## **Return of Organization Exempt From Income Tax**

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

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

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

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

Open to Public Inspection

A	For the 2	017 calendar year, or tax year beginning	, 2017, and	ending			, 20		
В	Check if ap	plicable: C Name of organization Women Helping Women			DE	mploye	r identification number		
	Address ch	ange Doing business as			3	31-08	64991		
$\exists$	Name char		et address) R	oom/suite			number		
Ħ	Initial return					(513)	977-5541		
$\exists$	Final return/		stal code						
$\overline{}$	Amended r	1 6' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' '			G	Bross rec	eipts \$ 1,643,370.		
=		pending F Name and address of principal officer:					rbordinates? Yes No		
_	Application	Kristin Shrimplin, 215 East Ninth St., 7th Floor	r Cincinnati (						
,	Tax-exemp			527			ist. (see instructions)		
	Website:		14941(a)(1)(01 L	321	H(c) Group exe				
		anization:   Corporation ☐ Trust ☐ Association ☐ Other ►	I Voca	f formation:		······	of legal domicile: OH		
		Summary	L searce	i ioiiiattori.	15/0 1	ii State C	ir legal domicile. Ott		
		riefly describe the organization's mission or most significa	nt activities:	77					
Δ						vivor	s or sexuar		
Š		ssault, domestic violence and stalking							
Activities & Governance		upport and options for safety and educa							
š	•	heck this box ▶☐ if the organization discontinued its ope				1 1			
Ğ	i	umber of voting members of the governing body (Part VI,				3	20		
ର ଜୁନ	•	umber of independent voting members of the governing b		-		4	20		
ij	1	otal number of individuals employed in calendar year 2017	•			5	44		
Ě		otal number of volunteers (estimate if necessary)				6	110		
ĕ	ł	otal unrelated business revenue from Part VIII, column (C),				7a	0.		
	b N	et unrelated business taxable income from Form 990-T, li	ne 34			7b	0.		
					Prior Year		Current Year		
<u>0</u>	8 C	ontributions and grants (Part VIII, line 1h)	1,151,7	41.	1,469,440.				
Revenue	9 P	rogram service revenue (Part VIII, line 2g)	90,7	49.	144,479.				
ě	10 lr	vestment income (Part VIII, column (A), lines 3, 4, and 7d)	income (Part VIII, column (A), lines 3, 4, and 7d)						
Œ	11 0	ther revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c,	, and 11e)	· .	11,9	72.	4,822.		
	12 T	otal revenue-add lines 8 through 11 (must equal Part VIII, o	column (A), line	12)	1,267,3	379.	1,643,370.		
	<b>13</b> G	rants and similar amounts paid (Part IX, column (A), lines	1–3)						
	<b>14</b> B	enefits paid to or for members (Part IX, column (A), line 4)					•		
ø,	15 S	alaries, other compensation, employee benefits (Part IX, colu	mn (A), lines 5-1	10)	851,7	719.	1,073,965.		
Expenses	16a P	rofessional fundraising fees (Part IX, column (A), line 11e)		. $\square$	8,0		15,060.		
ē	1	otal fundraising expenses (Part IX, column (D), line 25)		200000000000000000000000000000000000000					
ũ		ther expenses (Part IX, column (A), lines 11a-11d, 11f-24e			269,6	40.	390,771.		
		otal expenses. Add lines 13–17 (must equal Part IX, colum		. 🗀	1,129,3	-	1,479,796.		
	1	evenue less expenses. Subtract line 18 from line 12			138,0		163,574.		
e o					inning of Curren		End of Year		
let Assets or and Balances	20 T	otal assets (Part X, line 16)		. 🗀	710,6	71.	908,080.		
&E E	21 T	otal liabilities (Part X, line 26)			77,5		111,375.		
볼론	22 N	et assets or fund balances. Subtract line 21 from line 20			633.1		796,705.		
		Signature Block	CONTRACTOR	THE STATE OF THE S	CONTRACTOR OF THE PROPERTY OF		TERRETARI FATERICA CARRESCA VICTORIA CARRESCA PARA CARRESCA PARA CARRESCA PARA CARRESCA PARA CARRESCA PARA CAR		
		s of perjury, I declare that I have examined this return, including accompa	nving schedules an	nd statemen	ts, and to the h	est of m	v knowledge, and belief, it is		
		nd complete. Declaration of preparer (other than officer) is based on all info					, montoago and adion, it is		
		ACCE O.			07/	31/20	11 B		
Sig	ın 📗	Signature of officer			Date	2 - 1 - 2 -	710		
_	re	Kristin Smith Shrimplin, President a	nd CEO						
	.	Type or print name and title	ind CEO						
		Print/Type preparer's name Preparer's signature		Date	1		IPTIN		
	id		nokoa ana	1		Check	_  if		
	eparer	Robert J. Hennekes, CPA Robert J. Hen	nekes, CPA	108/			pyed P00856854		
Us	e Only	Firm's name ▶ Hennekes CPA Services, LLC					3-4230426		
				H 4525	5 Phone r	no. (51	3)871-6722		
via	y the IHS	discuss this return with the preparer shown above? (see i	nstructions) .				· · X Yes No		

	30 (2017)		N		Page 2
Part		ement of Program Service		Part III	
1		cribe the organization's mission		raitii	· · · ·
•		wer survivors of sex			
				g advocacy,	
				munity to create	
2			ficant program services during the	year which were not listed on the	Yes ⊠ No
		escribe these new services on			
3			, or make significant changes in		Yes ⊠ No
	If "Yes," d	escribe these changes on Sch	edule O.		
4	expenses.	Section 501(c)(3) and 501(c)(4	vice accomplishments for each of I) organizations are required to rep or each program service reported.	its three largest program services, as ort the amount of grants and allocati	measured by ions to others,
4a	(Code:	\/Expenses \$ 1 218	452 including grants of \$	0.)(Revenue \$ 1,473	.161.\
74					
				ort	
	Janaan Bari		सिक्त क्षा से में में में में में मान में		
					a all all have be the the market have be all which had the we had
				***************************************	
	*********				
4b	(Code:	\ (Expenses \$	including grants of \$	) (Revenue \$	}
	(				***************************************
		.,			
				~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
			***************************************		
				·	
4c	(Code:	) (Expenses \$	including grants of \$	) (Revenue \$	)
A1//A2/////					
	************	,,,,			
	***************************************		***************************************		
		***************************************			
				**************************************	
	~~~~~				
4d	Other prod	gram services (Describe in Sch	edule O.)		
	(Expenses	s\$ including g		ne\$)_	
4e	Total prog	ram service expenses 🕨	1,218,452.		

Part	V Checklist of Required Schedules			
****			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	×	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	×	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			
•	candidates for public office? If "Yes," complete Schedule C, Part I	3		×
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		×
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,	7		^
J	assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C,	5		×
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors			
•	have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If			
	"Yes," complete Schedule D, Part I	6		×
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		×
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"			
	complete Schedule D, Part III	8		×
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV.			
40	Did the organization, directly or through a related organization, hold assets in temporarily restricted	9		×
10	endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		×
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	×	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		×
_	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more	1110		<u> </u>
С	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		×
ď				
	reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		×
_	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		×
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		×
12 a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	<b></b> -		<u> </u>
12. 61	Schedule D, Parts XI and XII	12a	×	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If			
	"Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		×
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		×
14 a		14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate	L		
A A A A A A A A A A A A A A A A A A A	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		×
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or			
	for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		×
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		×
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		×
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on	<u> </u>		1
	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	×	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?  If "Yes," complete Schedule G, Part III	19		×
	ii rou, complete combatto a, curem		000	2017

Part	V Checklist of Required Schedules (continued)			
			Yes	No
-	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		<u></u>
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		×
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		×
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the			
	organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than	20		_ <u>×</u> _
270	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b			
	through 24d and complete Schedule K. If "No," go to line 25a	24a		×
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		×
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?	OEL		
••	If "Yes," complete Schedule L, Part I	25b		<u>×</u>
26	current or former officers, directors, trustees, key employees, highest compensated employees, or			
	disqualified persons? If "Yes," complete Schedule L, Part II	26		×
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee,			
	substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		×
28	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):			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		×_
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		×
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof)			
	was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		×
29 30	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified	29	×	
30	conservation contributions? If "Yes," complete Schedule M	30		×
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		×
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes,"	31		<del>  ^</del>
<u></u>	complete Schedule N, Part II	32		×
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	00		
34	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	americano.	X
J-4	or IV, and Part V, line 1	34		×
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		×
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a	-		
	controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		×
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,			
	Part VI	37		×
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O.	38	×	
	101 Hestory and office and required to description contouring of			(2017)

Part				
	Check if Schedule O contains a response or note to any line in this Part V			<u> </u>
		CONCURSION AND AND A	Yes	No
la	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 4			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	늬		
C	Did the organization comply with backup withholding rules for reportable payments to vendors and			
	reportable gaming (gambling) winnings to prize winners?	1c	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax			
	Statements, filed for the calendar year ending with or within the year covered by this return 2a 44	**************************************		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	×	
٥	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		a and a second	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year? If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3a 3b		×
b	At any time during the calendar year, did the organization have an interest in, or a signature or other authority	OD		<del> </del>
4a	over, a financial account in a foreign country (such as a bank account, securities account, or other financial			
	account)?	4a		×
b	If "Yes," enter the name of the foreign country: ▶	7,0		
D	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts			
	(FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	d demonstrations	×
Ъ	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		×
C	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			
	organization solicit any contributions that were not tax deductible as charitable contributions?	6a		×
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or			
	gifts were not tax deductible?	6b	6000 Mark 1000 M	1.000
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods			
	and services provided to the payor?	7a	<del> </del>	×
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	<del> </del>	ļ
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		U
	If "Yes," indicate the number of Forms 8282 filed during the year	76		×
d e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		×
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		×
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	<del> </del>	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	<b>——</b>	1
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
	sponsoring organization have excess business holdings at any time during the year?	8	- Personal and a service of	
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a	<u> </u>	
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter:			
а	Initiation fees and capital contributions included on Part VIII, line 12	4		
_ط_	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . 10b	+		
11	Section 501(c)(12) organizations. Enter:			
a	Gross income from members or shareholders	$\dashv$		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)			
10-	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filling Form 990 in lieu of Form 1041?	12a		
12a b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year   12b	120		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	4		
a	Is the organization licensed to issue qualified health plans in more than one state?	13a		
-	<b>Note.</b> See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which			
	the organization is licensed to issue qualified health plans			
c	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		×
h	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b		

Part	Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. Schedule O contains a response or note to any line in this Part VI	See ins	truct	ions.
Sacti	on A. Governing Body and Management		•	. <u> </u>
0000	on A. Governing Body and Islandgement		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year  If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
ь 2	Enter the number of voting members included in line 1a, above, who are independent .    1b 20  20  Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		×
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person? .	3		×
4 5 6	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?  Did the organization become aware during the year of a significant diversion of the organization's assets?  Did the organization have members or stockholders?  Did the organization have members, stockholders, or other persons who had the power to elect or appoint	4 5 6		× ×
7a b	one or more members of the governing body?	7a	*****	×
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	7b		×
a b	The governing body?	8a 8b	×	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	^	×
Secti	on B. Policies (This Section B requests information about policies not required by the Internal Rever	ue C	····	
			Yes	No
10a b	Did the organization have local chapters, branches, or affiliates?	10a 10b		×
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filling the form?	11a	×	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a b	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a 12b	×	,.
C	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c		
13 14 15	Did the organization have a written whistleblower policy?	13	×	
a b	The organization's CEO, Executive Director, or top management official	15a 15b	×	×
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		×
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		
	on C. Disclosure			
17 18	List the states with which a copy of this Form 990 is required to be filed  OH  Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section available for public inspection. Indicate how you made these available. Check all that apply.	า 501(	c)(3)s	only)
19	☑ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)  Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of int financial statements available to the public during the tax year.	,	_	y, and
20	State the name, address, and telephone number of the person who possesses the organization's books and re Cheryl Thomas, 215 East 9th Street Cincinnati, , Cincinnati, OH 45202-6109 (9)			5543

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.

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

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 neither the organization r		d orga	aniz	atio	n c	ompe	nsa	ited any curren	t officer, director	, or trustee.
(A) Name and Title	(B) Average hours per	(do n box, i	ot ch unles	Pos neck is pe	ition more rson irect	than o is both or/trust	one n an tee)	(D) Reportable	(E) Reportable compensation from related	(F) Estimated amount of other
	hours for related organizations below dotted line)		Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1) Kristin Shrimplin President and CEO	40.00			×				79,842.	0.	0.
(2) Sue B. Baggott Trustee/PastPresident	1.00	×		×				0.	0.	0.
(3) Melanie Garner Trustee	1.00	×		×				0.	0.	0.
(4) Jenny Neyer Berg Secretary	1.00	×		×				0.	0.	0.
(5) Susan Kurz President	1.00	×		×				0.	0.	0.
(6) Tammy L Imhoff Trustee	1.00	×						0.	0.	0.
(7) Erica Parker First Vice President	1.00	×		_				0.	0.	0.
(8) Claire Quehl Trustee	1.00	×			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			0.	••••••••••••••••••••••••••••••••••••••	0.
(9) Tim Collier RN Trustee	1.00	×						0.	0.	0.
(10) Robin Rich Trustee	1.00	×						0.	0.	0.
(11)P G Sittenfeld Trustee	1.00	×						0.	0.	0.
(12) Ellen W. Feld, MD Trustee	1.00	×						0.	0.	О.
(13)Tina Freson Trustee	1.00	×						0.	0.	0.
(14) Tonya Vachirasomboon Trustee	1.00	×				***************************************		0.	0.	0.

Part VII Sec	Alon A Officers Discotors Tours	V				1	li ada a d				Page 8
Part VII Sec	ction A. Officers, Directors, Trus	tees, Key E	mplo	yees		nd H C)	lighes	st C	ompensated E	mployees (cont	inued) T
	(A) Name and title	(B) Average hours per week (list any	box, office	Position (do not check more that box, unless person is bo officer and a director/tn				an ee)	(D) Reportable compensation from	(E) Reportable compensation from	(F) Estimated amount of other
		hours for related organizations below dotted line)		Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
	Washington	1.00		•			***************************************				
Trustee (16) Pring Co	***	1.00	×					_	0.	0.	0.
Treasure	vino	<u> </u>	×						0.	٥.	0.
	uess,	1.00	1								
Trustee	. m	1 00	×		_				0.	0.	0.
(18) Alicia B Trustee	. Townsend	1.00	×						0.	0.	0.
(19) Andrew L	Wrong PhD	1.00	×							^	
Trustee (20) Cynthia	Yozwiak	1.00	-						0.	0.	0.
Trustee		***************************************	×						0.	0.	0.
(21)											
(22)											
(23)											y Once H. Wartson (WAAA) and all the will
(24)	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~										
(25)				•		***************************************	***************************************		***************************************		
1b Sub-tota	al		L	Li	<u> </u>	<u> </u>	L	<b>&gt;</b>	79,842.	0.	0.
	m continuation sheets to Part							<b>&gt;</b>	70.040		
2 Total nur	dd lines 1b and 1c)	t not limited						e) w	79,842. ho received m	0 . ore than \$100,0	
3 Did the	organization list any former of	ficer, direc						mp	oloyee, or high	est compensat	THE RESIDENCE OF THE PROPERTY OF THE PERSON
4 For any i organiza	e on line 1a? If "Yes," complete of individual listed on line 1a, is the tion and related organizations	sum of re	portal	ble (	con	npei	nsatio				
individua				٠.			•				4 ×
	person listed on line 1a receive on the presented to the organization.									ration or individ	entrance francisco francisco d
	pendent Contractors	·,									
	e this table for your five highest sation from the organization. Rep										
(A) (B) (C) Name and business address Description of services Compensation											
											,.,
	mber of independent contractor							th	ose listed abo	ove) who	
received	more than \$100,000 of compens	ation from 1	ine or	gan	ızat	ion l					

Part	VIII								Fernand
		Check if Schedule O	contains :	a res	ponse or note to	o any line in this (A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
इ इ	1a	Federated campaigns		1a					
Contributions, Gifts, Grants and Other Similar Amounts	ь	Membership dues .		1b					
G E		Fundraising events .		1c	140,758.				
iffts ar A		Related organizations		1d					10.000
3,5	e	Government grants (con		1e	910,800.				
Sil	f	All other contributions, gi							
he		and similar amounts not incl		1f	417,882.				
를 다	g	Noncash contributions includ	led in lines 1a	-1f: \$		10000			
Contributions, Gifts, and Other Similar Ar		Total. Add lines 1a-1			· , , , <b>▶</b>	1,469,440.	100000000000000000000000000000000000000		
					Business Code				
Jen 1	2a	Workshops			624100	144,479.	144,479.	0.	0.
Pe.	b		••••						
<u>:ce</u>	C								
)erv	d								
ω	е	44424444444444444444444444444444444444	+4444						
Program Service Revenue	f	All other program serv	vice revenu	Je.					
Pro	g	Total. Add lines 2a-2	f		, <u>, , , </u>	144,479.			
-	3	Investment income							
		and other similar amo	•			24,629.	0.	0.	24,629.
	4	Income from investment							
	5	Royalties							
			(i) Real		(ii) Personal				
	6a	Gross rents	····			24 200000			
	b	Less: rental expenses					100000000000000000000000000000000000000		
	С	Rental income or (loss)	<u></u>		L				
	_ d	Net rental income or (	loss) . (i) Securit						
	7a	Gross amount from sales of assets other than inventory	(I) Securi	ies	(ii) Other		6600000	0.000000	
	b	Less: cost or other basis and sales expenses .							
		•				554550	100000000000000000000000000000000000000		
	C	Gain or (loss)			>				
	d	Net gain or (loss) .		• •					
<u>a</u>	8a	Gross income from fu	ındrajeina						
venue	00	events (not including \$		1					
ě		of contributions reporte							
μ Ε									
Other Re	Ь	Less: direct expenses		_		3.25			
0		Net income or (loss) f							
		Gross income from ga							
		See Part IV, line 19 .				3 - 3 - 3 - 3			
	ь	Less: direct expenses	3	, b	)				
	C	Net income or (loss) f			ivities >				
	10a	Gross sales of in							
	ŀ	returns and allowance	es	. а					
	ь	Less: cost of goods s	old	. b	)				
	С	Net income or (loss) f			entory	The second of th	200000000000000000000000000000000000000		The state of the s
		Miscellaneous F			Business Code				
	11a	Other Income			624100	4,822.	4,822.	0.	0.
	b	***************************************							
	С								
	d	All other revenue .		•					
	е	Total. Add lines 11a-	11d		•	4,822.			
	12	Total revenue. See in	nstructions		•	1,643,370.	149,301.	0.	24,629.

Part IX Statement of Functional Expenses

Section	on 501(c)(3) and 501(c)(4) organizations must con	nplete all columns. A	All other organization	ns must complete co	lumn (A).					
	Check if Schedule O contains a response or note to any line in this Part IX									
	ot include amounts reported on lines 6b, 7b, o, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	( <b>D)</b> Fundraising expenses					
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21									
2	Grants and other assistance to domestic individuals. See Part IV, line 22									
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16									
4 5	Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees	79,842.	66,268.	10,379.	3,195.					
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 8	Other salaries and wages  Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	859,973.	748,668.	81,027.	30,278.					
9	Other employee benefits	55,415.	48,053.	5,389.	1,973.					
10	Payroll taxes	78,735.	67,825.	8,138.	2,772.					
11	Fees for services (non-employees):									
a	Management									
b	Legal									
c d	Lobbying		***************************************							
e	Professional fundraising services. See Part IV, line 17	15,060.			15,060.					
f	Investment management fees									
g	Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule 0.)	99,932.	88,967.	10,965.	0.					
12	Advertising and promotion	16,668.	8,334.	0.	8,334.					
13	Office expenses	8,397.	4,262.	3,510.	625.					
14	Information technology									
15	Royalties		**							
16	Occupancy	90,101.	73,368.	11,643.	5,090.					
17 18	Travel	34,091.	30,161.	3,490.	440.					
40	for any federal, state, or local public officials  Conferences, conventions, and meetings.	72.022	12 063	869.	· · · · · · · · · · · · · · · · · · ·					
19 20	Interest	13,932.	13,063.	869.	0,					
21 22	Payments to affiliates	8,625.	0.	8,625.	0.					
23_	Insurance	9,616	0.0	9,616	<u>0.</u>					
24	Other expenses, Itemize expenses not covered									
	above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column									
	(A) amount, list line 24e expenses on Schedule O.)									
a	Membership dues	6,426.	1,270.	3,708.	1,448.					
b	Telephone	33,276. 6,830.	30,054. 764.	1,951.	1,271. 6,066.					
d	Equipment repairs and maintenance Printing and publication	17,518.	14,390.	1,487.	1,641.					
e		45,359.	23,005.	11,566.	10,788.					
25	All other expenses  Total functional expenses. Add lines 1 through 24e	1,479,796.	1,218,452.	172,363.	88,981.					
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here    if following SOP 98-2 (ASC 958-720)			•						

Part X Balance Sheet Check if Schedule O contains a response or note to any line in this Part X (B) (A) Beginning of year End of year 267,422 1 407,767. 1 2 Savings and temporary cash investments . . . . . . 2 3 301,579. 328,814. 3 4 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. 5 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L . . . . . . . . 6 7 7 8 Prepaid expenses and deferred charges . . . 11,084. 9 14,127. 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10a 119,529. **b** Less: accumulated depreciation . . . . 10b 99,118. 19,948. 10c 20,411. 11 110,638. 11 136,961. 12 Investments - other securities. See Part IV, line 11 . . . . . . . . 12 13 13 Investments - program-related. See Part IV, line 11 . . . . . . . . 14 14 15 15 Other assets. See Part IV, line 11 . . . . . . . . . . . . . Total assets. Add lines 1 through 15 (must equal line 34) . . . . 710,671. 16 908,080. 16 17 17 77,540. 102,509. 18 18 19 19 8,866. 20 20 21 Escrow or custodial account liability. Complete Part IV of Schedule D. 21 Loans and other payables to current and former officers, directors, 22 trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L . . . . . . . 22 Secured mortgages and notes payable to unrelated third parties . . . 23 23 Unsecured notes and loans payable to unrelated third parties . . . 24 24 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X Total liabilities. Add lines 17 through 25 . . . . . 77,540. 111,375. 26 Organizations that follow SFAS 117 (ASC 958), check here ▶ 区 and **H**alances complete lines 27 through 29, and lines 33 and 34. 479,906. 27 640,130. 27 Temporarily restricted net assets 103,225 28 106,575 28 50,000. 29 50,000. 29 Net Assets or Fund Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and complete lines 30 through 34. 30 30 Capital stock or trust principal, or current funds . . . . . . . . Paid-in or capital surplus, or land, building, or equipment fund . . . 31 31 32 32 Retained earnings, endowment, accumulated income, or other funds. 633,131. 33 796,705. 33 710,671. **34** 908,080. 

Page	1	2
	•	_

	(2011)			<b>3</b>
Part				
	Check if Schedule O contains a response or note to any line in this Part XI			
1	Total revenue (must equal Part VIII, column (A), line 12)	1,6	43,3	70.
2	Total expenses (must equal Part IX, column (A), line 25)	1,4	79,7	96.
3	Revenue less expenses. Subtract line 2 from line 1	1	63,5	74.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	6	33,1	31.
5	Net unrealized gains (losses) on investments			
6	Donated services and use of facilities			
7	Investment expenses			
8	Prior period adjustments			
9	Other changes in net assets or fund balances (explain in Schedule O)			
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line			
	33, column (B))	7	96,7	05.
Part XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII			
1	Accounting method used to prepare the Form 990:  Cash Accrual Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		Yes	No
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:	<b>2</b> a		×
b	☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis  Were the organization's financial statements audited by an independent accountant?	2b	×	
С	☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis  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	2c	×	
	Schedule O.			
За	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?	3a		×
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b		
		Forr	n 990	(2017)