	275,148.	70,848.	86,326.
d MISCELLANEOUS	118,000.		118,000.	
e CURRENCY TRANS. LOSS	71,035.		71,035.	
f All other expenses				
25 Total functional expenses. Add lines 1 through 24f	21,439,929.	15,904,242.	1,824,333.	3,711,354.
26 Joint costs. Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

**Part X Balance Sheet**

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing	5,195,130.	1	3,143,985.
	<b>2</b> Savings and temporary cash investments	836,376.	2	7,817,667.
	<b>3</b> Pledges and grants receivable, net	3,400,697.	3	2,680,152.
	<b>4</b> Accounts receivable, net	95,664.	4	178,672.
	<b>5</b> Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	<b>6</b> Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L		6	
	<b>7</b> Notes and loans receivable, net		7	
	<b>8</b> Inventories for sale or use	31,817.	8	28,292.
	<b>9</b> Prepaid expenses and deferred charges	224,276.	9	392,802.
	<b>10a</b> Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	<b>10a</b> 2,650,879.		
	<b>b</b> Less accumulated depreciation	<b>10b</b> 954,070.	1,443,917.	<b>10c</b> 1,696,809.
	<b>11</b> Investments - publicly traded securities		11	
	<b>12</b> Investments - other securities See Part IV, line 11	164,847.	12	30,141.
	<b>13</b> Investments - program-related See Part IV, line 11		13	
	<b>14</b> Intangible assets		14	
	<b>15</b> Other assets See Part IV, line 11	155,673.	15	301,864.
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 34)	11,548,397.	16	16,270,384.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses	817,233.	17	1,557,062.
	<b>18</b> Grants payable		18	
	<b>19</b> Deferred revenue	406,469.	19	53,671.
	<b>20</b> Tax-exempt bond liabilities		20	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	<b>22</b> Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties		23	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties	1,000,000.	24	
	<b>25</b> Other liabilities Complete Part X of Schedule D	704,747.	25	990,249.
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25	2,928,449.	26	2,600,982.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets	3,902,889.	27	8,515,079.
	<b>28</b> Temporarily restricted net assets	4,717,059.	28	5,154,323.
	<b>29</b> Permanently restricted net assets		29	
	<b>Organizations that do not follow SFAS 117, check here</b> <input type="checkbox"/> <b>and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds		30	
	<b>31</b> Paid-in or capital surplus, or land, building, or equipment fund		31	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds		32	
	<b>33</b> <b>Total net assets or fund balances</b>	8,619,948.	33	13,669,402.
<b>34</b> <b>Total liabilities and net assets/fund balances</b>	11,548,397.	34	16,270,384.	

Form 990 (2009)

**Part XI Financial Statements and Reporting**

- 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?
- b** Were the organization's financial statements audited by an independent accountant?
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?  
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O
- d** If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both:  
☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis
- 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 in Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Form 990 (2009)

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

Department of the Treasury  
Internal Revenue Service

**Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.  
▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

**WOMEN FOR WOMEN INTERNATIONAL**

Employer identification number  
**52-1838756**

**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 11, 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.)
- 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 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.)
- 10 ☐ An organization organized and operated exclusively to test for public safety. See section 509(a)(4).
- 11 ☐ 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 that describes the type of supporting organization and complete lines 11e through 11h.
- a ☐ Type I      b ☐ Type II      c ☐ Type III - Functionally integrated      d ☐ Type III - Other
- e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
- f ☐ If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box ☐
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?
- (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization? ☐
- (ii) A family member of a person described in (i) above? ☐
- (iii) A 35% controlled entity of a person described in (i) or (ii) above? ☐
- h Provide the following information about the supported organization(s)

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization in col. (i) listed in your governing document?		(v) Did you notify the organization in col. (i) of your support?		(vi) Is the organization in col. (i) organized in the U.S.?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
<b>Total</b>									

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

Schedule A (Form 990 or 990-EZ) 2009

**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.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	12505440.	16699572.	21903371.	21442445.	26335468.	98886296.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 <b>Total.</b> Add lines 1 through 3	12505440.	16699572.	21903371.	21442445.	26335468.	98886296.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						4408840.
6 <b>Public support.</b> Subtract line 5 from line 4						94477456.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
7 Amounts from line 4	12505440.	16699572.	21903371.	21442445.	26335468.	98886296.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	27,870.	70,014.	107,561.	152,755.	25,120.	383,320.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)	236,891.	255,300.	109,690.	69,753.	255,544.	927,178.
11 <b>Total support.</b> Add lines 7 through 10						100196794
12 Gross receipts from related activities, etc. (see instructions)					12	3,251,759.
13 <b>First five years.</b> 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 <b>stop here</b> ▶ <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

14 Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f))	14	94.29 %
15 Public support percentage from 2008 Schedule A, Part II, line 14	15	95.43 %
16a <b>33 1/3% support test - 2009.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ▶ <input checked="" type="checkbox"/>		
b <b>33 1/3% support test - 2008.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
17a <b>10% -facts-and-circumstances test - 2009.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
b <b>10% -facts-and-circumstances test - 2008.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
18 <b>Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ <input type="checkbox"/>		

Schedule A (Form 990 or 990-EZ) 2009

**Part III Support Schedule for Organizations Described in Section 509(a)(2)** (Complete only if you checked the box on line 9 of Part I.)**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
<b>c</b> Add lines 7a and 7b						
<b>8 Public support</b> (Subtract line 7c from line 6)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>9</b> Amounts from line 6						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
<b>13 Total support</b> (Add lines 9, 10c, 11, and 12)						
<b>14 First five years.</b> 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 <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2009 (line 8, column (f) divided by line 13, column (f))	<b>15</b>	%
<b>16</b> Public support percentage from 2008 Schedule A, Part III, line 15	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2009 (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	%
<b>18</b> Investment income percentage from 2008 Schedule A, Part III, line 17	<b>18</b>	%

**19a 33 1/3% support tests - 2009.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐

**b 33 1/3% support tests - 2008.** 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 ☐

Schedule A (Form 990 or 990-EZ) 2009



**Part IV** **Supplemental Information.** Complete this part to provide the explanations required by Part II, line 10, Part II, line 17a or 17b, and Part III, line 12. Provide any other additional information. See instructions.

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

OTHER INCOME

FOREIGN CURRENCY GAIN

**Schedule D**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

- Complete if the organization answered "Yes," to Form 990,  
Part IV, line 6, 7, 8, 9, 10, 11, or 12.  
► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

WOMEN FOR WOMEN INTERNATIONAL

Employer identification number

52-1838756

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" to Form 990, Part IV, line 6

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or pleasure)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ►

4 Number of states where property subject to conservation easement is located ►

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ►

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ► \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, 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" to Form 990, Part IV, line 8

1a If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, 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) Revenues included in 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 SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1	► \$
b Assets included in Form 990, Part X	► \$

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

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

- a ☐ Public exhibition  
 b ☐ Scholarly research  
 c ☐ Preservation for future generations

- d ☐ Loan or exchange programs  
 e ☐ Other \_\_\_\_\_

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

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No
**Part IV Escrow and Custodial Arrangements.** Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

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

	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?

☐ Yes

☐ No

b If "Yes," explain the arrangement in Part XIV

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

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

2 Provide the estimated percentage of the year end balance held as

a Board designated or quasi-endowment ▶ \_\_\_\_\_ %

b Permanent endowment ▶ \_\_\_\_\_ %

c Term endowment ▶ \_\_\_\_\_ %

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

	Yes	No
3a(i)		
3a(ii)		
3b		

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

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

**Part VI Investments - Land, Buildings, and Equipment.** See Form 990, Part X, line 10

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		197,329.		197,329.
b Buildings				
c Leasehold improvements		595,200.	205,875.	389,325.
d Equipment		167,088.	167,088.	0.
e Other		1,691,262.	581,107.	1,110,155.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c))				1,696,809.

Schedule D (Form 990) 2009

**Part VII Investments - Other Securities.** See Form 990, Part X, line 12

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives		
Closely-held equity interests		
Other		
Total. (Col (b) must equal Form 990, Part X, col (B) line 12.) ►		

**Part VIII Investments - Program Related.** See Form 990, Part X, line 13

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. (Col (b) must equal Form 990, Part X, col (B) line 13.) ►		

**Part IX Other Assets.** See Form 990, Part X, line 15

(a) Description	(b) Book value
Total. (Column (b) must equal Form 990, Part X, col (B) line 15.) ►	

**Part X Other Liabilities.** See Form 990, Part X, line 25

1 (a) Description of liability	(b) Amount
Federal income taxes	
DEFERRED RENT AND LEASE INCENTIVES	536,150.
INTERCOMPANY PAYABLE	265,440.
OTHER CURRENT LIABILITIES	172,006.
DEFERRED COMPENSATION LIABILITY	16,653.
Total. (Column (b) must equal Form 990, Part X, col (B) line 25.) ►	
	990,249.

2. FIN 48 Footnote. In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48

**Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements**

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	26,481,505.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	21,439,929.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	5,041,576.
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV.)	8	7,878.
9	Total adjustments (net). Add lines 4 through 8	9	7,878.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	5,049,454.

**Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**

1	Total revenue, gains, and other support per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	

**Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return**

1	Total expenses and losses per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25.		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	

**Part XIV Supplemental Information**

Complete this part to 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, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

**PART X: EFFECTIVE JANUARY 1, 2009, WOMEN FOR WOMEN ADOPTED THE**

**AUTHORITATIVE GUIDANCE RELATING TO ACCOUNTING FOR UNCERTAINTY IN INCOME**

**TAXES INCLUDED IN ASC TOPIC INCOME TAXES. THESE PROVISIONS PROVIDE**

**CONSISTENT GUIDANCE FOR THE ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES**

**RECOGNIZED IN AN ENTITY'S FINANCIAL STATEMENTS AND PRESCRIBE A THRESHOLD**

**OF "MORE LIKELY THAN NOT" FOR RECOGNITION AND DERECOGNITION OF TAX**

**POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. WOMEN FOR WOMEN**

**PERFORMED AN EVALUATION OF UNCERTAIN TAX POSITIONS FOR THE YEAR ENDED**

**Part XIV** Supplemental Information (continued)

DECEMBER 31, 2009, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE FINANCIAL STATEMENTS OR WHICH MAY HAVE ANY AFFECT ON ITS TAX-EXEMPT STATUS.

PART XI, LINE 8 - OTHER ADJUSTMENTS:

ADJUSTMENT IN EQUITY INVESTMENT: 7878.

**Schedule F  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Statement of Activities Outside the United States**

► Complete if the organization answered "Yes" to Form 990,  
Part IV, line 14b, 15, or 16.  
► Attach to Form 990. ► See separate instructions.

OMB No. 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

Employer identification number

WOMEN FOR WOMEN INTERNATIONAL

52-1838756

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

**1 For grantmakers.** 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 For grantmakers.** Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States

**3 Activities per Region.** (Use Schedule F-1 (Form 990) if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EUROPE (INCLUDING ICELAND AND GREENLAND)	2	55	PROGRAM	SPONSORSHIP	2,580,000
MIDDLE EAST AND NORTH AFRICA	2	97	PROGRAM	SPONSORSHIP	1,883,000.
SUB-SAHARAN AFRICA	4	265	PROGRAM	SPONSORSHIP	7,548,000.
<b>Totals</b>	8	417			12,011,000.

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

Schedule F (Form 990) 2009





**Part III Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16.

Use Schedule F-1 (Form 990) 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 non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
DIRECT HUMANITARIAN AID	EUROPE (INCLUDING ICELAND AND GREENLAND)	7,398	753,000.	CASH PAYMENT	0.		
DIRECT HUMANITARIAN AID	MIDDLE EAST AND NORTH AFRICA	4,600	767,000.	CASH PAYMENT	0.		
DIRECT HUMANITARIAN AID	SUB-SAHARAN AFRICA	17,719	2733334.	CASH PAYMENT	0.		

Schedule F (Form 990) 2009

**Part IV** Supplemental Information

Complete this part to provide the information required in Part I, line 2, and any additional information

SCHEDULE F, PART I, LINE 2: WFWI ENGAGES LOCAL ACCOUNTANTS TO AUDIT EACH CHAPTER ON AN ANNUAL BASIS AND WFWI UNDERGOES A GLOBAL AUDIT ANNUALLY WITH A US-BASED AUDIT FIRM. DEPENDING UPON WHERE THE GRANT IS ADMINISTERED, GRANT FINANCIAL REPORTS ARE EITHER PREPARED LOCALLY AT THE CHAPTER AND REVIEWED BY HQ FINANCE, OR BY HQ FINANCE DIRECTLY. WFWI STAFF WORK JOINTLY WITH LOCAL STAFF TO PRODUCE BUDGETS FOR CHAPTER OFFICES OUTSIDE THE US. THESE BUDGETS INCLUDE GRANT FUNDED AND NON-GRANT FUNDED ACTIVITIES. EXPENDITURES ARE MONITORED AGAINST THE APPROVED BUDGET BY BOTH LOCAL CHAPTER STAFF AND US-BASED FINANCE STAFF. THE CHAPTER SUBMITS MONTHLY DETAILED EXPENSE REPORTS TO THE US OFFICE AND US FINANCE STAFF REVIEW SPENDING REPORTS AND PERIODICALLY REQUEST BACKUP FOR SIGNIFICANT OR UNUSUAL EXPENSES. MONTHLY EXPENSE REPORTS ARE REVIEWED AND APPROVED BY LOCAL FINANCE STAFF AND THE COUNTRY DIRECTOR.

SCHEDULE F, PART III, COL (C): THE NUMBER OF WOMEN RECEIVING DIRECT AID IS TRACKED IN A DATABASE MAINTAINED BY WFWI. THIS DATABASE OF ENROLLED WOMEN IS THE SOURCE FOR THE MONTHLY SPONSORSHIP DISTRIBUTION LIST PROVIDED TO THE CHAPTERS.

Department of the Treasury  
Internal Revenue Service

▶ **Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.**  
▶ **Attach to Form 990 or Form 990-EZ ▶ See separate instructions.**

OMB No. 1545-0047

# 2009

**Open To Public Inspection**

Name of the organization

WOMEN FOR WOMEN INTERNATIONAL

Employer identification number  
52-1838756

## Part I

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

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

- a ☒ Mail solicitations

- b ☒ Internet and email solicitations

- c ☒ Phone solicitations

- d ☒ In-person solicitations

- e ☒ Solicitation of non-government grants

- f ☒ Solicitation of government grants

- ☒ Special fundraising events

- 2 a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?

☒ Yes

☐ No

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

(i) Name of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
THOMPSON, HABIB, DENISON, INC.	FUNDRAISING CONSULTANT		X	0.	268,235.	265,235.
Total					268,235.	265,235.

- 3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing  
AL, AK, AZ, AR, CA, CO, CT, DE, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO  
MT, NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, WV, WI, WY  
DC

**COPY**

**Part II Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events NONE	(d) Total events (add col (a) through col (c))
		NY GALA (event type)	(event type)	(total number)	
Revenue	1 Gross receipts	958,648.			958,648.
	2 Less: Charitable contributions	865,693.			865,693.
	3 Gross income (line 1 minus line 2)	92,955.			92,955.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	110,990.			110,990.
	7 Food and beverages	92,955.			92,955.
	8 Entertainment				
	9 Other direct expenses	5,142.			5,142.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				( 209,087 )
	11 Net income summary. Combine line 3, column (d), and line 10				-116,132.

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	7 Direct expense summary. Add lines 2 through 5 in column (d)				( )
	8 Net gaming income summary. Combine line 1, column (d), and line 7				

- 9 Enter the state(s) in which the organization operates gaming activities \_\_\_\_\_
- a Is the organization licensed to operate gaming activities in each of these states?  
b If "No," explain: \_\_\_\_\_
- 10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?  
b If "Yes," explain: \_\_\_\_\_
- 11 Does the organization operate gaming activities with nonmembers?
- 12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?

	Yes	No
9a		
10a		
11		
12		

**13** Indicate the percentage of gaming activity operated in**a** The organization's facility**13a** %**b** An outside facility**13b** %**14** Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name ► \_\_\_\_\_

Address ► \_\_\_\_\_

**15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue?**15a****b** If "Yes," enter the amount of gaming revenue received by the organization ► \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party ► \$ \_\_\_\_\_**c** If "Yes," enter name and address of the third party:

Name ► \_\_\_\_\_

Address ► \_\_\_\_\_

**16** Gaming manager information

Name ► \_\_\_\_\_

Gaming manager compensation ► \$ \_\_\_\_\_

Description of services provided ► \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_☐ Director/officer☐ Employee☐ Independent contractor**17** Mandatory distributions**a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?**17a****b** Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ \_\_\_\_\_

Schedule G (Form 990 or 990-EZ) 2009

**Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.**

**► Attach to Form 990.**

Name of the organization

**WOMEN FOR WOMEN INTERNATIONAL**

**Employer identification number**  
**52-1838756**

<b>Part I</b>	<b>General Information on Grants and Assistance</b>
---------------	---

- 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?

- |         |   |
|---------|---|
| 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 Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any |

## Part II

**Part II**

**Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule 1-1 (Form 990) 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
HEIFER INTERNATIONAL 1 WORLD AVENUE LITTLE ROCK, AR 72202	35-1019477	501(C)(3)	50,000.	0.			DISCRETIONARY FUNDING FOR SPECIAL M&E PROJECT
THE INTERNATIONAL RESCUE COMMITTEE 122 EAST 42ND STREET NEW YORK, NY 10168	13-5660870	501(C)(3)	50,000.	0.			DISCRETIONARY FUNDING FOR SPECIAL M&E PROJECT
PARTNERS IN HEALTH 888 COMMONWEALTH AVENUE, 3RD FLOOR BOSTON, MA 02284	04-3567502	501(C)(3)	50,000.	0.			DISCRETIONARY FUNDING FOR SPECIAL M&E PROJECT

- 2 Enter total number of section 501(c)(3) and government organizations
- 3 Enter total number of other organizations

**LHA** For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) 2009

(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

Part IV

Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.

SCHEDULE I, PART I, LINE 2: WHEN REQUIRED, WFWI REQUESTS INFORMATION FROM

RECIPIENT ORGANIZATIONS TO MONITOR EXPENDITURES AGAINST GRANTS AND VERIFIES

THEIR EXEMPT STATUS. WFWI DOES NOT USUALLY PROVIDE GRANTS TO DOMESTIC

ORGANIZATIONS OR INDIVIDUALS. DURING 2009, WFWI DID RECEIVE FUNDS FROM A

DONOR AND A PORTION WERE PASSED THROUGH TO SUBRECIPIENTS, BUT WFWI HAD NO

OBLIGATION TO MONITOR THOSE AWARDS UNDER THE MASTER GRANT AGREEMENT.

**SCHEDULE J  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 23.

▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

**2009**

Open to Public Inspection

Name of the organization

WOMEN FOR WOMEN INTERNATIONAL

Employer identification number

52-1838756

**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 in 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 (e.g., maid, chauffeur, chef)

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

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

**3** Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply

☒ 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 in 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) and 501(c)(4) organizations must complete lines 5-9.**

**5** For persons listed in 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" to line 5a or 5b, describe in Part III.

**6** For persons listed in 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" to line 6a or 6b, describe in Part III

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

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

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

Yes No

1b X

2 X

4a X

4b X

4c X

5a X

5b X

6a X

6b X

7 X

8 X

9

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

Schedule J (Form 990) 2009





Department of the Treasury  
Internal Revenue Service

▶ Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.  
▶ See the Instructions for Form 990.

OMB No 1545-0047

2009

**Open to Public Inspection**

Name of the Organization

WOMEN FOR WOMEN INTERNATIONAL

Employer Identification number  
52-1838756

[illegible]

Schedule J-2 (Form 990) 2009

**COPY**

**SCHEDULE M**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Noncash Contributions**

► **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**  
► **Attach to Form 990.**

OMB No 1545-0047

**2009**

**Open to Public Inspection**

Name of the organization

**WOMEN FOR WOMEN INTERNATIONAL**

Employer identification number  
**52-1838756**

**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	7	422,055.	SALES PRICE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► ( )				
26 Other ► ( )				
27 Other ► ( )				
28 Other ► ( )				

**29** Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgment

**29**

**30a** During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?

Yes No

30a		X
31		X
32a		X

**b** If "Yes," describe the arrangement in Part II.

**31** Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?

**32a** Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

**b** If "Yes," describe in Part II

**33** If the organization did not report revenues in column (c) for a type of property for which column (a) is checked, describe in Part II

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

Schedule M (Form 990) 2009

**SCHEDULE O**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990**

Complete to provide information for responses to specific questions on  
Form 990 or to provide any additional information.  
▶ Attach to Form 990.

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

WOMEN FOR WOMEN INTERNATIONAL

Employer identification number

52-1838756

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

LAWFUL ACT OR ACTIVITY FOR WHICH CORPORATIONS MAY BE ORGANIZED UNDER  
THE DISTRICT OF COLUMBIA NONPROFIT CORPORATION ACT.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

AFGHANISTAN, BOSNIA-HERZEGOVINA, BULGARIA, CONGO, DEM REP,  
IRAQ, NIGERIA, RWANDA, SUDAN

FORM 990, PART VI, SECTION A, LINE 4: DURING 2009, WFWI AMENDED THE  
DESCRIPTION OF ITS CHARITABLE PURPOSE TO INCLUDE THE GLOBAL NATURE OF  
CURRENT PROGRAMS AND ALSO MADE A CLERICAL CHANGE DESCRIBING HOW THE ASSETS  
OF THE ORGANIZATION WOULD BE DISTRIBUTED UPON DISSOLUTION.

FORM 990, PART VI, SECTION B, LINE 11: WFWI'S FINANCE STAFF REVIEWS THE  
FINANCIAL ASPECTS OF THE 990 TO MAKE SURE RESULTS ARE PROPERLY STATED AND  
RECONCILE TO THE AUDITED FINANCIALS STATEMENTS. THE GLOBAL LEADERSHIP TEAM  
REVIEWS BOTH THE FINANCIAL AND NON-FINANCIAL CONTENT FOR ACCURACY AND  
COMPLETENESS. ONCE THE 990 IS REVIEWED AND APPROVED BY MANAGEMENT IT IS  
REVIEWED BY THE EXECUTIVE AND AUDIT COMMITTEES OF THE BOARD OF DIRECTORS  
BEFORE FILING. THE EXECUTIVE AND AUDIT COMMITTEES OF THE BOARD ARE  
COMPRISED OF A SEGMENT OF THE GOVERNING BODY, AND HAVE BEEN CHARGED WITH  
THE DUTY OF REVIEWING THE 990 DUE TO THEIR EXPERIENCE AND KNOWLEDGE WITH  
FINANCIAL MATTERS. THE 990 IS THEN EMAILED TO THE ENTIRE GOVERNING BOARD  
BEFORE FILING.

FORM 990, PART VI, SECTION B, LINE 12C: ON AN ANNUAL BASIS, WFWI CONDUCTS

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

Schedule O (Form 990) 2009

932211  
02-03-10

**SCHEDULE O**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990**

Complete to provide information for responses to specific questions on  
Form 990 or to provide any additional information.  
▶ Attach to Form 990.

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

WOMEN FOR WOMEN INTERNATIONAL

Employer identification number  
52-1838756

A SURVEY OF BOARD AND KEY EMPLOYEES TO DETERMINE WHETHER ANY CONFLICTS  
EXIST. IF A CONFLICT ARISES, THE GOVERNANCE COMMITTEE OF THE BOARD WOULD  
EVALUATE ANY CONFLICTS AND DETERMINE IF ANY ACTION IS NECESSARY. IF THE  
GOVERNANCE COMMITTEE DETERMINED THAT A CONFLICT EXISTED, IT WOULD TAKE  
STEPS TO LIMIT THE ACTIVITIES AND AUTHORITY OF THE DIRECTOR, OFFICER, OR  
KEY EMPLOYEE BASED ON THE NATURE OF THE CONFLICT. WE HAVE NO DEALINGS WITH  
COMPANIES OWNED BY BOARD MEMBERS, SO THIS HAS NOT REALLY BEEN AN ISSUE FOR  
US.

FORM 990, PART VI, SECTION B, LINE 15: WFWI HUMAN RESOURCES DIRECTOR WORKS  
WITH MANAGEMENT AND THE EXECUTIVE COMMITTEE OF THE BOARD TO REVIEW THE  
POSITION REQUIREMENTS. WFWI THEN DETERMINES COMPARABLE MARKET RATES BASED  
ON DISCUSSIONS WITH OTHER NON-PROFITS, REVIEW OF PUBLISHED COMPENSATION  
STUDIES AND REVIEW OF SALARY HISTORIES FOR CANDIDATES WHO MEET THE STATED  
REQUIREMENTS. THE CEO OR OTHER HIRING MANAGER MAKES A RECOMMENDATION WHICH  
IS REVIEWED AND DISCUSSED BY THE EXECUTIVE COMMITTEE OF THE BOARD. THE  
REQUEST IS APPROVED OR MODIFIED AS NEEDED.

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

FORM 990, PART VI, SECTION C, LINE 19: THE GOVERNING DOCUMENTS, CONFLICT  
OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC  
UPON REQUEST.

**SCHEDULE O**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990**

Complete to provide information for responses to specific questions on  
Form 990 or to provide any additional information.  
▶ Attach to Form 990.

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

WOMEN FOR WOMEN INTERNATIONAL

Employer identification number

52-1838756

SCHEDULE G, PART I, LINE 2B, COLUMN (V): THE ORGANIZATIONS LISTED IN  
PART I OF SCHEDULE G ARE NOT PROFESSIONAL FUNDRAISERS, BUT RATHER, ARE  
FUNDRAISING CONSULTANTS. THEY DID NOT MANAGE, ORGANIZE, OR OTHERWISE RUN  
A FUNDRAISING EVENT, NOR DID THEY SOLICIT FUNDS ON WFWI'S BEHALF. THESE  
CONSULTANTS WERE PROVIDING INTERNAL SERVICES TO WFWI'S FUNDRAISING  
DEPARTMENT, WHICH CONDUCTS A VARIETY OF FUNDRAISING ACTIVITIES NOTED ON  
SCHEDULE G, PART I, LINE 1.

COMMUNITY COUNSELLING SERVICE CO., ASSISTED WFWI TO INTERNALLY MANAGE THE  
FUNDRAISING DEPARTMENT AND HELPED WITH FORECASTING, DATA TRACKING,  
PIPELINE REPORTING, AMONG OTHER THINGS.

THOMPSON, HABIB, DENISON, INC. HELPED COORDINATE THE PROCESS OF BUYING  
MATERIALS AND MAILING FULFILLMENTS, COORDINATION OF LOGISTICS FOR MAILING  
PROCESSES FOR DIRECT MARKETING, AND ASSISTANCE WITH DEVELOPING CONTENT  
FOR MARKETING.

**SCHEDULE R**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Related Organizations and Unrelated Partnerships**

► Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.  
► Attach to Form 990. ► See separate instructions.

OMB No. 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

**WOMEN FOR WOMEN INTERNATIONAL**

Employer identification number  
**52-1838756**

**Part I Identification of Disregarded Entities** (Complete if the organization answered "Yes" to Form 990, Part IV, line 33.)

(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

**Part II Identification of Related Tax-Exempt Organizations** (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity
WOMEN FOR WOMEN UK 32-36 LOMAN STREET LONDON, UNITED KINGDOM SE1 0EH	EDUCATIONAL	UNITED KINGDOM		N/A	
WOMEN FOR WOMEN AFGHANISTAN MICROCREDIT QALA-E-FATULLAH, HOUSE #100, STREET #8, DIST KABUL, AFGHANISTAN	MICROCREDIT LENDING	AFGHANISTAN		N/A	

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990

Schedule R (Form 990) 2009





**Part V Transactions With Related Organizations** (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35, or 36.)**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?**a** Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity**b** Gift, grant, or capital contribution to other organization(s)**c** Gift, grant, or capital contribution from other organization(s)**d** Loans or loan guarantees to or for other organization(s)**e** Loans or loan guarantees by other organization(s)**f** Sale of assets to other organization(s)**g** Purchase of assets from other organization(s)**h** Exchange of assets**i** Lease of facilities, equipment, or other assets to other organization(s)**j** Lease of facilities, equipment, or other assets from other organization(s)**k** Performance of services or membership or fundraising solicitations for other organization(s)**l** Performance of services or membership or fundraising solicitations by other organization(s)**m** Sharing of facilities, equipment, mailing lists, or other assets**n** Sharing of paid employees**o** Reimbursement paid to other organization for expenses**p** Reimbursement paid by other organization for expenses**q** Other transfer of cash or property to other organization(s)**r** Other transfer of cash or property from other organization(s)**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

	(a) Name of other organization(s)	(b) Transaction type (a-r)	(c) Amount involved	
			Yes	No
(1) WOMEN FOR WOMEN UK		B		X
(2) WOMEN FOR WOMEN UK		C		X
(3)				
(4)				
(5)				
(6)				



- If you are filing for an Additional (Not Automatic) 3-Month Extension, complete only Part II and check this box ☒ **X**

Note. Only complete Part II if you have already been granted an automatic 3 month extension on a previously filed Form 8868

- If you are filing for an Automatic 3-Month Extension, complete only Part I (on page 1)

**Part II Additional (Not Automatic) 3-Month Extension of Time.** Only file the original (no copies needed)

Type or print  File by the extended due date for filing the return. See instructions	Name of Exempt Organization	Employer identification number
	WOMEN FOR WOMEN INTERNATIONAL	52-1838756
	Number, street, and room or suite no. If a P.O. box, see instructions. 4455 CONNECTICUT AVENUE, NW, NO. 200	For IRS use only
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. WASHINGTON, DC 20008	

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

- ☒ Form 990   
 ☐ Form 990-EZ   
 ☐ Form 990-T (sec. 401(a) or 408(a) trust)   
 ☐ Form 1041-A   
 ☐ Form 5227   
 ☐ Form 8870  
☐ Form 990-BL   
☐ Form 990-PF   
☐ Form 990-T (trust other than above)   
☐ Form 4720   
☐ Form 6069

**STOP! Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868**

**CHIEF FINANCIAL OFFICER**

- The books are in the care of **4455 CONNECTICUT AVE., NW, #200 - WASHINGTON, DC 20008**  
 Telephone No **202-737-7705** FAX No \_\_\_\_\_
- If the organization does not have an office or place of business in the United States, check this box ☐ **X**
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) \_\_\_\_\_ If this is for the whole group, check this box ☐ . If it is for part of the group, check this box ☐ and attach a list with the names and EINs of all members the extension is for

- 4 I request an additional 3-month extension of time until **NOVEMBER 15, 2010**
- 5 For calendar year **2009**, or other tax year beginning \_\_\_\_\_, and ending \_\_\_\_\_
- 6 If this tax year is for less than 12 months, check reason ☐ Initial return ☐ Final return ☐ Change in accounting period
- 7 State in detail why you need the extension  
**ADDITIONAL TIME IS NEEDED TO GATHER INFORMATION NECESSARY TO FILE A COMPLETE AND ACCURATE RETURN.**

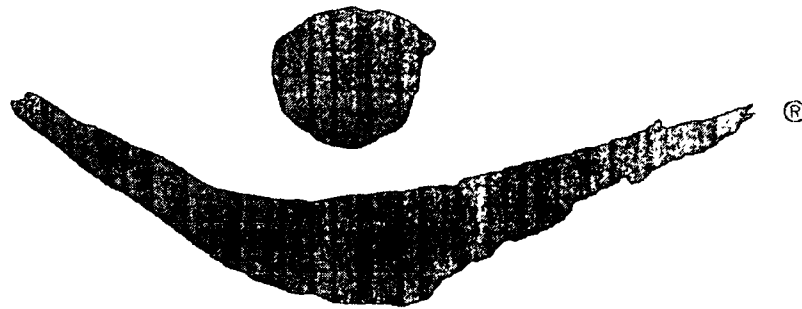
8a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions	8a	\$
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868	8b	\$
c Balance Due. Subtract line 8b from line 8a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions	8c	\$ N/A

**Signature and Verification**

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

Signature **RWA** Title **CPA** Date **7/30/10**

Form 8868 (Rev. 4-2009)



WOMEN *for* WOMEN  
International

**Consolidated Financial Statements**

*For the Year Ended December 31, 2009*



**and  
Report Thereon**



FEB 17 2012  
725 19 AB

# **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

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RAFFA

CONSULTING

ACCOUNTING

TECHNOLOGY

Certified Public  
Accountants

## INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of  
Women for Women International

We have audited the accompanying consolidated statement of financial position of Women for Women International and Affiliates (collectively referred to as Women for Women) as of December 31, 2009, and the related consolidated statements of activities, functional expenses and cash flows for the year then ended. These consolidated financial statements are the responsibility of Women for Women's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement. An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Women for Women's internal control over financial reporting. Accordingly, we express no such opinion. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the consolidated financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall consolidated financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Women for Women as of December 31, 2009, and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

Our audit was conducted for the purposes of forming an opinion on the basic consolidated financial statements taken as a whole. The supplemental consolidating information is presented for the purpose of additional analysis of the basic consolidated financial statements rather than to present the financial position, changes in net assets and cash flows of the individual entities. The basic consolidating information has been subjected to the auditing procedures applied in the audit of the basic consolidated financial statements and, in our opinion, is fairly presented in all material respects in relation to the basic consolidated financial statements taken as a whole.

RAFFA, P.C.

Washington, DC  
August 31, 2010

**WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION**

December 31, 2009

**ASSETS**

**Current Assets**

Cash and cash equivalents	\$ 11,506,572
Contributions and grants receivable	2,725,360
Accounts receivable	218,652
Investments	659,063
Micro-credit loans receivable, net of allowance	1,845,153
Prepaid expenses and deposits	444,887
Inventory	28,292
Other current assets	203,573

Total Current Assets 17,631,552

Property and Equipment, Net 1,760,990

**TOTAL ASSETS \$ 19,392,542**

**LIABILITIES AND NET ASSETS**

**Current Liabilities**

Accounts payable and accrued expenses	\$ 1,723,150
Other current liabilities	198,798
Deferred rent and lease incentives, current portion	60,260
Refundable advances	54,464

Total Current Liabilities 2,036,972

Deferred rent and lease incentives, net of current portion 475,890

Deferred compensation liability 16,653

Loans payable 2,266,785

**TOTAL LIABILITIES 4,796,300**

**Net Assets**

**Unrestricted**

Undesignated	7,599,750
Board-designated	2,327,424

Total Unrestricted Assets 9,927,174

Temporarily restricted 4,669,068

**TOTAL NET ASSETS 14,596,242**

**TOTAL LIABILITIES AND NET ASSETS \$ 19,392,542**

The accompanying notes are an integral part of these consolidated financial statements.

**WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

**CONSOLIDATED STATEMENT OF ACTIVITIES**

For the Year Ended December 31, 2009

	Unrestricted				
	Undesignated	Board- Designated	Subtotal	Temporarily Restricted	Total
<b>REVENUE AND SUPPORT</b>					
Individual contributions	\$ 19,725,577	\$ -	\$ 19,725,577	\$ 575,184	\$ 20,300,761
Foundation, multilateral and corporate contributions	5,875,079	-	5,875,079	1,408,509	7,283,588
Donated services	881,947	-	881,947	-	881,947
Micro-lending income	596,465	-	596,465	-	596,465
Government grants	412,163	-	412,163	-	412,163
Other income	246,528	-	246,528	-	246,528
Net foreign currency transaction gains (losses)	207,107	-	207,107	-	207,107
Net assets released from restrictions	2,056,661	-	2,056,661	(2,056,661)	-
Satisfaction of program restrictions	30,001,527	-	30,001,527	(72,968)	29,928,559
<b>TOTAL REVENUE AND SUPPORT</b>					
	16,180,921	-	16,180,921	-	16,180,921
	1,082,909	-	1,082,909	-	1,082,909
	421,122	-	421,122	-	421,122
<b>EXPENSES</b>					
<b>Program Services</b>					
Sponsorship and related programs	17,684,952	-	17,684,952	-	17,684,952
Micro-credit lending	4,527,633	-	4,527,633	-	4,527,633
Media, communications and outreach	2,400,858	94,067	2,494,925	-	2,494,925
Total Program Services	24,613,443	94,067	24,707,510	-	24,707,510
<b>Supporting Services</b>					
Fundraising	5,388,084	(94,067)	5,294,017	(72,968)	5,221,049
Finance and administration	(26,406)	-	(26,406)	-	(26,406)
<b>TOTAL EXPENSES</b>					
	2,238,072	2,421,491	4,659,563	4,742,036	9,401,599
<b>CHANGE IN NET ASSETS</b>					
Foreign Currency Translation Losses	7,599,750	\$ 2,327,424	\$ 9,927,174	\$ 4,669,068	\$ 14,596,242
<b>NET ASSETS, BEGINNING OF YEAR</b>					
<b>NET ASSETS, END OF YEAR</b>					

The accompanying notes are an integral part of these consolidated financial statements



**WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**  
**CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES**  
For the Year Ended December 31, 2009

	Program Services			Supporting Services		
	Sponsorship and Related Programs	Micro-Credit Lending	Media, Communications and Outreach	Total Program Services	Fundraising	Finance and Administration
Salary & Benefits	\$ 5,306,059	\$ 560,713	\$ 299,445	\$ 6,166,217	\$ 1,539,909	\$ 1,199,360
Sponsorship Distributions	4,253,335	-	-	4,253,335	-	-
Training, Staff Development & Program Expenses	1,897,405	68,661	-	1,966,066	193	43
Printing & Productions	251,200	345	-	251,545	1,299,288	12,556
Professional Service Fees	756,037	44,643	41,603	842,283	285,128	192,311
Rent & Utilities	877,718	60,757	-	938,475	132,343	195,016
Travel & Per Diem	618,736	95,753	52,483	766,972	77,406	60,820
Special Events	25,524	-	1,000	26,524	383,065	153
Donated Services	410,799	-	-	410,799	122,148	349,000
Office Expenses	493,329	62,276	21,786	577,391	71,387	86,210
Postage & Delivery	165,982	-	4,654	170,636	509,267	4,203
Bank and Merchant Account Service Fees	542,924	1,859	-	544,783	11,491	26,504
Information Technology & Communication	275,721	2,089	151	277,961	48,784	65,730
Depreciation & Amortization Expense	220,455	25,651	-	246,106	40,611	41,269
Interest Expense	-	160,162	-	160,162	-	35,328
Equipment Rental & Maintenance	68,351	-	-	68,351	4,804	4,145
Miscellaneous	17,346	-	-	17,346	1,809	222,277
<b>TOTAL</b>	<b>\$ 16,180,921</b>	<b>\$ 1,082,909</b>	<b>\$ 421,122</b>	<b>\$ 17,684,952</b>	<b>\$ 4,527,633</b>	<b>\$ 2,494,925</b>
						<b>\$ 24,707,510</b>

The accompanying notes are an integral part of these consolidated financial statements

**WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

**CONSOLIDATED STATEMENT OF CASH FLOWS**

For the Year Ended December 31, 2009

Increase (Decrease) in Cash and Cash Equivalents

**CASH FLOW FROM OPERATING ACTIVITIES**

Change in net assets	\$ 5,221,049
Adjustments to reconcile change in net assets to net cash provided by operating activities	
Donated stock	(422,055)
Depreciation and amortization expense	327,986
Change in micro-credit loan loss reserve	28,552
Gain on revaluation of foreign assets/liabilities	(26,406)
Gain on sales of property and equipment	(1,652)
Changes in assets and liabilities	
Contributions and grants receivable	675,337
Accounts receivable	(156,344)
Prepaid expenses and deposits	(136,163)
Investment - 457(b) plan	(16,653)
Inventory	3,525
Other current assets	(121,759)
Accounts payable and accrued expenses	809,679
Other current liabilities	168,466
Deferred rent and lease incentives	(31,226)
Deferred compensation liability	16,653
Refundable advances	(352,005)

**NET CASH PROVIDED BY OPERATING ACTIVITIES**

5,986,684

**CASH FLOW FROM INVESTING ACTIVITIES**

Proceeds from maturities of investments	1,025,496
Purchases of investments	(612,410)
Disbursements of Micro-credit loans receivable	(3,753,609)
Repayments of Micro-credit loans receivable	3,014,776
Purchases of property and equipment	(593,135)
Proceeds from sale of property and equipment	13,146

**NET CASH USED IN INVESTING ACTIVITIES**

(935,736)

**CASH FLOW FROM FINANCING ACTIVITIES**

Payments of line of credit	(1,000,000)
Payments on loans payable	(3,506,526)
Proceeds from issuance of loans payable	3,258,500

**NET CASH USED IN FINANCING ACTIVITIES**

(1,248,026)

**NET INCREASE IN CASH AND CASH EQUIVALENTS**

3,802,922

**CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR**

7,703,650

**CASH AND CASH EQUIVALENTS, END OF YEAR**

\$ 11,506,572

**SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION**

Cash paid during the year for interest	<u>\$ 195,490</u>
Donated Stock	<u>\$ 422,055</u>

The accompanying notes are an integral part of these consolidated financial statements.

## **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

### **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

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#### **1. Organization and Summary of Significant Accounting Policies**

##### **Organization**

###### **Women for Women International U.S. (Women for Women U.S.)**

Women for Women U.S. was founded in 1993. Women for Women U.S. is a humanitarian organization dedicated to providing women survivors of war, civil strife, and other conflicts with tools and resources needed to move from crisis and poverty into stability and self-sufficiency. Women for Women U.S. was founded to help women overcome the horrors of war in ways that help them rebuild their lives, families and communities. Through a tiered program that begins with direct financial and emotional support, Women for Women U.S. fosters awareness and understanding of women's rights; offers vocational and business skills training, and provides access to income generation support that helps women restart their lives in ways that are independent, productive and secure. Women for Women U.S. has operations in Afghanistan, Bosnia and Herzegovina, Democratic Republic of Congo, Iraq, Kosovo, Nigeria, Sudan and Rwanda. These activities are funded primarily through individual contributions and foundation, multilateral and corporate grants.

###### **Women for Women International United Kingdom (Women for Women UK)**

Women for Women UK was established and received its charitable status in 2006. Women for Women UK was formed to build Women for Women U.S.'s presence and reputation in Great Britain and Europe. It is working to diversify the overall organizational funding and supporter base and raise public awareness about the importance of women's participation in post-conflict reconstruction and development. These activities are funded primarily through individual contributions and foundation grants.

###### **Women for Women International, Afghanistan Micro-Finance (Afghanistan MCO)**

Women for Women U.S. began its Microcredit Lending Program in Afghanistan in July 2004. It was one of the first organizations to receive funding from Microfinance Investment and Support Facility for Afghanistan (MISFA), established by the World Bank. In July 2007, Women for Women, Afghanistan MCO was formed under the laws of Afghanistan as a separate legal entity with an issued share capital of 100 shares. Women for Women U.S. owns 96% of these shares. Afghanistan MCO is one of four organizations in Afghanistan that offers loans exclusively to women and provides affordable micro-credit loans that help women restart their lives in ways that are independent, productive and secure. The target group of clients is women with relatively low levels of income who use micro-credit loans to implement their business ideas for self-financing and self-employment. These activities are funded primarily through micro-credit lending and investment income and loans from financial institutions.

**Continued**

## **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

### **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

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1. Organization and Summary of Significant Accounting Policies (continued)

#### **Principles of Consolidation**

The consolidated financial statements include the accounts of Women for Women U.S., Women for Women UK, and Afghanistan MCO (collectively referred to as Women for Women). These entities have been consolidated due to the presence of common control and economic interest, as required under accounting principles generally accepted in the United States of America. All significant intercompany balances and transactions have been eliminated in the consolidation.

#### **New Accounting Pronouncements**

Effective January 1, 2009, Women for Women adopted Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 105-10, *FASB Codification* (the Codification). The Codification is the single source of authoritative U.S. generally accepted accounting principles (GAAP). Accordingly, references to GAAP have been updated for the appropriate Codification reference.

#### **Cash and Cash Equivalents**

Women for Women considers money market funds and certificates of deposit purchased with an original maturity of less than three months to be cash equivalents. Included in cash and cash equivalents is cash held by Women for Women for its micro-credit revolving loan program, which represents the cash available for loans to women. As of December 31, 2009, the balance in these cash accounts available for loans amounted to \$512,782.

#### **Loans Receivable**

Women for Women records loans receivable when the loan funds are disbursed. An allowance for loan losses is estimated and recorded based on Women for Women's historical bad debt experience and management's judgment. Interest income is recognized on the accrual basis using the effective yield method. A loan becomes overdue when a scheduled payment is missed.

#### **Property and Equipment**

Office furniture and equipment and vehicles are stated at cost and are being depreciated on a straight-line basis over their estimated useful lives of five years. The building, when it is placed into service, will be amortized over 20 years. Web development is amortized on a straight-line basis over an estimated useful life of three years. Maintenance and repair costs are charged to expense as incurred. Leasehold improvements are amortized over the lesser of their estimated useful lives or the remaining life of the related lease. Expenditures for major repairs and improvements are capitalized. At the time property and equipment is retired or otherwise

Continued

## **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

### **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

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#### **1. Organization and Summary of Significant Accounting Policies (continued)**

##### **Property and Equipment (continued)**

disposed of, the property and equipment and the related accumulated depreciation or amortization accounts are disposed of, and the property and equipment and the related accumulated depreciation or amortization accounts are eliminated from their respective accounts, with the resulting gain or loss, if any, credited or charged to operating revenue or expenses. Women for Women uses a capitalization threshold of \$2,500.

##### **Investments**

Investments consist of certificates of deposit with an original maturity date of three months or more. The investments are recorded in the accompanying consolidated financial statements at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Also included in investments are the assets related to the deferred compensation liability. These amounts are invested in equity mutual funds.

##### **Fair Value of Financial Instruments**

Women for Women adopted the provisions of the *Fair Value Measurements* topic of the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) for financial assets and liabilities measured at fair value on a recurring basis. The ASC defines fair value, establishes a framework for measuring fair value in accordance with generally accepted accounting principles and requires disclosures about fair value measurements. The ASC emphasizes that fair value is a market-based measurement, not an entity-specific measurement, and, therefore, a fair value measurement should be determined based on the assumptions that market participants would use in pricing the asset or liability. As a basis for considering market participant assumptions in fair value measurements, the ASC established a fair value hierarchy based upon the transparency of the inputs to the valuation of an asset or liability. These inputs may be observable, whereby market participant assumptions are developed based on market data obtained from independent sources, and unobservable, whereby assumptions about market participant assumptions are developed by the reporting entity based on the best information available in the circumstances. The three levels of fair value hierarchy are described as follows:

*Level 1*—is based on unadjusted, quoted market prices in active markets for identical assets or liabilities accessible at the measurement date.

*Level 2*—is based on inputs, other than quoted prices included in Level 1, that are observable for the asset or liability, either directly or indirectly, such as quoted prices for similar assets or liabilities in active markets.

*Level 3*—is based on unobservable inputs for the asset or liability including the reporting entity's own assumptions in determining fair value.

**Continued**

## **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

### **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

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1. **Organization and Summary of Significant Accounting Policies (continued)**

**Fair Value of Financial Instruments (continued)**

As of December 31, 2009, only Women for Women's investments, as described in Note 4, were measured at fair value on a recurring basis.

**Classification of Net Assets**

The net assets of Women for Women are reported as follows:

- Unrestricted net assets represent the portion of expendable funds that are available for support of Women for Women's operations. Unrestricted net assets also include board-designated net assets that have been designated by the Board of Directors to start a reserve fund.
- Temporarily restricted net assets are specifically restricted by donors for various programs or use in future periods.

**Revenue Recognition**

Unrestricted contributions are recognized as revenue in the period received or when unconditional promises are made. Contributions and grants receivable represent amounts unconditionally committed by individuals or grantors that have not been received by Women for Women as of the end of the fiscal year.

Women for Women reports gifts of cash and other assets as temporarily restricted if they are received with donor stipulations that limit the use of the donated assets. When a stipulated time restriction ends or a purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the accompanying consolidated statement of activities as net assets released from restrictions. Support that is restricted by the donor is reported as an increase in unrestricted net assets if the restriction expires in the reporting period in which the support is recognized.

Women for Women receives grants from governments and foundations in exchange for services. Revenue from these grants is recognized as direct costs are incurred on the basis of direct costs plus allowable indirect costs and based on the percentage of the task completed. Revenue recognized on these grants for which billings have not been presented to the grantor and cash has not been received from the grantor is reflected as contributions and grants receivable in the accompanying consolidated statement of financial position. Funds received, but not yet expended, under these grants are reflected as refundable advances in the accompanying consolidated statement of financial position.

**Continued**

## **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

### **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

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1. **Organization and Summary of Significant Accounting Policies (continued)**

**Micro-Credit Lending Grants**

Women for Women receives grants that provide that a portion of the funds shall be available for the micro-credit lending program's revolving loans and operating expenses. The terms of some of these grants include the possibility that granting agencies may request the repayment of all or portions of the grants. Revenue is recognized when operating expenses are incurred and when the granting agency notifies Women for Women that the agency does not expect Women for Women to pay the money back.

**Contributed Goods and Services**

Women for Women receives goods and services from companies and are not charged for them. In accordance with accounting standards related to contributions, Women for Women recognizes revenue and corresponding expenses for donated professional services based on management's estimate of the cost that Women for Women would have incurred if these services had not been donated. During the year ended December 31, 2009, Women for Women received donated legal, advertising and architectural services with an estimated value of \$881,947. This amount is included in donated services in the accompanying consolidated statement of functional expenses based on the functional areas benefited.

Women for Women benefits from the dedicated service of a large number of volunteers. Volunteers have contributed more than 4,482 hours for the year ended December 31, 2009. The value of this contributed time is not reflected in the accompanying consolidated statement of activities because it does not meet the necessary criteria for recognition under U.S. GAAP.

**Use of Estimates**

The preparation of the consolidated financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect certain reported disclosures. Accordingly, actual results could differ from those estimates.

**Transactions in Foreign Currencies**

Women for Women conducts many of its programs through field offices in foreign countries and, accordingly, transacts in the local currencies of those countries. These foreign currency transactions are translated into U.S. dollars at the appropriate exchange rates when each transaction is executed. The resulting gain is reflected in the accompanying consolidated statement of activities as net foreign currency transaction gains. The U.S. dollar is considered to be the functional and reporting currency of Women for Women U.S. The functional currency of Women for Women UK and the Afghanistan MCO are the local currencies of the respective countries and are translated into U.S. dollars at current exchange rates. The resulting translation loss is shown in the accompanying consolidated financial statements as a separate component of net assets.

**Continued**

## **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

### **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

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1. **Organization and Summary of Significant Accounting Policies (continued)**

**Fair Value of Financial Instruments**

Cash and cash equivalents and investments reflect amounts that approximate fair value due to the short maturity of these instruments. Contributions and grants receivable reflect fair value based on discounting the future cash flows of amounts expected to be collected by an applicable rate that market participants would use. Loans payable reflect an amount that is a reasonable estimate of fair value due to variable interest rates that adjust with the currently available terms and conditions for similar debt.

**Functional Allocation of Expenses**

The costs of providing the various programs and other activities have been summarized on a functional basis in the accompanying consolidated statement of activities and consolidated statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited based on direct costs and an allocated portion of shared costs. Women for Women's major programs are as follows for the year ended December 31, 2009:

**Sponsorship and Related Programs**

The sponsorship program links women around the world with women survivors of war in the countries and regions in which Women for Women operates. Each sponsor contributes \$27 per month, a portion of which is given to her "sponsored sister" as direct aid and supports her participation in year-long rights awareness education and job skills training programs. Sponsors also send letters, providing emotional support to a woman who has lost everything due to war.

**Media, Communications and Outreach Program**

The media, communications and outreach program creates allies and advocates for socially excluded women in conflict-ridden societies. The program provides updates on situations and current events in post-conflict societies and personal stories of women living in post-conflict societies. The program seeks to educate Women for Women's supporters about the challenges women face in rebuilding their lives, their families and communities in the aftermath of war.

**Micro-credit Lending Program**

The micro-credit lending programs provide small loans to women in Afghanistan. Afghanistan MCO requires all the borrowers to form solidarity groups of 3 to 10 members that will act as co-signers for each other's loans. Interest and/or service fees are computed at a flat interest rate of 15% of the original loan amount and are then repaid in equal amounts over the life of the loan. A payment plan is scheduled for an average of nine months. Women for Women meets with the borrowers on a semi-monthly and monthly basis to collect the loan repayments.

**Continued**



**WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

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2. Contributions and Grants Receivable

Contributions and grants receivable consisted of the following as of December 31, 2009:

Individual contributions – sponsorship program	\$ 1,052,082
Foundation, government and corporate contributions	864,904
Individual contributions – other	<u>808,374</u>
Contributions and grants receivable	<u>\$ 2,725,360</u>

As of December 31, 2009, contributions and grants receivable are due to be received within one year and are considered fully collectible.

3. Micro-Credit Loans Receivable and Provision for Loan Losses

Micro-credit loans receivable include loans made by Women for Women through its micro-credit lending program in Afghanistan. These loans, which carry an annual flat interest rate of 15% of the original loan amount, mature at various times over the next year and are disbursed and repaid in the local currency.

As of December 31, 2009, micro-credit loans receivable consist of the following and are due within one year:

Loans receivable	\$ 1,903,133
Less: Allowance for loan losses	<u>(57,980)</u>
Net loans receivable	<u>\$ 1,845,153</u>

Continued

# **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

## **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

### 4. Investments

The following table summarizes Women for Women's investments, which are measured at fair value on recurring basis as of December 31, 2009, aggregated by type and the fair value hierarchy level within which those measurements were made.

	Total Fair Value	Quoted Prices in Active Markets for Identical Assets/ Liabilities (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Certificates of deposit	\$ 628,922	\$ -	\$ 628,922	\$ -
Equities	13,488	13,488	-	-
Equity mutual funds				
457(b) plan	<u>16,653</u>	<u>16,653</u>	<u>-</u>	<u>-</u>
Total Assets	<u>\$ 659,063</u>	<u>\$ 30,141</u>	<u>\$ 628,922</u>	<u>\$ -</u>

Women for Women used the following methods and significant assumptions to estimate fair value for assets recorded at fair value.

*Equities and Equity Mutual Funds*—are measured using quoted market prices for identical assets in active markets.

*Certificates of Deposit*—are valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable characteristics

### 5. Conditional Grant

During the year ended December 31, 2009, Women for Women was awarded a conditional grant of \$15,000,000. The grant is contingent upon Women for Women's achievement of certain goals and milestones mutually agreed to between Women for Women and the donor. Payments will be made to Women for Women at various times through December 31, 2012, based on the goals and milestones established in the grant agreement. For the year ended December 31, 2009, Women for Women recognized \$3,750,000 in revenue, which is included in grants and contribution revenue in the accompanying consolidated statement of activities. The remaining balance of \$11,250,000 will be recognized in future periods when it is definite that Women for Women will be able to meet the goals and milestones that have been established in the grant agreement.

Continued

# **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

## **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

### **6. Property, Equipment and Accumulated Depreciation and Amortization**

Property and equipment consist of the following as of December 31, 2009:

Land and building	\$ 509,152
Vehicles	730,634
Computers and other equipment	630,436
Leasehold improvements	602,560
Office furniture	196,949
Web development	<u>147,745</u>
Total property and equipment	2,817,476
Less: Accumulated depreciation and amortization	<u>(1,056,486)</u>
Property and equipment, net	<u>\$ 1,760,990</u>

### **7. Loans Payable**

Women for Women has entered into several loan agreements to help fund its loan programs in Afghanistan. Many of the Afghanistan micro-credit loans are revolving loan funds and allow Women for Women to draw down against the loan as needed. As of December 31, 2009, Women for Women was obligated under the following loan payable agreements, which have been converted to the U.S. dollar equivalent for presentation in the consolidated financial statements:

In February 2009 Women for Women renegotiated the old loan with MISFA and entered into a new loan agreement with MISFA for a loan of up to AF 300 million (which is equivalent to approximately \$6.1 million as of December 31, 2009) for its micro-credit lending program in Afghanistan. The terms of the agreement require Women for Women to pay a quarterly interest charge of 5% per annum to MISFA on any outstanding funds. This loan is available to Women for Women through December 31, 2018.

\$ 2,066.785

On November 15, 2009, Women for Women entered into a loan agreement with the Mennonite Economic Development Associates and Sarona Risk Capital Fund, LLP (MEDA) to loan \$100,000 for its micro-credit lending program in Afghanistan. The terms of the agreement require Women for Women to pay zero percent (0%) interest per annum to MEDA until the maturity, and 1% per month on the unpaid balance after the maturity date of November 30, 2012.

100.000

**Continued**

## WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES

### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Year Ended December 31, 2009

#### 7. Loans Payable (continued)

On November 15, 2009, Women for Women entered into a loan agreement with the MEDA to loan \$100,000 for its micro-credit lending program in Afghanistan. The terms of the agreement require Women for Women to pay interest of 9% per annum to MEDA both before and after the maturity, and 1% per month on the unpaid balance after the maturity date of November 30, 2012.

	<u>100,000</u>
Total Loans Payable	<u>\$ 2,266,785</u>

Principal payments on the loans payable are due as follows as of December 31, 2009:

For the Year Ending December 31,	
2010	\$ -
2011	-
2012	200,000
2013	-
2014	-
Thereafter	<u>2,066,785</u>
Total	<u>\$ 2,266,785</u>

#### 8. Commitments

Women for Women leases its office space in Washington, DC. The lease provides for fixed annual rental increases of 2.25%. The lease expires in July 2016. Women for Women is responsible for its proportionate share of real estate taxes and operating and maintenance costs of the landlord. The lease provided a lease incentive for build out of the space, totaling \$602,560. Under U.S. GAAP, all rental payments, including fixed rent increases, are recognized on a straight-line basis as an offset to rent expense. The difference between the U.S. GAAP rent expense and the required lease payments is reflected as deferred rent and lease incentive in the accompanying consolidated statement of financial position. Women for Women also leases office space in various countries for its foreign field offices on a month-to-month basis.

Continued

## WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES

### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Year Ended December 31, 2009

#### 8. Commitments (continued)

Future minimum lease payments are as follows:

For the Year Ending December 31,	
2010	\$ 471,390
2011	486,936
2012	504,806
2013	516,163
2014	527,776
Thereafter	<u>858,541</u>
Total	<u>\$ 3,365,612</u>

Rent expense was \$916,805 for the year ended December 31, 2009, and is included in rent and utilities on the accompanying consolidated statement of functional expenses.

#### 9. Temporary Restricted Net Assets

Temporarily restricted net assets were available for the following activities as of December 31, 2009:

Sponsorship and related programs:	
Women's Opportunity Center and Income Generation Strategy	\$ 2,687,084
Sponsorship	1,204,504
Other chapter programs	<u>777,480</u>
Total	<u>\$ 4,669,068</u>

#### 10. Risks and Commitments

##### Foreign Operations

Women for Women has operations in several foreign countries that maintain cash accounts and fixed assets. In addition, the inventory and loans receivable balances are related to activities in these countries. The future of these programs can be adversely affected by a number of potential factors, such as currency devaluations, terrorist activity or changes in the political climate. As of December 31, 2009, assets in these countries totaled approximately \$5,926,000, representing approximately 31% of Women for Women's total consolidated assets.

Continued

## **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

### **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

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#### **10. Risks and Commitments (continued)**

##### **Concentration of Credit Risk**

Women for Women's cash is held in accounts at various financial institutions. Although the amount at a given bank, at times, exceeds the amount guaranteed by the Federal Deposit Insurance Corporation and, therefore, bears some risk, Women for Women has neither experienced nor anticipates any losses on its funds. As of December 31, 2009, the amount in excess of the Federal Deposit Insurance Corporation insured limit of \$250,000 was approximately \$7,548,000. In addition, Women for Women also holds cash in bank accounts in foreign countries. As of December 31, 2009, cash held in foreign institutions was approximately \$2,384,000.

##### **Line of Credit**

Women for Women has a \$1,000,000 unsecured revolving line of credit with a bank. The line of credit bears interest at the bank's prime rate plus 0.5%, which was 3.75% as of December 31, 2009. The line can be withdrawn at the bank's discretion and is due upon demand. As of December 31, 2009, there was no outstanding balance on this line of credit.

#### **11. Pension Plan**

Women for Women maintains a defined contribution plan for all eligible employees. An eligible employee is defined as any employee who has at least one year of service. Women for Women matches the employee's contributions to the plan up to 5% of an employee's salary. Pension expense was \$81,972 for the year ended December 31, 2009.

#### **12. Deferred Compensation Plan**

Women for Women offers eligible employees a deferred compensation plan (the Plan), which was created in 2009 in accordance with Section 457(b) of the Internal Revenue Code. The Plan permits participants to defer a portion of their compensation on a pre-tax basis until future years. Deferred compensation and investments designated for such deferrals are available and taxable to participants or their beneficiaries only upon termination of employment, retirement, death or an unforeseeable emergency. Until paid or made available to the participant or beneficiary, all deferred amounts, investment earnings related to deferred amounts, and all property and rights purchased with these amounts, are solely the property and rights of Women for Women. Deferred compensation plan investments consist of mutual funds and are recorded at fair value at December 31, 2009. As of December 31, 2009, the deferred compensation plan has a balance of \$16,653.

**Continued**

## **WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

### **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**For the Year Ended December 31, 2009**

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#### **13. Income Taxes**

Women for Women U.S. is exempt from the payment of taxes under Section 501(c)(3) of the Internal Revenue Code on income other than net unrelated business income. No provision for income taxes is required as of December 31, 2009, as Women for Women had no net unrelated business income. Women for Women UK is a charity incorporated in England. The Afghanistan MCO is a nonprofit entity under the laws of Afghanistan and, as of December 31, 2009, there are no net income taxes due.

Effective January 1, 2009, Women for Women adopted the authoritative guidance relating to accounting for uncertainty in income taxes included in ASC Topic *Income Taxes*. These provisions provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return. Women for Women performed an evaluation of uncertain tax positions for the year ended December 31, 2009, and determined that there were no matters that would require recognition in the financial statements or which may have any affect on its tax-exempt status. For the year ended December 31, 2009, the statute of limitations for tax years 2006 through 2008 remains open with the U.S. federal jurisdiction or the various states and local jurisdictions in which Women for Women files tax returns.

#### **14. Subsequent Events**

In preparing these consolidated financial statements, Women for Women has evaluated events and transactions for potential recognition or disclosure through August 31, 2010, the date the consolidated financial statements were available to be issued. There were no subsequent events that require recognition of, or disclosure in, the consolidated financial statements.

## **SUPPLEMENTAL INFORMATION**



**WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

**CONSOLIDATING STATEMENT OF FINANCIAL POSITION**  
December 31, 2009

	Women for Women International (U S )	Women for Women International (UK)	Women for Women International Afghanistan Micro-Finance	Eliminating Entries	Total
<b>ASSETS</b>					
<b>Current Assets</b>					
Cash and cash equivalents	\$ 10,332,730	\$ 614,694	\$ 559,148	\$ -	\$ 11,506,572
Contributions and grants receivable	2,680,152	45,208	-	-	2,725,360
Accounts receivable	178,672	16,096	23,884	-	218,652
Intercompany receivable	-	265,440	-	(265,440)	-
Investments	659,063	-	-	-	659,063
Micro-credit loans receivable, net of allowance	-	-	1,845,153	-	1,845,153
Prepaid expenses and deposits	392,802	16,227	35,858	-	444,887
Inventory	28,292	-	-	-	28,292
Other current assets	132,244	15,909	55,420	-	203,573
<b>Total Current Assets</b>	<b>14,403,955</b>	<b>973,574</b>	<b>2,519,463</b>	<b>(265,440)</b>	<b>17,631,552</b>
Investment in Afghanistan Micro-Finance	169,620	-	-	(169,620)	-
Property and equipment, net	1,696,809	6,516	57,665	-	1,760,990
<b>TOTAL ASSETS</b>	<b>\$ 16,270,384</b>	<b>\$ 980,090</b>	<b>\$ 2,577,128</b>	<b>\$ (435,060)</b>	<b>\$ 19,392,512</b>
<b>LIABILITIES AND NET ASSETS</b>					
<b>Current Liabilities</b>					
Accounts payable and accrued expenses	\$ 1,557,062	\$ 52,457	\$ 113,931	\$ -	\$ 1,723,450
Intercompany payable	265,440	-	-	(265,440)	-
Other current liabilities	172,006	-	26,792	-	198,798
Deferred rent and lease incentives, current portion	60,260	-	-	-	60,260
Refundable advances	53,671	793	-	-	54,464
<b>Total Current Liabilities</b>	<b>2,108,439</b>	<b>53,250</b>	<b>140,723</b>	<b>(265,440)</b>	<b>2,036,972</b>
Deferred rent and lease incentives, net of current portion	475,890	-	-	-	475,890
Deferred compensation liability	16,653	-	-	-	16,653
Loans payable	-	-	2,266,785	-	2,266,785
<b>TOTAL LIABILITIES</b>	<b>2,600,982</b>	<b>53,250</b>	<b>2,407,508</b>	<b>(265,440)</b>	<b>4,796,300</b>
<b>Net Assets</b>					
<b>Unrestricted</b>					
Undesignated	6,315,079	799,416	169,620	315,635	7,599,750
Board-designated	2,200,000	127,424	-	-	2,327,424
<b>Total Unrestricted</b>	<b>8,515,079</b>	<b>926,840</b>	<b>169,620</b>	<b>315,635</b>	<b>9,927,174</b>
Temporarily restricted	5,154,323	-	-	(485,255)	4,669,068
<b>TOTAL NET ASSETS</b>	<b>13,669,402</b>	<b>926,840</b>	<b>169,620</b>	<b>(169,620)</b>	<b>14,596,242</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 16,270,384</b>	<b>\$ 980,090</b>	<b>\$ 2,577,128</b>	<b>\$ (435,060)</b>	<b>\$ 19,392,512</b>

**WOMEN FOR WOMEN INTERNATIONAL AND AFFILIATES**

**CONSOLIDATING STATEMENT OF ACTIVITIES**

For the Year Ended December 31, 2009

	Women for Women International (U.S.)	Women for Women International (UK)	Women for Women International Afghanistan Micro-finance	Eliminating Entries	Total
<b>REVENUE AND SUPPORT</b>					
Individual contributions	\$ 18,707,607	\$ 1,593,154	\$ -	\$ -	\$ 20,300,761
Foundation, multilateral and corporate contributions	6,687,535	20,225	575,828	-	7,283,588
Donated services	881,947	-	-	-	881,947
Micro-lending income	-	-	596,465	-	596,465
Government grants	412,163	-	-	-	412,163
Other income	191,552	63,103	2,089	(10,216)	246,528
Net foreign currency transaction gains (losses)	190,098	20,325	(3,316)	-	207,107
Intercompany grant revenue	621,114	21,438	-	(642,552)	-
<b>TOTAL REVENUE AND SUPPORT</b>	<b>27,692,016</b>	<b>1,718,245</b>	<b>1,171,066</b>	<b>(642,552)</b>	<b>29,928,559</b>
<b>EXPENSES</b>					
<b>Program Services</b>					
Sponsorship and related programs	15,981,520	841,953	-	(642,552)	16,180,921
Micro-credit lending	23,998	-	1,058,911	-	1,082,909
Media, communications and outreach	421,122	-	-	-	421,122
	16,426,640	841,953	1,058,911	(642,552)	17,684,952
<b>Supporting Services</b>					
Fundraising	4,042,589	485,044	-	-	4,527,633
Finance and administration	2,102,298	288,350	104,277	-	2,494,925
<b>TOTAL EXPENSES</b>	<b>22,571,527</b>	<b>1,615,347</b>	<b>1,163,188</b>	<b>(642,552)</b>	<b>24,707,510</b>
<b>CHANGE IN NET ASSETS</b>	<b>5,120,489</b>	<b>102,898</b>	<b>7,878</b>	<b>(10,216)</b>	<b>5,221,049</b>
Foreign Currency Translation Gains (Losses)	(71,035)	42,291	(3,105)	5,113	(26,461)
<b>NET ASSETS BEGINNING OF YEAR</b>	<b>8,619,948</b>	<b>781,651</b>	<b>164,817</b>	<b>(164,817)</b>	<b>9,401,599</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 13,669,402</b>	<b>\$ 926,840</b>	<b>\$ 169,620</b>	<b>\$ (169,620)</b>	<b>\$ 14,596,242</b>