

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

- ▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020
Open to Public Inspection

A For the **2020** calendar year, or tax year beginning and ending

B Check if applicable:

- ☒ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization

VITAL VOICES GLOBAL PARTNERSHIP, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
1509 16TH STREET, NW

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 20036

F Name and address of principal officer: ALYSE NELSON
SAME AS C ABOVE

D Employer identification number

52-2151557

E Telephone number
(202) 861-2625

G Gross receipts \$ 14,413,870.

H(a) Is this a group return for subordinates? ☐ Yes ☒ No
H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions

H(c) Group exemption number ▶

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

J Website: ▶ WWW.VITALVOICES.ORG

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

L Year of formation: 1999 **M** State of legal domicile: DE

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: VITAL VOICES INVESTS IN WOMEN LEADERS GLOBALLY TO ACCELERATE PROSPERITY IN THEIR COMMUNITIES.		
	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	36
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	36
	5	Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	82
	6	Total number of volunteers (estimate if necessary)	6	136
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 18,006,674.	Current Year 14,387,559.
	9	Program service revenue (Part VIII, line 2g)	103,208.	20,661.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	11,468.	1,154.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-687,393.	-395,174.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	17,433,957.	14,014,200.
	Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	2,015,368.
14		Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
15		Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	4,978,420.	5,551,386.
16a		Professional fundraising fees (Part IX, column (A), line 11e)	26,700.	0.
b		Total fundraising expenses (Part IX, column (D), line 25) ▶ 1,226,299.		
17		Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	4,751,666.	3,101,847.
18		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	11,772,154.	11,580,863.
19	Revenue less expenses. Subtract line 18 from line 12	5,661,803.	2,433,337.	
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year 15,172,761.	End of Year 40,128,583.
	21	Total liabilities (Part X, line 26)	803,737.	23,326,222.
	22	Net assets or fund balances. Subtract line 21 from line 20	14,369,024.	16,802,361.

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			
	ALYSE NELSON, PRESIDENT AND CEO Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name FRANK H. SMITH	Preparer's signature Frank H. Smith	Date 11/11/21	Check if self-employed <input type="checkbox"/>	PTIN P00639053
	Firm's name ▶ MARCUM, LLP	Firm's EIN ▶ 11-1986323			
	Firm's address ▶ 1899 L STREET, NW, SUITE 850 WASHINGTON, DC 20036	Phone no. (202) 227-4000			

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒**1** Briefly describe the organization's mission:

VITAL VOICES GLOBAL PARTNERSHIP'S MISSION IS TO IDENTIFY, INVEST IN AND BRING VISIBILITY TO EXTRAORDINARY WOMEN AROUND THE WORLD BY UNLEASHING THEIR LEADERSHIP POTENTIAL TO TRANSFORM LIVES AND ACCELERATE PEACE AND PROSPERITY IN THEIR COMMUNITIES.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 3,332,260. including grants of \$ 1,489,390.) (Revenue \$)
NETWORK ACTIVATION:

THE PROGRAMS THAT ACTIVATE THE VITAL VOICES NETWORK FACILITATE ONGOING ENGAGEMENT WITH THE WOMEN LEADERS WITH WHOM VITAL VOICES PARTNERS AND SUPPORT THEIR DEEP-ROOTED COMMITMENT TO "PAYING IT FORWARD." THESE PROGRAMS PROMOTE ADVOCACY, FOSTER AN ENABLING ENVIRONMENT FOR WOMEN'S LEADERSHIP AND IGNITE AND ORGANIZE TOP LEADERS AROUND KEY ISSUES.

VOICES AGAINST VIOLENCE: THE GENDER BASED VIOLENCE INITIATIVE IS DESIGNED TO ENSURE THAT SURVIVORS OF GENDER-BASED VIOLENCE (GBV) AND HARMFUL TRADITIONAL PRACTICES AROUND THE WORLD HAVE BETTER ACCESS TO SERVICES, PROTECTION AND THE JUSTICE THEY DESERVE. THE INITIATIVE

4b (Code:) (Expenses \$ 2,894,905. including grants of \$ 356,947.) (Revenue \$ 20,661.)
SIGNATURE PROGRAMS:

SIGNATURE PROGRAMS AT VITAL VOICES ARE STRUCTURED INITIATIVES THAT BUILD WOMEN LEADERS' CAPACITY THROUGH GROUP TRAINING, MENTORING AND TARGETED FOLLOW-ON SUPPORT AND PEER-TO-PEER EXCHANGES AND NETWORKING. WE WORK WITH LEADERS IN THREE KEY AREAS: HUMAN RIGHTS, ECONOMIC OPPORTUNITY, AND POLITICAL AND PUBLIC LEADERSHIP. OUR PROGRAMS OFFER PRACTICAL SKILLS AND SERVICES; WE HELP LEADERS DEVELOP STRATEGIC PLANS, TELL THEIR STORIES AND REACH NEW MARKETS. WE CONNECT THEM WITH EXPERT ADVISERS FOR MENTORING AND COLLABORATION. WE SHARE THEIR PERSPECTIVES AND THEIR WORK WITH THE AUDIENCES THEY NEED TO REACH, AND WE MOBILIZE COMMUNITIES ONLINE AND OFFLINE TO TAKE ACTION ON CRITICAL ISSUES.

4c (Code:) (Expenses \$ 2,449,423. including grants of \$ 1,081,293.) (Revenue \$)
INDIVIDUALIZED INVESTMENTS:

VITAL VOICES IS CHARTING A NEW COURSE IN WOMEN'S LEADERSHIP, MAKING INVESTMENTS THROUGH TARGETED TECHNICAL TRAININGS, CATALYZING THE VISION OF A SELECT GROUP OF WOMEN LEADERS AND CURATING A SYSTEM OF SUPPORT FOR THEM AROUND THE WORLD. THROUGH THIS AREA OF PRACTICE, WE PARTNER WITH WOMEN TO OFFER TAILORED AND AD HOC INDIVIDUALIZED SUPPORT AS NEEDED. WE ARE COMMITTED TO INCREASING THEIR VISIBILITY, RAISING AWARENESS FOR THE ISSUES THEY ARE TACKLING, AND FACILITATING CONNECTIONS AND PARTNERSHIPS TO HELP THEM SCALE UP THEIR WORK AND ACHIEVE EVEN GREATER IMPACT.

GLOBAL LEADERSHIP AWARDS HONOREE PROGRAM: EACH YEAR, VITAL VOICES HOSTS

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

(Expenses \$ 747,494. including grants of \$) (Revenue \$)

4e Total program service expenses **9,424,082.**

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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>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	2 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>	3	X
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? <i>If "Yes," complete Schedule C, Part II</i>	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	X
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? <i>If "Yes," complete Schedule D, Part I</i>	6	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>	7	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>	8	X
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? <i>If "Yes," complete Schedule D, Part IV</i>	9 X	
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	10	X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	11a X	
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? <i>If "Yes," complete Schedule D, Part VII</i>	11b	X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	11c	X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	11d	X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e X	
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)? <i>If "Yes," complete Schedule D, Part X</i>	11f X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	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 foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b X	
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? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15 X	
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? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16 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>	17	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>	18 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>	19	X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21 X	

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	X
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? <i>If "Yes," complete Schedule J</i>	23	X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	X
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	X
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	X
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? <i>If "Yes," complete Schedule L, Part I</i>	25a	X
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>	25b	X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
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):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 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>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
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)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
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? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?	38	X

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	59
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

	Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
2a 82		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b X	
Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	X
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	X
b If "Yes," enter the name of the foreign country		
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	X
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	X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7 Organizations that may receive deductible contributions under section 170(c).		
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a X	
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b X	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8	
9 Sponsoring organizations maintaining donor advised funds.		
a Did the sponsoring organization make any taxable distributions under section 4966?	9a	
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b	
10 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on Part VIII, line 12	10a	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11 Section 501(c)(12) organizations. Enter:		
a Gross income from members or shareholders	11a	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13 Section 501(c)(29) qualified nonprofit health insurance issuers.		
a Is the organization licensed to issue qualified health plans in more than one state?	13a	
Note: See the instructions for additional information the organization must report on Schedule O.		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c Enter the amount of reserves on hand	13c	
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b	
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	15	X
If "Yes," see instructions and file Form 4720, Schedule N.		
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16	X
If "Yes," complete Form 4720, Schedule O.		

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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 on Schedule O. See instructions.

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

☒**Section A. Governing Body and Management**

	1a	1b	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	36			
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 on Schedule O.				
b Enter the number of voting members included on line 1a, above, who are independent		36		
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, trustees, or key employees to a management company or other person?				X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?			X	
5 Did the organization become aware during the year of a significant diversion of the organization's assets?				X
6 Did the organization have members or stockholders?				X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?				X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?				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 on Schedule O				X

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

	Yes	No
10a Did the organization have local chapters, branches, or affiliates?		X
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	X	
13 Did the organization have a written whistleblower policy?	X	
14 Did 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," 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?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **AR, CA, CT, CO, GA, HI, IL, KS, KY, MA, MD, MI**

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

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records **ALYSE NELSON - (202) 861-2625**
1625 MASSACHUSETTS AVENUE, NW, #300, WASHINGTON, DC 20036

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) ALYSE NELSON PRESIDENT AND CEO	50.00			X				268,738.	0.	17,701.
(2) FAIDA FULLER CHIEF OPERATING OFFICER	40.00			X				207,074.	0.	4,294.
(3) CYNTHIA DYER VP, HUMAN RIGHTS	40.00				X			160,062.	0.	23,720.
(4) LIAM DALL VP, PRINCIPAL GIFTS	40.00				X			165,075.	0.	10,495.
(5) JENNIFER SMITH, VP STRATEGIC PARTNERSHIPS & ENGAGEMENT	40.00				X			158,788.	0.	13,791.
(6) SARA VANDEPEUTE VP, FINANCE & ADMINISTRATION	40.00					X		156,652.	0.	8,506.
(7) LAUREN WOLLACK VP, LEADERSHIP & GLOBAL ACTIVATION	40.00					X		142,997.	0.	18,948.
(8) ZOE DEAN SMITH, VP, ECON. EMPOWERMENT & INTERN.	40.00					X		148,790.	0.	11,599.
(9) MANIRA ALVA VP, POLITICAL & CIVIC ENGAGEMENT	40.00					X		132,681.	0.	23,076.
(10) EUGENIA PODESTA, SR. DIRECTOR ECON. EMP. & ENTREPREN.	40.00					X		120,632.	0.	16,790.
(11) KATE JAMES BOARD CHAIR	3.00	X		X				0.	0.	0.
(12) GERALDINE LAYBOURNE BOARD VICE CHAIR	1.00	X		X				0.	0.	0.
(13) AMBASSADOR CRAIG JOHNSTONE BOARD TREASURER	1.00	X		X				0.	0.	0.
(14) DONNA COCHRAN MCLARTY BOARD SECRETARY	1.00	X		X				0.	0.	0.
(15) HUMA ABEDIN BOARD DIRECTOR	1.00	X						0.	0.	0.
(16) BETH BROOKE-MARCINIAK BOARD DIRECTOR	1.00	X						0.	0.	0.
(17) TINA BROWN BOARD DIRECTOR	1.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) ELIZABETH BUCHANAN BOARD DIRECTOR	1.00	X						0.	0.	0.
(19) KRISTIN CAMPBELL BOARD DIRECTOR	1.00	X						0.	0.	0.
(20) ASHLEY DAVIS BOARD DIRECTOR	1.00	X						0.	0.	0.
(21) SUSAN ANN DAVIS BOARD DIRECTOR	1.00	X						0.	0.	0.
(22) LORENA DIAZ QUIJANO BOARD DIRECTOR	1.00	X						0.	0.	0.
(23) TASHNI-ANN DUBROY BOARD DIRECTOR - UNTIL 10/2020	1.00	X						0.	0.	0.
(24) NINA EASTON BOARD DIRECTOR	1.00	X						0.	0.	0.
(25) ADRIAN FENTY BOARD DIRECTOR - UNTIL 10/2020	1.00	X						0.	0.	0.
(26) SALLY FIELD BOARD DIRECTOR	1.00	X						0.	0.	0.
1b Subtotal								1,661,489.	0.	148,920.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,661,489.	0.	148,920.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **10**

3 Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

	Yes	No
3		X
4	X	
5		X

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 or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
UPSTREAM ARCHITECTURE, 2448 VASANTA WAY, LOS ANGELES, CA 90068-2232	DESIGN ARCHITECT SERVICES FOR NEW GLO	286,587.
STUDIOS ARCHITECTURE DCPC, 1625 M STREET NORTHWEST, WASHINGTON, DC 20036	ARCHITECT OF RECORD SERVICES FOR NEW GLO	265,234.
RAND CONSTRUCTION 1029 N ROYAL STREET, ALEXANDRIA, VA 22314	GENERAL CONTRACTOR SERVICES FOR NEW GLO	169,928.
CHRISTIN CICI BATTLE, LLC, 8770 HOLLY COURT, APT 204, TAMARAC, FL 33321	DIVERSITY, EQUITY AND INCLUSION TRAINI	150,000.
GROUP NINE, INC. 568 BROADWAY, FLOOR 10, NEW YORK, NY 10012	PRODUCTION OF "NOWTHIS NEXT / VITA	150,000.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **6**

SEE PART VII, SECTION A CONTINUATION SHEETS

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(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			
(27) AMANDA GORMAN BOARD DIRECTOR	1.00	X						0.	0.	0.
(28) MARY GROVE BOARD DIRECTOR	1.00	X						0.	0.	0.
(29) CHANDRA JESSEE BOARD DIRECTOR	1.00	X						0.	0.	0.
(30) DONNA LANGLEY BOARD DIRECTOR	1.00	X						0.	0.	0.
(31) SAGRA MACEIRA DE ROSEN BOARD DIRECTOR	1.00	X						0.	0.	0.
(32) MARLENE MALEK BOARD DIRECTOR	1.00	X						0.	0.	0.
(33) SUSAN NESS BOARD DIRECTOR	1.00	X						0.	0.	0.
(34) MARC PRITCHARD BOARD DIRECTOR	1.00	X						0.	0.	0.
(35) MARTINE ROTHBLATT BOARD DIRECTOR - UNTIL 10/2020	1.00	X						0.	0.	0.
(36) DEBORAH RUTTER BOARD DIRECTOR - UNTIL 03/2020	1.00	X						0.	0.	0.
(37) BOZOMA SAINT JOHN BOARD DIRECTOR	1.00	X						0.	0.	0.
(38) MEGAN SMITH BOARD DIRECTOR	1.00	X						0.	0.	0.
(39) ROSELYNE SWIG BOARD DIRECTOR	1.00	X						0.	0.	0.
(40) JENNIFER TAYLOR BOARD DIRECTOR	1.00	X						0.	0.	0.
(41) SELINA TOBACOWALA BOARD DIRECTOR	1.00	X						0.	0.	0.
(42) DR. ROSITA VAN COEVORDEN BOARD DIRECTOR	1.00	X						0.	0.	0.
(43) DIANE VON FURSTENBERG BOARD DIRECTOR	1.00	X						0.	0.	0.
(44) KAH WALLA BOARD DIRECTOR - UNTIL 10/2020	1.00	X						0.	0.	0.
(45) SHERRIE ROLLINS WESTIN BOARD DIRECTOR - UNTIL 03/2020	1.00	X						0.	0.	0.
(46) AMIRA YAHYAUI BOARD DIRECTOR - UNTIL 10/2020	1.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c	2,125,749.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	4,146,371.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	8,115,439.				
	g Noncash contributions included in lines 1a-1f	1g	\$				
	h Total. Add lines 1a-1f						
Program Service Revenue	2 a PROGRAM FEES	Business Code	900099	20,661.	20,661.		
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f				20,661.		
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			1,154.		
4 Income from investment of tax-exempt bond proceeds							
5 Royalties				556.			556.
6 a Gross rents		6a	(i) Real (ii) Personal				
b Less: rental expenses ...		6b					
c Rental income or (loss)		6c					
d Net rental income or (loss)							
7 a Gross amount from sales of assets other than inventory		7a	(i) Securities (ii) Other				
b Less: cost or other basis and sales expenses		7b					
c Gain or (loss)		7c					
d Net gain or (loss)							
8 a Gross income from fundraising events (not including \$ 2,125,749. of contributions reported on line 1c). See Part IV, line 18		8a	1,635.				
b Less: direct expenses		8b	399,670.				
c Net income or (loss) from fundraising events				-398,035.			-398,035.
9 a Gross income from gaming activities. See Part IV, line 19		9a					
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a HONORARIA	Business Code	900099	2,000.			2,000.
	b MISCELLANEOUS		900099	305.			305.
	c						
	d All other revenue						
	e Total. Add lines 11a-11d				2,305.		
	12 Total revenue. See instructions				14014200.	20,661.	0.

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	540,166.	540,166.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	4,276.	4,276.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	2,383,188.	2,383,188.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,029,738.	640,675.	69,692.	319,371.
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	3,698,715.	3,088,313.	133,279.	477,123.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	53,776.	44,232.	1,471.	8,073.
9 Other employee benefits	440,047.	359,549.	17,852.	62,646.
10 Payroll taxes	329,110.	261,657.	13,076.	54,377.
11 Fees for services (nonemployees):				
a Management				
b Legal	15,635.		15,635.	
c Accounting	69,381.	6,483.	62,046.	852.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	1,147,698.	983,973.	45,710.	118,015.
12 Advertising and promotion				
13 Office expenses	316,717.	153,337.	106,384.	56,996.
14 Information technology	215,544.	173,426.	4,862.	37,256.
15 Royalties				
16 Occupancy	727,376.	540,341.	116,029.	71,006.
17 Travel	125,364.	65,965.	49,412.	9,987.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	92,256.	92,256.		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	34,283.	27,176.	4,273.	2,834.
23 Insurance	133,556.	59,073.	66,720.	7,763.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a DC REAL ESTATE TAXES	221,220.		221,220.	
b BAD DEBT EXPENSE	2,817.	-4.	2,821.	
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	11,580,863.	9,424,082.	930,482.	1,226,299.
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 SheetCheck if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	2,933,934.	1	4,225,537.
	2 Savings and temporary cash investments	1,372,723.	2	80,039.
	3 Pledges and grants receivable, net	7,663,515.	3	6,519,088.
	4 Accounts receivable, net		4	109,015.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	331.
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net	1,635.	7	
	8 Inventories for sale or use	33,822.	8	36,022.
	9 Prepaid expenses and deferred charges	2,966,387.	9	199,850.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 29,263,919.		
	b Less: accumulated depreciation	10b 375,951.		
		56,451.	10c	28,887,968.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11	70,733.	12	70,733.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11	73,561.	15	0.	
16 Total assets. Add lines 1 through 15 (must equal line 33)	15,172,761.	16	40,128,583.	
Liabilities	17 Accounts payable and accrued expenses	303,105.	17	806,832.
	18 Grants payable	109,851.	18	514,247.
	19 Deferred revenue	252,250.	19	77,136.
	20 Tax-exempt bond liabilities		20	21,901,124.
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	4,764.	21	5,320.
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	133,767.	25	21,563.
	26 Total liabilities. Add lines 17 through 25	803,737.	26	23,326,222.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	4,991,783.	27	7,780,610.
	28 Net assets with donor restrictions	9,377,241.	28	9,021,751.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	14,369,024.	32	16,802,361.
	33 Total liabilities and net assets/fund balances	15,172,761.	33	40,128,583.

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Part XI Reconciliation of Net AssetsCheck 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	14,014,200.
2	Total expenses (must equal Part IX, column (A), line 25)	2	11,580,863.
3	Revenue less expenses. Subtract line 2 from line 1	3	2,433,337.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	14,369,024.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	16,802,361.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☐

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2a	X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2b	X
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	2c	X
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? _____	3a	X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____	3b	X

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Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	6996915.	15691024.	12711145.	18006674.	14387559.	67793317.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	6996915.	15691024.	12711145.	18006674.	14387559.	67793317.
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)						9234764.
6 Public support. Subtract line 5 from line 4.						58558553.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4	6996915.	15691024.	12711145.	18006674.	14387559.	67793317.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	133,297.	137,831.	72,908.	12,180.	1,710.	357,926.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)				2,346.	2,305.	4,651.
11 Total support. Add lines 7 through 10						68155894.
12 Gross receipts from related activities, etc. (see instructions)					12	757,030.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						► <input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f))	14	85.92 %
15 Public support percentage from 2019 Schedule A, Part II, line 14	15	81.92 %
16a 33 1/3% support test - 2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		► <input checked="" type="checkbox"/>
b 33 1/3% support test - 2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		► <input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		► <input type="checkbox"/>
b 10% -facts-and-circumstances test - 2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		► <input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		► <input type="checkbox"/>

Schedule A (Form 990 or 990-EZ) 2020

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2020. 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 - 2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
2		

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

	Yes	No
1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
2a		
b Did the activities described in line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
2b		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI .		
3a		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.		
3b		

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990 or 990-EZ) 2020

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2020 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2020			
a From 2015			
b From 2016			
c From 2017			
d From 2018			
e From 2019			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016			
b Excess from 2017			
c Excess from 2018			
d Excess from 2019			
e Excess from 2020			

Schedule A (Form 990 or 990-EZ) 2020

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
(See instructions.)

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

2019 AMOUNT: \$ 346.

2020 AMOUNT: \$ 305.

HONORARIA

2019 AMOUNT: \$ 2,000.

2020 AMOUNT: \$ 2,000.

Schedule B

(Form 990, 990-EZ,
or 990-PF)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

- ▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

Name of the organization

VITAL VOICES GLOBAL PARTNERSHIP, INC.

Employer identification number

52-2151557

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

☒ 501(c)(3) (enter number) organization

☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation

☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation

☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

- ☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- ☒ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization

Employer identification number

VITAL VOICES GLOBAL PARTNERSHIP, INC.

52-2151557

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
<u>1</u>		\$ <u>3,997,345.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>2</u>		\$ <u>1,075,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>3</u>		\$ <u>1,005,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>4</u>		\$ <u>820,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>5</u>		\$ <u>800,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>6</u>		\$ <u>750,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

VITAL VOICES GLOBAL PARTNERSHIP, INC.

52-2151557

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$ 500,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8		\$ 450,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9		\$ 440,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
10		\$ 364,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Employer identification number

52-2151557

Part II

[illegible]

Name of organization

Employer identification number

VITAL VOICES GLOBAL PARTNERSHIP, INC.**52-2151557****Part III**

Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) ► \$ _____

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2020

**Open to Public
Inspection**

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization

VITAL VOICES GLOBAL PARTNERSHIP, INC.

Employer identification number

52-2151557

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.

2 Political campaign activity expenditures ▶ \$

3 Volunteer hours for political campaign activities

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527
exempt function activities ▶ \$

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL,
line 17b ▶ \$

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

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

Schedule C (Form 990 or 990-EZ) 2020

LHA

032041 12-02-20

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)		1,303.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)		1,408.													
c Total lobbying expenditures (add lines 1a and 1b)		2,711.													
d Other exempt purpose expenditures		11,578,152.													
e Total exempt purpose expenditures (add lines 1c and 1d)		11,580,863.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		729,043.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.			
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)		182,261.													
h Subtract line 1g from line 1a. If zero or less, enter -0-		0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-		0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.

See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
2a Lobbying nontaxable amount	734,587.	727,261.	737,273.	729,043.	2,928,164.
b Lobbying ceiling amount (150% of line 2a, column(e))					4,392,246.
c Total lobbying expenditures	10,749.	8,474.	2,043.	2,711.	23,977.
d Grassroots nontaxable amount	183,647.	181,815.	184,318.	182,261.	732,041.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,098,062.
f Grassroots lobbying expenditures	2,150.	1,695.	1,231.	1,303.	6,379.

Schedule C (Form 990 or 990-EZ) 2020

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

		Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1	
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3	Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (See instructions)	5	

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization

VITAL VOICES GLOBAL PARTNERSHIP, INC.

Employer identification number

52-2151557

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (for example, recreation or education) ☐ Preservation of a historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ Preservation of open space

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

	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 7/25/06, and not on a historic structure listed in the National Register	2d

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1

▶ \$

(ii) Assets included in Form 990, Part X

▶ \$

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1

▶ \$

b Assets included in Form 990, Part X

▶ \$

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

Schedule D (Form 990) 2020

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

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

a ☐ Public exhibition

d ☐ Loan or exchange program

b ☐ Scholarly research

e ☐ Other _____

c ☐ Preservation for future generations

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

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

to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☒ No

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☒ No

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

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☒ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII ☒

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

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

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ☐ _____ %

b Permanent endowment ☐ _____ %

c Term endowment ☐ _____ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) Unrelated organizations

(ii) Related organizations

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		7,055,879.		7,055,879.
b Buildings		20,864,295.		20,864,295.
c Leasehold improvements		175,174.	171,944.	3,230.
d Equipment		62,080.	62,080.	0.
e Other		1,106,491.	141,927.	964,564.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				28,887,968.

Schedule D (Form 990) 2020

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) DEFERRED RENT AND LEASE BENEFIT	21,563.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	21,563.

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

Schedule D (Form 990) 2020

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	14,817,120.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	403,250.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	399,670.
e	Add lines 2a through 2d	2e	802,920.
3	Subtract line 2e from line 1	3	14,014,200.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	14,014,200.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	12,383,783.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	403,250.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	399,670.
e	Add lines 2a through 2d	2e	802,920.
3	Subtract line 2e from line 1	3	11,580,863.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	11,580,863.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART IV, LINE 2B:

AS OF DECEMBER 31 2020 VITAL VOICES HELD \$5,320 ON BEHALF OF OTHERS. THIS BALANCE IS REPORTED IN PART X, LINE 21. THE ESCROW FUNDS REPRESENT ROYALTY FUNDS FOR THE THEATRICAL PLAY, SEVEN. THESE FUNDS ARE COLLECTED AND DISTRIBUTED TO THE SEVEN VITAL VOICES NETWORK WOMEN PORTRAYED IN THE PLAY.

PART X, LINE 2:

VITAL VOICES PERFORMED AN EVALUATION OF ITS UNCERTAINTY IN INCOME TAXES FOR THE YEAR ENDED DECEMBER 31, 2020, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE FINANCIAL STATEMENTS OR THAT MAY HAVE ANY EFFECT ON ITS TAX-EXEMPT STATUS.

Part XIII Supplemental Information *(continued)*

PART XI, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENT EXPENSES 399,670.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENT EXPENSES 399,670.

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

▶ Attach to Form 990.

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

OMB No. 1545-0047

2020

Open to Public
Inspection

Name of the organization

Employer identification number

VITAL VOICES GLOBAL PARTNERSHIP, INC.

52-2151557

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

1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ **Yes** ☐ **No**

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
SUB-SAHARAN AFRICA	0	3	PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN	26,069.
SUB-SAHARAN AFRICA	0		GRANTMAKING		826,111.
SOUTH ASIA	0	2	PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN	13,884.
SOUTH ASIA	0		GRANTMAKING		262,821.
SOUTH AMERICA	0	1	PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN	9,669.
SOUTH AMERICA	0		GRANTMAKING		61,394.
RUSSIA AND NEIGHBORING STATES	0	0	PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN	3,632.
RUSSIA AND NEIGHBORING STATES	0	0	GRANTMAKING		25,088.
3 a Subtotal	0	6			1,228,668.
b Total from continuation sheets to Part I	0	4			1,553,166.
c Totals (add lines 3a and 3b)	0	10			2,781,834.

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

Schedule F (Form 990) 2020

SEE PART V FOR COLUMN (E) DESCRIPTIONS

Part I Continuation of Activities per Region. (Schedule F (Form 990), Part I, line 3)

(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
NORTH AMERICA	0	1	PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN	4,205.
NORTH AMERICA	0	0	GRANTMAKING		92,796.
MIDDLE EAST AND NORTH AFRICA	0	0	PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN	32,154.
MIDDLE EAST AND NORTH AFRICA	0	0	GRANTMAKING		840,395.
EUROPE (INCLUDING ICELAND & GREENLAND)	0	1	PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN	26,126.
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	GRANTMAKING		54,673.
EAST ASIA AND THE PACIFIC	0	0	PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN	10,771.
CENTRAL AMERICA AND THE CARIBBEAN	0	2	PROGRAM SERVICES	BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN	272,135.
CENTRAL AMERICA AND THE CARIBBEAN	0	0	GRANTMAKING		217,611.
EAST ASIA AND THE PACIFIC	0	0	GRANTMAKING		2,300.
Totals		4			1,553,166.

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		MIDDLE EAST NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	383,070.	WIRE TRANSFER	0.		
		MIDDLE EAST NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	116,250.	WIRE TRANSFER	0.		
		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	69,691.	WIRE TRANSFER	0.		
		MIDDLE EAST NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	12,421.	WIRE TRANSFER	0.		
		SOUTH ASIA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	44,908.	WIRE TRANSFER	0.		
		EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	36,228.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	33,459.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	23,727.	WIRE TRANSFER	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter **20**

3 Enter total number of other organizations or entities **24**

SEE PART V FOR COLUMN (D) DESCRIPTIONS

Schedule F (Form 990) 2020

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA & CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	23,298.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	36,508.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	10,000.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & CARIBBEAN	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE.	27,135.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & CARIBBEAN	GRANT TO VITAL VOICES NETWORK LEADER'S BUSINESS TO EXPAND ITS STUDENT DIGITAL	20,000.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF HUMAN TRAFFICKING.	6,500.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF HUMAN TRAFFICKING.	6,500.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF HUMAN TRAFFICKING.	6,500.	WIRE TRANSFER	0.		
		SOUTH ASIA	GRANT TO VITAL VOICES NETWORK LEADER'S BUSINESS TO SCALE THE USE OF ITS TECHNOLOGY	17,274.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	GRANT TO VITAL VOICES NETWORK LEADER'S BUSINESS TO LEVERAGE INTERNET	17,441.	WIRE TRANSFER	0.		
		NORTH AMERICA (INCLUDE MEXICO)	GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S ORGANIZATION TO PROVIDE	15,695.	WIRE TRANSFER	0.		
		SOUTH ASIA	GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S ORGANIZATION'S	26,777.	WIRE TRANSFER	0.		
		NORTH AMERICA (INCLUDE MEXICO)	GRANT TO SUPPORT THE GROWTH OF VITAL VOICES NETWORK LEADER'S BUSINESS	15,528.	WIRE TRANSFER	0.		
		MIDDLE EAST NORTH AFRICA	GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S ORGANIZATION TO AMPLIFY THE VOICES	15,715.	WIRE TRANSFER	0.		
		SOUTH AMERICA	GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S ORGANIZATION TO PROVIDE CHILDREN	17,872.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	GRANT TO ADDRESS THE ISSUE OF HUMAN TRAFFICKING	26,365.	WIRE TRANSFER	0.		
		MIDDLE EAST NORTH AFRICA	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE	60,000.	WIRE TRANSFER	0.		
		EUROPE	GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE	10,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S ORGANIZATION IN THE COVID19	12,000.	WIRE TRANSFER	0.		
		NORTH AMERICA (INCLUDE MEXICO)	GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S ORGANIZATION TO PROVIDE	50,000.	WIRE TRANSFER	0.		

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

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	CENTRAL AMERICA & CARIBBEAN	11	32,608.	WIRE TRANSFER	0.		
GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	EUROPE	1	6,945.	WIRE TRANSFER	0.		
GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	MIDDLE EAST NORTH AFRICA	73	237,073.	WIRE TRANSFER	0.		
GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	NORTH AMERICA (INCLUDE MEXICO)	6	9,223.	WIRE TRANSFER	0.		
GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	RUSSIA & NIS	8	20,088.	WIRE TRANSFER	0.		
GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	SOUTH AMERICA	20	42,022.	WIRE TRANSFER	0.		
GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	SOUTH ASIA	22	82,131.	WIRE TRANSFER	0.		
GENDER BASED VIOLENCE URGENT ASSISTANCE FUND	SUB-SAHARAN AFRICA	294	745,946.	WIRE TRANSFER	0.		
DISASTER RELIEF FOR LEBANON BASED VITAL VOICES NETWORK MEMBER'S BUSINESS	MIDDLE EAST NORTH AFRICA	1	1,016.	WIRE TRANSFER	0.		

Part III Continuation of Grants and Other Assistance to Individuals Outside the United States. (Schedule F (Form 990), Part III)

(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)
DISASTER RELIEF FOR LEBANON BASED VITAL VOICES NETWORK MEMBER'S BUSINESS	MIDDLE EAST NORTH AFRICA	1	9,000.	WIRE TRANSFER	0.		
GRANT TO VITAL VOICES NETWORK LEADER TO PROMOTE WELLNESS AND MITIGATE THE IMPACT OF COVID19.	CENTRAL AMERICA & CARIBBEAN	1	2,000.	WIRE TRANSFER	0.		
GRANT TO VITAL VOICES NETWORK LEADER TO PROMOTE WELLNESS AND MITIGATE THE IMPACT OF COVID19.	CENTRAL AMERICA & CARIBBEAN	1	1,500.	WIRE TRANSFER	0.		
GRANT TO VITAL VOICES NETWORK LEADER TO PROMOTE WELLNESS AND MITIGATE THE IMPACT OF COVID19.	MIDDLE EAST NORTH AFRICA	1	2,300.	WIRE TRANSFER	0.		
GRANT TO VITAL VOICES NETWORK LEADER TO PROMOTE WELLNESS AND MITIGATE THE IMPACT OF COVID19.	MIDDLE EAST NORTH AFRICA	1	1,250.	WIRE TRANSFER	0.		

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☒ No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* ☐ Yes ☒ No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)* ☐ Yes ☒ No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* ☐ Yes ☒ No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ☐ Yes ☒ No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* ☒ Yes ☐ No

Schedule F (Form 990) 2020

Part V Supplemental Information

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

PART I, LINE 2:

VITAL VOICES USES SOUND MONITORING AND EVALUATION PROCEDURES AND TOOLS FOR AWARDED GRANTS. FOR INSTANCE, ALL GRANT RECIPIENTS ARE REQUIRED TO ENTER INTO GRANT AWARD AGREEMENTS WITH VITAL VOICES, WHICH REQUIRE THEM TO PROVIDE NARRATIVE AND FINANCIAL REPORTING ON ALL FUNDS AWARDED. AS PART OF THE GRANT AGREEMENT, VITAL VOICES ALSO RESERVES THE RIGHT TO AUDIT, EXAMINE, AND MAKE OR REQUEST COPIES OF ALL ACCOUNTS, RECORDS, AND CORRESPONDENCE RELATED TO THE GRANT AS WELL AS REQUIRES THE GRANT RECIPIENT TO MAINTAIN GRANT RECORDS FOR AT LEAST 36 MONTHS AFTER THE AGREED UPON END DATE OF THE GRANT PERIOD. VITAL VOICES PERIODICALLY REQUESTS DOCUMENTATION SUPPORTING GRANT RECIPIENT FINANCIAL REPORTS AS PART OF ITS DUE DILIGENCE PRACTICES AND RESERVES THE RIGHT TO MAKE SITE VISITS.

AS OF 2014, VITAL VOICES MANAGES A FUND TO PROVIDE EMERGENCY ASSISTANCE TO INDIVIDUALS FACING EXTREME ACTS OF GENDER-BASED VIOLENCE INCLUDING HARMFUL TRADITIONAL PRACTICES. THE URGENT ASSISTANCE FUND PROVIDES SMALL SHORT-TERM GRANTS FOR EXPENSES THAT INCLUDE MEDICAL EXPENSES, PSYCHOSOCIAL SUPPORT OR COUNSELING, EMERGENCY SHELTER, RELOCATION EXPENSES, AND LIVELIHOOD. DUE TO THE SENSITIVE NATURE OF THIS SUPPORT, FINAL REPORTING IS NOT REQUIRED. EACH CASE IS THOROUGHLY VETTED THROUGH A RIGOROUS REFERRAL PROCESS.

PART I, LINE 3:

IN ACCORDANCE WITH IRS INSTRUCTIONS, ALL AMOUNTS REPORTED IN PART I OF SCHEDULE F ARE REPORTED USING THE ACCRUAL BASIS OF ACCOUNTING WHICH IS THE SAME METHOD OF ACCOUNTING USED IN THE FINANCIAL STATEMENTS.

Part V Supplemental Information

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

PART I, LINE 3, COLUMN (E):**REGION: SUB-SAHARAN AFRICA****(E) SPECIFIC TYPES OF SERVICES IN REGION: BUSINESS AND LEADERSHIP**

TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN

ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR

ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE

AGAINST WOMEN AND HUMAN TRAFFICKING; LEADERSHIP TRAINING, TECHNICAL

ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE

DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS

LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP

PROGRAMS.

REGION: SOUTH ASIA**(E) SPECIFIC TYPES OF SERVICES IN REGION: BUSINESS AND LEADERSHIP**

TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN

ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR

ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE

AGAINST WOMEN AND HUMAN TRAFFICKING; LEADERSHIP TRAINING, TECHNICAL

ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE

DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS

LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP

PROGRAMS.

REGION: SOUTH AMERICA**(E) SPECIFIC TYPES OF SERVICES IN REGION: BUSINESS AND LEADERSHIP**

TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN

Part V Supplemental Information

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

ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN AND TRAFFICKING; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.

REGION: RUSSIA AND NEIGHBORING STATES

(E) SPECIFIC TYPES OF SERVICES IN REGION: BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN AND HUMAN TRAFFICKING; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.

REGION: NORTH AMERICA

(E) SPECIFIC TYPES OF SERVICES IN REGION: BUSINESS AND LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.

REGION: MIDDLE EAST AND NORTH AFRICA

Part V Supplemental Information

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

(E) SPECIFIC TYPES OF SERVICES IN REGION: BUSINESS AND LEADERSHIP**TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN****ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR****ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE****AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND****MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY,****DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE;****CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.****REGION: EUROPE (INCLUDING ICELAND & GREENLAND)****(E) SPECIFIC TYPES OF SERVICES IN REGION: BUSINESS AND LEADERSHIP****TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN****ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR****ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUES OF VIOLENCE****AGAINST WOMEN AND HUMAN TRAFFICKING; CAPACITY BUILDING, MENTORING AND****LEADERSHIP PROGRAMS.****REGION: EAST ASIA AND THE PACIFIC****(E) SPECIFIC TYPES OF SERVICES IN REGION: BUSINESS AND LEADERSHIP****TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN****ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR****ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE****AGAINST WOMEN AND HUMAN TRAFFICKING; LEADERSHIP TRAINING, TECHNICAL****ASSISTANCE, NETWORKING AND MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE****DEVELOPING THEIR CAPACITY, DECISION-MAKING POWER AND EFFECTIVENESS AS****LEADERS IN PUBLIC LIFE; CAPACITY BUILDING, MENTORING AND LEADERSHIP****PROGRAMS.**

Part V Supplemental Information

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

REGION: CENTRAL AMERICA AND THE CARIBBEAN

(E) SPECIFIC TYPES OF SERVICES IN REGION: BUSINESS AND LEADERSHIP

TRAINING, TECHNICAL ASSISTANCE, NETWORKING, AND MENTORING FOR WOMEN

ENTREPRENEURS WHO ARE GROWING THEIR SMALL AND MEDIUM SIZED BUSINESSES OR

ORGANIZATIONS; HUMAN RIGHTS PROGRAMMING TO ADDRESS THE ISSUE OF VIOLENCE

AGAINST WOMEN; LEADERSHIP TRAINING, TECHNICAL ASSISTANCE, NETWORKING AND

MENTORING FOR WOMEN POLITICAL LEADERS WHO ARE DEVELOPING THEIR CAPACITY,

DECISION-MAKING POWER AND EFFECTIVENESS AS LEADERS IN PUBLIC LIFE;

CAPACITY BUILDING, MENTORING AND LEADERSHIP PROGRAMS.

PART II, COLUMN (D):

REGION: CENTRAL AMERICA & CARIBBEAN

(D) PURPOSE OF GRANT: GRANT TO VITAL VOICES NETWORK LEADER'S BUSINESS TO

EXPAND ITS STUDENT DIGITAL CITIZENSHIP PROGRAM.

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: GRANT TO VITAL VOICES NETWORK LEADER'S BUSINESS TO

SCALE THE USE OF ITS TECHNOLOGY PRODUCTS.

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: GRANT TO VITAL VOICES NETWORK LEADER'S BUSINESS TO

LEVERAGE INTERNET COMMUNICATIONS TECHNOLOGY TO OFFER DEVELOPMENT AND

GROWTH OPPORTUNITIES TO UNDERSERVED COMMUNITIES.

REGION: NORTH AMERICA (INCLUDE MEXICO)

(D) PURPOSE OF GRANT: GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S

Part V Supplemental Information

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

ORGANIZATION TO PROVIDE PSYCHOSOCIAL SKILLS AND COMPETENCIES TO ITS
BENEFICIARIES IN THE CONTEXT OF THE COVID19 PANDEMIC.

REGION: SOUTH ASIA

(D) PURPOSE OF GRANT: GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S
ORGANIZATION'S ONGOING CHARITABLE OPERATIONS DURING THE COVID19 PANDEMIC.

REGION: MIDDLE EAST NORTH AFRICA

(D) PURPOSE OF GRANT: GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S
ORGANIZATION TO AMPLIFY THE VOICES OF MARGINALIZED COMMUNITIES IN PURSUIT
OF SOCIAL JUSTICE.

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S
ORGANIZATION TO PROVIDE CHILDREN ACCESS TO BOOKS AND GENERATE THE HABIT
AND JOY FOR READING.

REGION: SUB-SAHARAN AFRICA

(D) PURPOSE OF GRANT: GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S
ORGANIZATION IN THE COVID19 PANDEMIC CONTEXT

REGION: NORTH AMERICA (INCLUDE MEXICO)

(D) PURPOSE OF GRANT: GRANT TO SUPPORT VITAL VOICES NETWORK LEADER'S
ORGANIZATION TO PROVIDE PSYCHOSOCIAL TOOLS TO ADOLESCENTS WHO WERE
INCARCERATED IN ORDER TO ACHIEVE SUCCESSFUL REINTEGRATION INTO THEIR
COMMUNITIES.

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		NOWTHIS NEXT/VITAL V (event type)	(event type)	NONE (total number)	
Revenue	1 Gross receipts	2,127,384.			2,127,384.
	2 Less: Contributions	2,125,749.			2,125,749.
	3 Gross income (line 1 minus line 2)	1,635.			1,635.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages	20,274.			20,274.
	8 Entertainment	301,350.			301,350.
	9 Other direct expenses	78,046.			78,046.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				399,670.
11 Net income summary. Subtract line 10 from line 3, column (d)				-398,035.	

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

		(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. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain: _____

- 11** Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No
- 12** Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No
- 13** Indicate the percentage of gaming activity conducted in:
- | | | |
|--------------------------------------|------------|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |
- 14** Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ► _____

Address ► _____

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization ► \$ _____ and the amount of gaming revenue retained by the third party ► \$ _____

c If "Yes," enter name and address of the third party:

Name ► _____

Address ► _____

16 Gaming manager information:

Name ► _____

Gaming manager compensation ► \$ _____

Description of services provided ► _____

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Part IV	Supplemental Information <i>(continued)</i>
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SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ **Attach to Form 990.**

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

OMB No. 1545-0047

2020

**Open to Public
Inspection**

Name of the organization **VITAL VOICES GLOBAL PARTNERSHIP, INC.** Employer identification number **52-2151557**

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ **Yes** ☐ **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

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 noncash assistance	(h) Purpose of grant or assistance
COOPERATIVE FOR ASSISTANCE AND RELIEF EVERYWHERE, INC. - 151 ELLIS STREET, NE - ATLANTA, GA 30303	13-1685039	501(C)(3)	107,605.	0.			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE
LINA KHALIFEH TRAINING CENTER LLC 251 LITTLE FALLS DRIVE WILMINGTON, DE 19808	37-1965228		88,209.	0.			GRANT TO VITAL VOICES NETWORK BUSINESS LEADER TO DELIVER A SERIES OF ONLINE SELF-DEFENSE
FUTURE FOR US, LLC 2132 3RD AVENUE, SUITE 222 SEATTLE, WA 98121	83-3124313		76,200.	0.			GRANT TO VITAL VOICES NETWORK LEADER'S BUSINESS TO PROVIDE FREE VIRTUAL WEBINARS FOR WOMXN OF
412 FOOD RESOURCE, INC. 6022 BROAD STREET PITTSBURG, PA 15206	47-3476140	501(C)(3)	60,000.	0.			GRANT TO VITAL VOICES NETWORK LEADER'S ORGANIZATION TO EXPAND ITS EFFORTS TO 10
GLOBAL FUND FOR WOMEN, INC. 800 MARKET STREET, SEVENTH FLOOR SAN FRANCISCO, CA 94102	77-0155782	501(C)(3)	57,912.	0.			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE
412 FOOD RESOURCE INC. 6022 BROAD STREET PITTSBURG, PA 15206	47-3476140	501(C)(3)	20,000.	0.			GRANT TO VITAL VOICES NETWORK LEADER'S ORGANIZATION TO EXPAND ITS TECHNOLOGY PLATFORM,

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **6.**
- 3** Enter total number of other organizations listed in the line 1 table **3.**

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

Schedule I (Form 990) 2020

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(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
RISE INC. 1800 M STREET, NW, SUITE 530S WASHINGTON, DC 20036	61-1782096	501(C)(3)	15,947.	0.			GRANT TO SUPPORT ORGANIZATION'S EFFORTS TO CONTINUE TO GROW ITS MESSAGE OF INTERNATIONAL
PROMUNDO - U.S. 1367 CONNECTICUT AVENUE, NW, # 310 WASHINGTON, DC 20036	26-1931968	501(C)(3)	11,884.	0.			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE
HEALTH IN HER HUE 2914 PEARSALL AVENUE #2 BRONX, NY 10469	84-3765716		10,000.	0.			GRANT TO ADDRESS THE ISSUE OF GENDER-BASED VIOLENCE
412 FOOD RESOURCE, INC. 6022 BROAD STREET PITTSBURG, PA 15206	47-3476140	501(C)(3)	10,000.	0.			GRANT TO VITAL VOICES NETWORK LEADER'S ORGANIZATION TO LAUNCH A STRATEGIC RESPONSE TO
HOMEWORKS TRENTON 174 NASSAU STREET BOX #196 PRINCETON, NJ 08542	81-5218769	501(C)(3)	6,200.	0.			GRANT TO VITAL VOICES NETWORK LEADER'S BUSINESS TO CONTINUE TO SUPPORT FAMILIES IN THE TRENTON

Schedule I (Form 990)

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

PART I, LINE 2:

VITAL VOICES USES SOUND MONITORING AND EVALUATION PROCEDURES AND TOOLS FOR
 AWARDED GRANTS. FOR INSTANCE, ALL GRANT RECIPIENTS ARE REQUIRED TO ENTER
 INTO A GRANT AWARD AGREEMENT WITH VITAL VOICES, WHICH REQUIRES THEM TO
 PROVIDE NARRATIVE AND FINANCIAL REPORTING ON ALL FUNDS AWARDED. AS PART OF
 THE GRANT AGREEMENT, VITAL VOICES ALSO RESERVES THE RIGHT TO AUDIT,
 EXAMINE, AND MAKE OR REQUEST COPIES OF ALL ACCOUNTS, RECORDS, AND
 CORRESPONDENCE RELATED TO THE GRANT AS WELL AS REQUIRES THE GRANT RECIPIENT
 TO MAINTAIN GRANT RECORDS FOR AT LEAST 36 MONTHS AFTER THE AGREED UPON END

Part IV Supplemental Information

DATE OF THE GRANT PERIOD. VITAL VOICES PERIODICALLY REQUESTS DOCUMENTATION SUPPORTING GRANT RECIPIENT FINANCIAL REPORTS AS PART OF ITS DUE DILIGENCE PROCEDURES AND RESERVES THE RIGHT TO MAKE SITE VISITS.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT: LINA KHALIFEH TRAINING CENTER LLC

(H) PURPOSE OF GRANT OR ASSISTANCE: GRANT TO VITAL VOICES NETWORK BUSINESS LEADER TO DELIVER A SERIES OF ONLINE SELF-DEFENSE COURSE OFFERINGS

NAME OF ORGANIZATION OR GOVERNMENT: FUTURE FOR US, LLC

(H) PURPOSE OF GRANT OR ASSISTANCE: GRANT TO VITAL VOICES NETWORK LEADER'S BUSINESS TO PROVIDE FREE VIRTUAL WEBINARS FOR WOMXN OF COLOR PROFESSIONALS, TO REBRAND AND RESTRUCTURE THEIR BUSINESS TO ENSURE IT WILL CONTINUE TO ADVANCE WOMXN OF COLOR PROFESSIONALS AROUND THE WORLD, AND TO BUILD OUT ITS VIRTUAL NETWORK FOR WOMXN OF COLOR PROFESSIONALS AND PROVIDE DIGITAL PROGRAMMING FOR WOMXN OF COLOR PROFESSIONALS MOST IMPACTED BY THE COVID19 PANDEMIC.

NAME OF ORGANIZATION OR GOVERNMENT: 412 FOOD RESOURCE, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GRANT TO VITAL VOICES NETWORK LEADER'S ORGANIZATION TO EXPAND ITS EFFORTS TO 10 ADDITIONAL CITIES.

NAME OF ORGANIZATION OR GOVERNMENT: 412 FOOD RESOURCE INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GRANT TO VITAL VOICES NETWORK LEADER'S ORGANIZATION TO EXPAND ITS TECHNOLOGY PLATFORM, FOOD RESCUE HERO, EXPAND ITS EFFORTS TO 10 ADDITIONAL CITIES, AND EXPAND ITS EFFORTS TO 10 ADDITIONAL CITIES.

Part IV Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT: RISE INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GRANT TO SUPPORT ORGANIZATION'S
EFFORTS TO CONTINUE TO GROW ITS MESSAGE OF INTERNATIONAL EQUALITY FOR ALL
SURVIVORS OF SEXUAL VIOLENCE GLOBALLY.

NAME OF ORGANIZATION OR GOVERNMENT: 412 FOOD RESOURCE, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GRANT TO VITAL VOICES NETWORK
LEADER'S ORGANIZATION TO LAUNCH A STRATEGIC RESPONSE TO CRITICAL
COMMUNITY NEEDS RESULTING FROM THE COVID19 PANDEMIC.

NAME OF ORGANIZATION OR GOVERNMENT: HOMEWORKS TRENTON

(H) PURPOSE OF GRANT OR ASSISTANCE: GRANT TO VITAL VOICES NETWORK
LEADER'S BUSINESS TO CONTINUE TO SUPPORT FAMILIES IN THE TRENTON
COMMUNITY WITH FOOD ASSISTANCE, RENT AID, AND OTHER RELIEF DURING AND
BEYOND THE COVID19 PANDEMIC.

**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" on Form 990, Part IV, line 23.**
 ▶ **Attach to Form 990.**
 ▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2020

Open to Public
Inspection

Name of the organization

VITAL VOICES GLOBAL PARTNERSHIP, INC.

Employer identification number

52-2151557

Part I Questions Regarding Compensation

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Yes No

1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2020

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) ALYSE NELSON PRESIDENT AND CEO	(i)	268,738.	0.	0.	5,463.	12,238.	286,439.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) FAIDA FULLER CHIEF OPERATING OFFICER	(i)	207,074.	0.	0.	4,178.	116.	211,368.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) CYNTHIA DYER VP, HUMAN RIGHTS	(i)	160,062.	0.	0.	3,353.	20,367.	183,782.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) LIAM DALL VP, PRINCIPAL GIFTS	(i)	165,075.	0.	0.	875.	9,620.	175,570.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) JENNIFER SMITH, VP STRATEGIC PARTNERSHIPS & ENGAGEMENT	(i)	158,788.	0.	0.	3,354.	10,437.	172,579.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) SARA VANDEPEUTE VP, FINANCE & ADMINISTRATION	(i)	156,652.	0.	0.	3,109.	5,397.	165,158.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) LAUREN WOLLACK VP, LEADERSHIP & GLOBAL ACTIVATION	(i)	142,997.	0.	0.	3,064.	15,884.	161,945.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) ZOE DEAN SMITH, VP, ECON. EMPOWERMENT & ENTERN.	(i)	148,790.	0.	0.	3,050.	8,549.	160,389.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) MANIRA ALVA VP, POLITICAL & CIVIC ENGAGEMENT	(i)	132,681.	0.	0.	245.	22,831.	155,757.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III	Supplemental Information
-----------------	---------------------------------

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

[illegible]

Supplemental Information on Tax-Exempt Bonds

► **Complete if the organization answered "Yes" on Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Part VI.**
► **Attach to Form 990.** ► **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2020
Open to Public Inspection

Name of the organization

VITAL VOICES GLOBAL PARTNERSHIP, INC.

Employer identification number
52-2151557

Part I Bond Issues

(a) Issuer name	(b) Issuer EIN	(c) CUSIP #	(d) Date issued	(e) Issue price	(f) Description of purpose	(g) Defeased		(h) On behalf of issuer		(i) Pooled financing	
						Yes	No	Yes	No	Yes	No
A DISTRICT OF COLUMBIA	53-6001131	000000000	04/17/20	27215000.	SEE SUPPLEMENTAL INFORMATION		X		X		X
B											
C											
D											

Part II Proceeds

	A		B		C		D	
1 Amount of bonds retired	427,358.							
2 Amount of bonds legally defeased								
3 Total proceeds of issue	27,215,000.							
4 Gross proceeds in reserve funds								
5 Capitalized interest from proceeds								
6 Proceeds in refunding escrows								
7 Issuance costs from proceeds	45,000.							
8 Credit enhancement from proceeds								
9 Working capital expenditures from proceeds								
10 Capital expenditures from proceeds	21,493,545.							
11 Other spent proceeds								
12 Other unspent proceeds	5,676,455.							
13 Year of substantial completion								
	Yes	No	Yes	No	Yes	No	Yes	No
14 Were the bonds issued as part of a refunding issue of tax-exempt bonds (or, if issued prior to 2018, a current refunding issue)?		X						
15 Were the bonds issued as part of a refunding issue of taxable bonds (or, if issued prior to 2018, an advance refunding issue)?		X						
16 Has the final allocation of proceeds been made?		X						
17 Does the organization maintain adequate books and records to support the final allocation of proceeds?		X						

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

Schedule K (Form 990) 2020

Part III Private Business Use

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?		X						
2 Are there any lease arrangements that may result in private business use of bond-financed property?		X						
3a Are there any management or service contracts that may result in private business use of bond-financed property?		X						
b If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property?								
c Are there any research agreements that may result in private business use of bond-financed property?		X						
d If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property? ...								
4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government00 %		%		%		%
5 Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government00 %		%		%		%
6 Total of lines 4 and 500 %		%		%		%
7 Does the bond issue meet the private security or payment test?		X						
8a Has there been a sale or disposition of any of the bond-financed property to a non-governmental person other than a 501(c)(3) organization since the bonds were issued?		X						
b If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of		%		%		%		%
c If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2?								
9 Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2?	X							

Part IV Arbitrage

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?		X						
2 If "No" to line 1, did the following apply?								
a Rebate not due yet?	X							
b Exception to rebate?		X						
c No rebate due?		X						
If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed								
3 Is the bond issue a variable rate issue?	X							

Part IV Arbitrage (continued)

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
4a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?		X						
b Name of provider								
c Term of hedge								
d Was the hedge superintegrated?								
e Was the hedge terminated?								
5a Were gross proceeds invested in a guaranteed investment contract (GIC)?		X						
b Name of provider								
c Term of GIC								
d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
6 Were any gross proceeds invested beyond an available temporary period?		X						
7 Has the organization established written procedures to monitor the requirements of section 148?	X							

Part V Procedures To Undertake Corrective Action

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation isn't available under applicable regulations?	X							

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K. See instructions.

PART I, LINE A, COLUMN F:

THE BONDS WERE ISSUED FOR THE PURPOSE OF ACQUIRING, CONSTRUCTING, RENOVATING, AND EQUIPPING OF A NEW HEADQUARTERS BUILDING.

PART II, LINE 17:

WHEN THE BOND-FINANCED PROJECT IS COMPLETE AND THE FINAL ALLOCATION OF PROCEEDS IS MADE, ADEQUATE BOOKS AND RECORDS WILL BE IN PLACE TO SUPPORT THAT ALLOCATION.

SCHEDULE L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions With Interested Persons

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.**

▶ **Attach to Form 990 or Form 990-EZ.**

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

OMB No. 1545-0047

2020

**Open To Public
Inspection**

Name of the organization

VITAL VOICES GLOBAL PARTNERSHIP, INC.

Employer identification number

52-2151557

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958 ▶ \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ▶ \$

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22.

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No
ALYSE NELSON	PRESIDENT	CASH ADV		X	0.	250.		X		X		X
FAIDA FULLER	COO	EMPLOYEE		X	0.	60.		X		X		X
LIAM DALL	VP, PRIN	EMPLOYEE		X	0.	21.		X		X		X

Total ▶ \$ 331.

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

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

Schedule L (Form 990 or 990-EZ) 2020

SEE PART V FOR CONTINUATIONS

(a) Name of interested person

(b) Relationship between interested person and the organization

(c) Amount of transaction

(d) Description of transaction

(e) Sharing of organization's revenues?	
---	--

Yes	No
-----	----

Provide additional information for responses to questions on Schedule L (see instructions).

(A) NAME OF PERSON: ALYSE NELSON

(B) RELATIONSHIP WITH ORGANIZATION: PRESIDENT & CEO

(C) PURPOSE OF LOAN: CASH ADVANCE FOR BUSINESS

(A) NAME OF PERSON: FAIDA FULLER

(C) PURPOSE OF LOAN: EMPLOYEE RECEIVABLE

(A) NAME OF PERSON: LIAM DALL

(B) RELATIONSHIP WITH ORGANIZATION: VP, PRINCIPAL GIFTS

(C) PURPOSE OF LOAN: EMPLOYEE RECEIVABLE

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2020

Open to Public
Inspection

Name of the organization

VITAL VOICES GLOBAL PARTNERSHIP, INC.

Employer identification number

52-2151557

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

IMPLEMENTS COMPREHENSIVE ACTIVITIES TO ADDRESS THE FOLLOWING

OBJECTIVES: SURVIVORS OF EXTREME FORMS OF GBV HAVE INCREASED ACCESS TO

GLOBAL RESOURCES THAT ALLOW THEM TO ADDRESS THEIR URGENT NEEDS IN THE

AFTERMATH OF VIOLENCE OR THE THREAT OF VIOLENCE; SURVIVORS OF GBV HAVE

IMPROVED PROTECTIONS AND ACCESS TO JUSTICE, AND CIVIL SOCIETY

ORGANIZATIONS (CSOS) HAVE ACCESS TO RESOURCES TO ADVOCATE ON BEHALF OF

SURVIVORS; AND AN INTERNATIONAL NETWORK IS ESTABLISHED TO SERVE AS A

FOCAL POINT AND COORDINATE EFFORTS AROUND GBV. SURVIVORS MAY RECEIVE

SHORT-TERM ASSISTANCE TO SUPPORT IMMEDIATE, SHORT-TERM NEEDS IN THE

AFTERMATH OF VIOLENCE. THE VOICES AGAINST VIOLENCE CONSORTIUM ALSO

SERVES AS A GLOBAL FOCAL POINT FOR COORDINATING URGENT RESPONSES TO

SURVIVORS BY WORKING WITH OTHER LEADING ORGANIZATIONS. IN 2020, VITAL

VOICES PROVIDED URGENT ASSISTANCE TO SUPPORT MORE THAN 527 SURVIVORS OF

GBV WORLDWIDE.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

GLOBAL AMBASSADORS PROGRAM: THE GLOBAL AMBASSADORS PROGRAM (GAP) IS A

MULTI-YEAR PARTNERSHIP WITH BANK OF AMERICA, IN WHICH WOMEN LEADERS WHO

ARE AT A TIPPING POINT IN THEIR PROFESSIONAL, BUSINESS, AND LEADERSHIP

PATHS (MENTEES) RECEIVE MENTORSHIP, TRAINING, AND OPPORTUNITIES FOR

VISIBILITY FROM GLOBAL AMBASSADORS (MENTORS) WHO ARE GLOBAL LEADERS IN

THE BUSINESS, NON-PROFIT, GOVERNMENT AND SOCIAL ENTERPRISE SECTORS,

THUS ACCELERATING WOMEN'S LEADERSHIP AND ECONOMIC EMPOWERMENT

THROUGHOUT THE WORLD.

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

Schedule O (Form 990 or 990-EZ) 2020

032211 11-20-20

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

SINCE 2012, THE GAP HAS SERVED A TOTAL OF 352 WOMEN FROM 85 COUNTRIES, MADE UP OF 170 GLOBAL AMBASSADORS FROM 31 COUNTRIES, MENTORING 182 MENTEES FROM 65 COUNTRIES. THE MENTEES ARE WOMEN LEADERS OF SMALL AND MEDIUM-SIZED BUSINESSES, SOCIAL ENTERPRISES, AND NON-PROFIT ORGANIZATIONS TACKLING SOME OF THE WORLD'S MOST CRITICAL CHALLENGES, SUCH AS CLIMATE CHANGE AND ADDRESSING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS, WHILE BOOSTING THEIR ECONOMIES AND CREATING POSITIVE SOCIAL IMPACT.

IN 2020, VITAL VOICES ORGANIZED A TOTAL OF 14 ZOOM CALLS CONNECTING WITH PAST PROGRAM MENTEES AND GLOBAL AMBASSADORS PROVIDING THE OPPORTUNITY FOR THOUGHT LEADERSHIP AND PEER-SHARING AS THE WORLD PIVOTED AMID THE COVID-19 PANDEMIC. FIVE (5) WEBINARS WERE ALSO OFFERED TO PAST PROGRAM PARTICIPANTS ON VARIOUS TOPICS BASED ON A COVID NEEDS ASSESSMENT DEPLOYED IN MARCH 2020. THE WEBINARS WERE LED BY GAP MENTEES, GLOBAL AMBASSADORS, AND VITAL VOICES NETWORK MEMBERS. THREE (3) STORIES OF IMPACT WERE PUBLISHED HIGHLIGHTING PAST PARTICIPANTS WHO ARE LEADING THROUGH THE PANDEMIC, PROFILES IN RESILIENCE, AND THE CONTINUED COMMITMENT OF OUR WOMEN LEADERS. THIRTY-FIVE (35) ALUMNAE WERE OFFERED BOTH SHORT AND LONG-TERM MENTORSHIP BY WOMEN LEADERS THROUGHOUT THE VITAL VOICES NETWORK. THE MENTORS AND MENTEES WERE MATCHED BASED ON IDENTIFIED NEEDS HIGHLIGHTED THROUGH TWO COVID-19 IMPACT ASSESSMENTS DEPLOYED IN MARCH AND MAY OF 2020. IN ADDITION, VITAL VOICES ORGANIZED 3 REGIONAL TOUCH-BASE ZOOM CALLS CONNECTING NETWORK MEMBERS WITHIN IRELAND, SOUTH AFRICA, AND LEBANON. TO FURTHER SUPPORT PROGRAM ALUMNAE, VITAL VOICES ALSO ORGANIZED 4 MASTERMIND ZOOM CALLS WITH PAST MENTEES, GLOBAL AMBASSADORS, AND VITAL VOICES COUNCIL

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MEMBERS TO PROVIDE ADDITIONAL THOUGHT LEADERSHIP TO OUR NETWORK. IN ADDITION, THE GLOBAL AMBASSADORS TEAM PUBLISHED A 2012-2020 IMPACT STUDY REPORT WHICH WAS A RESULT OF 36 QUALITATIVE INTERVIEWS, 11 CONTRIBUTION MAPPINGS, AND 15 QUANTITATIVE SURVEYS FROM SELECTED ALUMNAE.

FORTUNE/U.S. STATE DEPARTMENT GLOBAL WOMEN'S MENTORING PARTNERSHIP: THE FORTUNE/U.S. DEPARTMENT OF STATE GLOBAL WOMEN'S MENTORING PARTNERSHIP IS A PUBLIC-PRIVATE PARTNERSHIP BETWEEN FORTUNE MOST POWERFUL WOMEN, THE U.S. DEPARTMENT OF STATE, AND VITAL VOICES GLOBAL PARTNERSHIP. THE PROGRAM DRAWS ON THE EXPERTISE OF AMERICA'S MOST ACCOMPLISHED LEADERS TO ENHANCE THE BUSINESS AND LEADERSHIP SKILLS OF BUSINESSWOMEN FROM AROUND THE WORLD.

IN 2020, VITAL VOICES SUPPORTED 13 MENTEES FROM 11 COUNTRIES AROUND THE WORLD FOR A THREE-MONTH VIRTUAL PROGRAM THAT INCLUDED AN OPENING COMPONENT IN SEPTEMBER 2020, A THREE-TO-SIX-WEEK MENTORSHIP PROGRAM WITH 14 MENTORS FROM THE FORTUNE MOST POWERFUL WOMEN COMMUNITY IN OCTOBER-NOVEMBER 2020, AND A CLOSING COMPONENT IN DECEMBER 2020. THE TAILORED MENTORSHIP ENABLED MENTEES TO DEVELOP LEADERSHIP AND BUSINESS SKILLS WITH THEIR MENTORS AND EXECUTIVE TEAMS, WHILE THE OPENING AND CLOSING PROGRAM INCLUDED LEADERSHIP AND COMMUNICATION TRAININGS, NETWORKING EVENTS, PANEL DISCUSSIONS, AND COMMUNITY-BUILDING ACTIVITIES FOR A WELL-ROUNDED PROGRAM TO ENHANCE THE PROGRAM EXPERIENCE FOR MENTEES.

IN ADDITION TO ENGAGING WITH NEW MENTEES, VITAL VOICES ALSO SUPPORTED AND CONNECTED WITH ALUMNI THROUGHOUT THE YEAR BY HOLDING REUNION CALLS,

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LAUNCHING A SURVEY TO MEASURE LONG-TERM IMPACT OF THE PROGRAM ON ALUMNI, AND OFFERING ADDITIONAL LEARNING OPPORTUNITIES THROUGH WEBINARS, SPEAKING EVENTS, MASTERMIND CALLS, AND PEER-TO-PEER MENTORING PROGRAMS. NOW IN ITS 15TH YEAR, THE PROGRAM INCLUDES 338 ALUMNAE FROM 58 COUNTRIES AND TERRITORIES.

VV GROW FELLOWSHIP: THE VITAL VOICES GROW FELLOWSHIP IS A LEADING GLOBAL ACCELERATOR PROGRAM FOR WOMEN OWNERS OF SMALL AND MEDIUM-SIZED BUSINESSES THAT ARE MAKING A SOCIAL IMPACT. THE PROGRAM PROVIDES CUSTOMIZED BUSINESS SKILLS TRAINING, LEADERSHIP DEVELOPMENT, TECHNICAL ASSISTANCE, AND ACCESS TO NETWORKS AND CONNECTIONS. GOING INTO ITS 7TH YEAR IN 2020, THIS PROGRAM AIMED TO ELEVATE WOMEN BUSINESS LEADERS AS DRIVERS FOR ECONOMIC GROWTH AND SOCIAL CHANGE IN THEIR COMMUNITIES, COUNTRIES AND THE WORLD BY HELPING THEM GROW THEIR BUSINESSES AND EXPAND THEIR SOCIAL IMPACT. THROUGH ONLINE TRAININGS, FELLOWS FOCUS ON LONG-TERM BUSINESS STRATEGY PAIRED WITH ACTION-ORIENTED STRATEGIC PLANS TO GROW THEIR BUSINESSES. THEY AMPLIFY THEIR ROLES AS LEADERS IN THEIR BUSINESSES AND THEIR COMMUNITIES' CREATING JOBS, STIMULATING ECONOMIC GROWTH AND PRODUCING WIDER SOCIAL BENEFITS. THROUGH THE PROGRAM, PARTICIPANTS GAIN KNOWLEDGE AND SKILLS IN STRATEGIC PLANNING, FINANCIAL MANAGEMENT, MARKETING & SALES, STRATEGIC NETWORKING, LEADERSHIP, HUMAN RESOURCES AND COMMUNICATIONS. THEY RECEIVE VALUABLE TECHNICAL ASSISTANCE AND SUPPORT AND BECOME MEMBERS OF A VALUABLE GLOBAL NETWORK OF WOMEN BUSINESS OWNERS AND THE BROADER VITAL VOICES NETWORK OF MORE THAN 18,000 OF WOMEN LEADERS AROUND THE WORLD.

IN 2020 VITAL VOICES WORKED WITH WOMEN OWNERS OF SMALL AND MEDIUM-SIZED BUSINESSES THROUGH THE VV GROW FELLOWSHIP TO HELP THEM SET AND ACHIEVE

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THEIR BUSINESS GROWTH GOALS. THE PREPARATION FOR THE 2020 FELLOWSHIP INVOLVED AN INTENSIVE PARTICIPANT RECRUITMENT AND SELECTION PROCESS COMPLETED BETWEEN SEPTEMBER AND DECEMBER 2020. DURING THE FIRST FOUR MONTHS OF THE 2020 VV GROW FELLOWSHIP, VITAL VOICES STAFF AND TRAINERS HOSTED WEEKLY WEBINARS COVERING FINANCIAL MANAGEMENT, STRATEGIC PLANNING, LEADERSHIP, HUMAN RESOURCES, MARKETING AND SALES, AND COMMUNICATION. IN MARCH, WITH THE GLOBAL COVID-19 PANDEMIC, VITAL VOICES UNDERTOOK A RAPID REDESIGN OF THE PROGRAM TO 1) DEVELOP AND INTRODUCE TIME SENSITIVE AND CRITICAL NEW CONTENT 2) INCREASE VIRTUAL TRAINING DELIVERY PACE 3) LAUNCHED A NUMBER OF PROGRAM, DEPARTMENT AND ORGANIZATIONAL INITIATIVES FOCUSED ON PROVIDING NETWORK SUPPORT AND ACCESS TO ADDITIONAL RESOURCES. AS TRAVEL WAS NOT POSSIBLE DUE TO THE PANDEMIC, IN LIEU OF AN IN-PERSON TRAINING VITAL VOICES HOSTED IN OCTOBER, VITAL VOICES STAFF HOSTED A 3-DAY VIRTUAL CONFERENCE ON TRANSFORMATIVE LEADERSHIP. FELLOWS HAD AN OPPORTUNITY TO BUILD A STRONG NETWORK OF PEER SUPPORT, LEARN FROM EXPERTS AND BE INSPIRED BY MEMBERS OF THE VITAL VOICES NETWORK.

TAILORING THE VV GROW FELLOWSHIP CURRICULUM TO THE MEET THE NEEDS OF WOMEN BUSINESS OWNERS DURING THE COVID-19 PANDEMIC, THE 2020 CURRICULUM INCLUDED MODULES ON BUSINESS CONTINUITY PLANNING, RESILIENCY PLANNING, LEADING TEAMS IN TELEWORK AND MANY OTHERS. FELLOWS HAVE ALSO RECEIVED ACCESS TO SISTER CIRCLE SUPPORT SESSIONS AND INDIVIDUALIZED CONNECTIONS THROUGHOUT THE COURSE OF THE PROGRAM. DURING THE YEAR, VITAL VOICES TEAM MEMBERS FURTHER REFINED A GLOBAL TRAINING CURRICULUM AND RECRUITMENT STRATEGY FOR COHORT 8: THE 2021 VV GROW FELLOWSHIP.

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LAUNCHED IN 2018 AND IS THE FIRST OF ITS KIND GLOBAL BUSINESS COMPETITION FOR WOMEN ENTREPRENEURS WHO ARE ADVANCING THE UN SUSTAINABLE DEVELOPMENT GOALS AND INSPIRING ENTIRE COMMUNITIES TO ACT TO CREATE THE WORLD WE WANT BY 2030.

IN 2020, SIX AWARDEES FROM FIVE WORLD REGIONS PARTICIPATED IN A FOUR-MONTH VIRTUAL PROGRAM THAT PROVIDED SKILLS TRAININGS, MEETINGS AND NETWORKING WITH PARTNER ORGANIZATIONS, VISIBILITY EVENTS DURING THE 75TH UN GENERAL ASSEMBLY WEEK SUCH AS UN GLOBAL COMPACT'S CONFERENCE, UNITED BUSINESS LIVE AND WE EMPOWER PITCH NIGHT HOSTED BY DIANE VON FURSTENBERG, DURING WHICH ONE AWARDEE RECEIVED A \$20,000 GRANT TO FURTHER THEIR IMPACT ON THE UN SDGS AND RUNNERS-UP RECEIVED \$5,000 FOR THEIR WORK.

LEADERSHIP INCUBATOR: VITAL VOICES AND OUR PARTNERS AT TRESEMME BELIEVE WOMEN SHOULD BE EQUALLY SEEN AND HEARD AT ALL LEVELS OF SOCIETY.

WITH OUR PARTNERS AT TRESEMME, VITAL VOICES LAUNCHED THE LEADERSHIP INCUBATOR, A SIGNATURE PROGRAM TO PROVIDE WOMEN IN THE UNITED STATES WITH TRAINING, NETWORK EXPANSION, MENTORSHIP AND COMMUNITY TO BRING THEIR BOLD VISION FOR CHANGE TO LIFE. TOGETHER, WE AIM TO CHAMPION PASSIONATE WOMEN LEADERS WHO LOOK TO CREATE A POSITIVE SOCIAL IMPACT IN THEIR COMMUNITIES AND BEYOND, DARING TO ACHIEVE THEIR AMBITIONS DESPITE THE BARRIERS THEY MAY FACE.

THE YEAR-LONG INCUBATOR PROGRAM IS A CUSTOMIZED OPPORTUNITY FOR WOMEN IN THE UNITED STATES TO SUBSTANTIALLY GROW THEIR LEADERSHIP AND TECHNICAL CAPACITY, NETWORKS, VISION AND IMPACT. 30 PARTICIPANTS

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CONVENED IN NEW YORK, NY IN OCTOBER 2019 FOR A WEEK-LONG, IN-PERSON PROGRAM FEATURING LEADERSHIP TRAINING, COMMUNICATIONS AND STORYTELLING WORKSHOPS, COMMUNITY BUILDING AND MENTORSHIP. VIRTUAL TRAINING TOOK PLACE IN 2020 AS PARTICIPANTS BUILT UPON THEIR ACTION PLAN WITH THE TOOLS NEEDED TO TURN THEIR IDEA INTO REALITY THROUGHOUT THIS YEAR-LONG FELLOWSHIP. PARTICIPANTS APPLIED FOR GRANT FUNDING TO HELP IMPLEMENT THEIR PROJECTS, OR TO HELP SUPPORT THEIR BUSINESS OR INITIATIVE DURING THE TRIALS OF COVID-19.

THE LEADERSHIP INCUBATOR SUPPORTS WOMEN AND THOSE WHO IDENTIFY AS WOMEN (AGES 20-35) IN THE UNITED STATES WHO ARE AT AN EARLY STAGE OR TIPPING POINT IN THEIR LEADERSHIP JOURNEY. WOMEN WHO ARE COMMITTED TO MAKING A DIFFERENCE IN THEIR COMMUNITY AND/OR INDUSTRY, CREATIVELY PURSUING SOCIAL IMPACT, ELEVATING THE VOICES OF AND OPPORTUNITIES FOR OTHERS, AND PAYING IT FORWARD.

HERLEAD: SINCE 2011, VITAL VOICES, IN PARTNERSHIP WITH ASCENA RETAIL GROUP INC., HAS TRAINED, MENTORED AND INSPIRED 370 HIGH SCHOOL GIRLS FROM ACROSS THE U.S., CANADA AND PUERTO RICO TO BECOME THE NEXT GENERATION OF LEADERS. THROUGH THE TRAINING AND MENTORING RECEIVED THROUGH THE HERLEAD FELLOWSHIP, YOUNG WOMEN ARE EMPOWERED AND EQUIPPED WITH THE LEADERSHIP SKILLS THEY NEED TO EFFECT GLOBAL PROGRESS, INVEST IN THEIR COMMUNITIES, AND BEGIN THEIR INDIVIDUAL LEADERSHIP JOURNEYS.

DUE TO THE PANDEMIC, THE ENTIRE NETWORK OF 370 HERLEAD FELLOWS WERE INVITED TO VIRTUAL TRAININGS ON CAREER DEVELOPMENT, FUNDRAISING, AND NETWORKING, AS WELL AS COMMUNITY CHECK-INS AND SELF-CARE GATHERINGS.

ADDITIONALLY, THE 2019-2020 GRANTS WERE EXTENDED TO GIVE GRANTEEES THE

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OPPORTUNITY TO RE-CREATE THEIR SOCIAL IMPACT PROJECT IN A VIRTUAL
CONTEXT.

VOICES THAT INSPIRE: IN 2018, WITH THE SUPPORT OF P&G, VITAL VOICES
LAUNCHED A SIGNATURE PROGRAM, VOICES THAT INSPIRE (VOCES QUE INSPIRAN),
TO SUPPORT YOUNG WOMEN WHO ARE DEDICATED TO MAKING A POSITIVE IMPACT IN
ARGENTINA, BRAZIL, GUATEMALA, MEXICO AND PANAMA. WE AIM TO INCREASE THE
OPPORTUNITY, LEADERSHIP CAPACITY, NETWORK AND FUNDING RESOURCES TO
UNLEASH THE LEADERSHIP POTENTIAL OF YOUNG WOMEN AROUND THE WORLD;
SPARKING A GLOBAL MOVEMENT TO EMPOWER YOUNG WOMEN, CREATE SUSTAINABLE
CHANGE, AND TRANSFORM THE MEANING OF LEADERSHIP.

IN 2020, VITAL VOICES PROVIDED ADDITIONAL TRAININGS TO THE 2019 COHORT
ON THE TOPICS OF ENTREPRENEURSHIP, DIGITAL LEADERSHIP, AND MARKETING.
ADDITIONALLY, THE 2019-2020 GRANTS WERE EXTENDED TO ENABLE PARTICIPANTS
TO SHIFT THEIR GRANT PROJECT DUE TO THE PANDEMIC.

GLOBAL FREEDOM EXCHANGE: THE GLOBAL FREEDOM EXCHANGE (GFE), A VITAL
VOICES AND HILTON PARTNERSHIP, CONTINUED TO PROVIDE DYNAMIC EDUCATIONAL
AND MENTORING OPPORTUNITIES FOR EMERGING AND ESTABLISHED WOMEN LEADERS
IN THE GLOBAL GFE NETWORK WHICH INCLUDES 126 FELLOWS FROM OVER 50
COUNTRIES WHO ARE ON THE FOREFRONT OF GLOBAL EFFORTS TO PREVENT AND
RESPOND TO HUMAN TRAFFICKING. IN 2020, GIVEN THE COVID-19 PANDEMIC,
PROGRAM OFFERINGS AND INDIVIDUALIZED SUPPORT WERE COORDINATED
VIRTUALLY. THIS INCLUDED SIX VIRTUAL TRAININGS THAT ENGAGED 39 PROGRAM
PARTICIPANTS. THE PROGRAM ALSO PROVIDED THREE SUB-GRANTS TO SUPPORT THE
PROJECTS OF 4 FELLOWS IN THEIR HOME COUNTRIES (CAMEROON, SOUTH AFRICA,
AND UGANDA). IN ADDITION TO THESE OFFERINGS, VITAL VOICES PROVIDED

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INDIVIDUALIZED SUPPORT TO FELLOWS CONFRONTING UNIQUE CHALLENGES IN THE PANDEMIC CONTEXT, AND LEVERAGED ONLINE AMPLIFICATION OPPORTUNITIES TO SUPPORT THE ADVOCACY EFFORTS OF FELLOWS AROUND THE GLOBE SUCH AS THROUGH THE VOICES OF RESILIENCE PODCAST AND OPPORTUNITIES RELATED TO THE GENERATION EQUALITY FORUM.

JUSTICE INSTITUTES: SINCE 2010, VITAL VOICES HAS INVESTED IN HUMAN RIGHTS LEADERS BY CO-IMPLEMENTING TRAINING AND CAPACITY BUILDING PROGRAMS WITH LOCAL WOMEN LEADERS FOR A MULTI-DISCIPLINARY AUDIENCE WHICH INCLUDES AVON STAFF AND REPRESENTATIVES, LOCAL CRIMINAL AND CIVIL JUSTICE PROFESSIONALS, AND REPRESENTATIVES OF BOTH GOVERNMENTAL AND NON-GOVERNMENTAL VICTIM SERVICES PROVIDERS. THIS INNOVATIVE AND INTERACTIVE TRAINING MODEL FOCUSES ON THE CREATION OF A HOLISTIC RESPONSE TO GENDER-BASED VIOLENCE (GBV). IN 2020, IN-PERSON JUSTICE INSTITUTES AND IN-PERSON CORPORATE GBV TRAININGS WERE SUSPENDED DUE TO THE PUBLIC HEALTH CONTEXT AROUND COVID-19. INSTEAD, VITAL VOICES COLLABORATED WITH AVON STAFF TO SUPPORT THE CREATION, DEVELOPMENT AND DEPLOYMENT OF AVON'S CORPORATE GENDER-BASED VIOLENCE POLICY ROLL OUT, AND BEGAN SUPPORTING ITS GERMINATION GLOBALLY THROUGH THE FIRST OF A SERIES OF VIRTUAL GBV TRAININGS INTRODUCTION TO GBV: DEFINING GBV & LEARNING THE LANGUAGE OF VIOLENCE PREVENTION AND RESPONSE - THAT ENGAGED 915 CORPORATE STAFF FROM AROUND THE WORLD.

VV ENGAGE: VVENGAGE IS A FELLOWSHIP THAT PROVIDES TECHNICAL SKILLS AND LEADERSHIP DEVELOPMENT TO OUTSTANDING WOMEN POLITICAL LEADERS MAKING AND INFLUENCING POLICY ACROSS THE GLOBE. WITH THE SUPPORT OF FREEPORT-MCMORAN, VVENGAGE AIMS TO INCREASE THE CAPACITY, DECISION-MAKING POWER, AND EFFECTIVENESS OF WOMEN LEADERS IN POLITICAL

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LIFE, SHIFTING CULTURE AROUND WOMEN'S PUBLIC LEADERSHIP AND MOVING TOWARDS EQUALITY IN PUBLIC REPRESENTATION GLOBALLY. WE ALSO AIM TO WORK TOWARDS A MORE INCLUSIVE AND EQUITABLE WORLD BY ADVANCING THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) THROUGH POLICY.

THE 2019-2020 VVENGAGE COHORT 2 BUILT UPON THE CURRICULUM AND LESSONS LEARNED FROM THE FIRST COHORT. THE FELLOWSHIP WAS ANCHORED ON THE SAME FOUNDATIONS OF SKILL-BUILDING, MENTORING NETWORKS AND PRACTICAL TRAINING, WITH MORE EMPHASIS ON INCREASING INCLUSIVITY AND DIVERSITY IN TERMS OF FELLOWS, TRAINERS, SYLLABI AND ISSUES COVERED. FELLOWS WERE SELECTED AND BEGAN PROGRAMMING IN SEPTEMBER 2019 AND PROGRAMMING CONTINUED THROUGH JULY 2020. THE SECOND COHORT CONSISTED OF 25 FELLOWS FROM 22 COUNTRIES. WITH THE OUTBREAK OF THE COVID-19 PANDEMIC IN MARCH 2020, WE RAPIDLY ADAPTED OUR TRAININGS FOR COHORT 2 TO ADDRESS FELLOWS' URGENT NEEDS AND KNOWLEDGE GAPS AS THEY LED THE COVID-19 RESPONSES IN THEIR COMMUNITIES. THESE REDESIGNED TRAININGS FOCUSED ON ADAPTIVE LEADERSHIP IN TIMES OF CRISIS, COMMUNICATING THROUGH CRISIS, AND SELF-CARE AND WELLNESS THROUGH A TRAUMA-INFORMED APPROACH. TO FURTHER PROMOTE SELF-CARE AND COMMUNITY-BUILDING AMONG THE VVENGAGE NETWORK, WE IMPLEMENTED COMMUNITY CHECK-INS, CREATING A FORMALIZED SPACE FOR FELLOWS TO SHARE THEIR CHALLENGES AND BEST-PRACTICES LEARNED WHILE LEADING THROUGH THE PANDEMIC. WE ALSO USED THE LEARNINGS FROM THE SECOND COHORT TO PREPARE FOR AN ALL-VIRTUAL COHORT THREE. APPLICATIONS FOR COHORT 3 OPENED IN NOVEMBER 2020. THROUGH THIS FELLOWSHIP, THE FELLOWS GAINED KEY SKILLS NEEDED FOR POLITICAL LEADERSHIP, FORMED AN INVALUABLE NETWORK OF PEERS WITH WHOM THEY CAN SHARE CHALLENGES AND BEST PRACTICES, AND RECEIVED MENTORSHIP AND GUIDANCE FROM HIGH-LEVEL WOMEN POLITICAL LEADERS.

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FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

THE GLOBAL LEADERSHIP AWARDS, HONORING UNSUNG HEROES AND COURAGEOUS LEADERS WORKING TO STRENGTHEN DEMOCRACY, INCREASE ECONOMIC OPPORTUNITY AND PROTECT HUMAN RIGHTS IN COMMUNITIES AROUND THE WORLD. THE GLOBAL LEADERSHIP AWARDS HONOREE PROGRAM PROVIDES CUSTOMIZED AND TAILORED SUPPORT THAT INCLUDES NETWORKING OPPORTUNITIES, CAPACITY BUILDING AND HIGH PROFILE THOUGHT-LEADERSHIP EVENTS TO GIVE GREATER CREDIBILITY AND VISIBILITY TO THE HONOREES FOR THE EIGHT DAYS THEY ARE IN WASHINGTON, DC.

IN 2020, VITAL VOICES HONORED FIVE LEADERS WHO HAD BOLD VISIONS TO MAKE LASTING CHANGES IN THEIR COUNTRIES, THROUGH THE FIRST EVER VIRTUAL EVENT IN PARTNERSHIP WITH NOWTHIS NEXT GARNERING OVER 6 MILLION VIEWS. IN ADDITION TO RECOGNIZING THESE LEADERS DURING THE VIRTUAL EVENT, VITAL VOICES HELD AN HONOREE PROGRAM IN WASHINGTON, DC, THAT INCLUDED CAPACITY-BUILDING TRAINING, THOUGHT LEADERSHIP EVENTS AND ACCESS TO DECISION MAKERS THROUGH MEETINGS AND NETWORKING OPPORTUNITIES. THROUGH A CONTINUING PARTNERSHIPS WITH DELOITTE, VITAL VOICES WAS ABLE TO PROVIDE TARGETED SCOPING AND CAPACITY BUILDING TO THE HONOREES OVER THE COURSE OF 5 MONTHS TO SUPPORT AN ORGANIZATIONAL GOAL, CHALLENGE, OR INITIATIVE. FINALLY, THE WORK OF EACH HONOREE WAS FEATURED USING FILM, PHOTOGRAPHY AND SOCIAL MEDIA PLATFORMS TO RAISE THEIR RESPECTIVE PUBLIC PROFILES AND BUILD AWARENESS AND VISIBILITY FOR THE LEADERS AND THEIR WORK.

DVF AWARDS: VITAL VOICES PARTNERS WITH THE DILLER-VON FURSTENBERG FAMILY FOUNDATION TO HONOR EXTRAORDINARY WOMEN IN THE VITAL VOICES NETWORK WHO ARE INITIATING POSITIVE CHANGES IN THEIR COMMUNITIES. VITAL

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VOICES PROVIDES SUPPORT TO THE HONOREES AND MANAGES A GRANT AWARD THAT
ENABLES THE HONOREES TO IMPLEMENT CRITICAL PROGRAMMING.

IN 2020, THE HONOREES WERE SASKIA NINO DE RIVERA AND PRITI PATKAR.

SASKIA ESTABLISHED REINSERTA TO REINTEGRATE YOUNG OFFENDERS, PROVIDE
TRAININGS AND SERVICES TO THOSE IN PRISON, AND IMPROVE CONDITIONS FOR
INCARCERATED WOMEN AND THEIR CHILDREN, WHO LIVE WITH THEIR MOTHERS
UNTIL AGE SIX. PRITI PIONEERED NIGHT SHELTERS FOR AT-RISK CHILDREN OF
PROSTITUTED WOMEN IN INDIA AND RUNS PRERANA, A NIGHT SHELTER OFFERING
KIDS AND THEIR MOTHERS HEALTHCARE, EDUCATION AND VOCATIONAL TRAINING.

VV100 INITIATIVE: IN 2016, VITAL VOICES CONVENED THE MOST EXCEPTIONAL
100 WOMEN IN THE VITAL VOICES GLOBAL LEADERSHIP NETWORK THROUGH A
STRATEGIC PARTNERSHIP WITH JOHNSON & JOHNSON. FOR THE VV100 STRATEGIC
GATHERING, PARTICIPANTS CAME TOGETHER IN HALF MOON BAY, CALIFORNIA, FOR
A FOUR-DAY PROGRAM OF INDIVIDUALIZED CAPACITY BUILDING, INCLUDING
JOHNSON & JOHNSON'S HUMAN PERFORMANCE INSTITUTE; SHARING OF BEST
PRACTICES ACROSS THE NETWORK AND PROBLEM-SOLVING AMONG NETWORK PEERS;
AND PARTNERING WITH VITAL VOICES TO GALVANIZE THE LARGER GLOBAL
LEADERSHIP NETWORK. BUILDING ON THE OUTCOMES OF THE VV100 STRATEGIC
GATHERING, VITAL VOICES IN PARTNERSHIP WITH JOHNSON & JOHNSON DESIGNED
THE VV100 INITIATIVE, AN ONGOING INITIATIVE TO DEVELOP TAILORED SUPPORT
TO ENABLE THE VV100 WOMEN TO ACHIEVE THEIR BOLD AND INNOVATIVE VISIONS
FOR CHANGING THEIR COMMUNITIES AND COUNTRIES.

IN 2020, WE IMPLEMENTED SEVERAL VIRTUAL PROGRAMS WITHIN THIS INITIATIVE
TO SUPPORT VV100 LEADERS DURING THE COVID-19 PANDEMIC. WE FACILITATED
TWO VIRTUAL SKILLS GATHERING PROGRAMS, FOCUSED ON LEADERSHIP & WELLNESS

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AND FUNDRAISING EACH WITH COHORTS OF AROUND 20 WOMEN LEADERS. EACH SKILLS BUILDING SESSION CONSISTED OF MULTIPLE WORKSHOPS, PEER EXCHANGES, AND ONE-ON-ONE CONSULTATION WITH EXPERTS. WE ALSO DESIGNED AND IMPLEMENTED THE VV100 VIRTUAL SCOPEATHON PROGRAM BUILDING ON THE SUCCESS OF THE PREVIOUS YEAR'S VIRTUAL CAPACITY PROGRAM, WHICH WAS DESIGNED TO ADDRESS A SPECIFIC CHALLENGE FACING THE VV100 WOMEN AND THE ORGANIZATIONS THEY WORK WITH BY TAPPING INTO THE EXPERTISE OF JOHNSON & JOHNSON EMPLOYEES AROUND THE WORLD THROUGH THE FORMATION OF CONSULTING GROUPS.

MOVES MAKING IMPACT: IN PARTNERSHIP WITH BUMBLE, THIS INITIATIVE UTILIZES EMPOWERED FIRST MOVES ON THE BUMBLE APP TO UPLIFT WOMEN FACILITATING CHANGE GLOBALLY. THROUGH THIS INITIATIVE, THREE VITAL VOICES NETWORK LEADERS DOING INCREDIBLE WORK FOR HUMAN RIGHTS, ENDING HUNGER, AND EQUAL PAY EACH RECEIVED \$74,000+ RESPECTIVELY OVER THE COURSE OF ONE YEAR TO SUPPORT THEIR ONGOING WORK AND ORGANIZATIONS.

SPEAK OUT CAMPAIGN: STUART WEITZMAN SUPPORTED VITAL VOICES TO ACHIEVE OUR MISSION TO INVEST IN WOMEN'S LEADERSHIP AND GENDER EQUALITY WORLDWIDE THROUGH A DONATION TO FUND WOMEN LEADERS WORKING TO SOLVE THE WORLD'S TOUGHEST CHALLENGES. STUART WEITZMAN PROVIDED GRANT FUNDING TO FOUR WOMEN LEADERS FROM THE VITAL VOICES GLOBAL LEADERSHIP NETWORK WHO WERE WORKING WITH VULNERABLE COMMUNITIES ACUTELY IMPACTED BY THE COVID-19 PANDEMIC. THROUGH THIS PARTNERSHIP, STUART WEITZMAN RAISED AWARENESS FOR THEIR SOCIAL CAUSES GLOBALLY, ALLOWING THEM TO SCALE THEIR IMPACT AND DRIVE CHANGE IN THEIR COMMUNITIES.

VOICES OF RESILIENCE: AS A RESULT OF THE COVID-19 PANDEMIC, WOMEN

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LEADERS OF THE VITAL VOICES NETWORK WERE ON THE FRONTLINES LEADING CHANGE AND PROVIDING CRITICAL SUPPORT IN THEIR COMMUNITIES. MANY LEADERS HAD TO PIVOT THEIR BUSINESS MODELS, RESTRUCTURE THEIR ORGANIZATIONS AND DEVELOP NEW PRODUCTS AND SERVICES TO SUSTAIN THEIR INITIATIVES AND ADJUST TO THEIR NEW REALITIES. AS A RESULT, VITAL VOICES REMODELED ITS APPROACH TO SUPPORT THE UNIQUE NEEDS OF THESE LEADERS. THROUGH TARGETED FUNDRAISING WE PROVIDED GRANTS TO WOMEN TO SUPPORT THEIR ORGANIZATIONS AND INITIATIVES AND HELD VIRTUAL NETWORK GATHERINGS TO CONNECT LEADERS TO ONE ANOTHER VIRTUALLY AND SHARE INFORMATION. THROUGH THIS INITIATIVE WE ELEVATED UNHEARD STORIES FROM THE GROUND IN A DYNAMIC NEW DAILY PODCAST SERIES TO RAISE AWARENESS ON KEY SUPPORT WOMEN LEADERS NEEDED, INCLUDING THE MEN'S ALLYSHIP CAMPAIGN.

PROTECTION AND EMPOWERMENT OF WOMEN AND GIRLS IN IRAQI KURDISTAN: SINCE 2015 VITAL VOICES HAS OPERATED A PROGRAM FOCUSED ON INVESTING IN, AND IMPROVING THE CAPACITY OF, ONE OF THE TOP WOMEN LEADERS IN OUR NETWORK. OUR SUPPORT OF THIS FEMALE LEADER IS ENABLING HER TO IMPROVE AND ENHANCE THE COMPREHENSIVE SERVICES AVAILABLE TO SURVIVORS OF GENDER BASED VIOLENCE IN IRAQI KURDISTAN. ACTIVITIES IN IRAQ INCLUDE PROVISION OF DIRECT FUNDING SUPPORT TO SURVIVORS OF EXTREME FORMS OF GENDER-BASED VIOLENCE AND A SUB-AWARD TO BUILD THE CAPACITY OF OUR LOCAL PARTNER, ASUDA FOR COMBATTING VIOLENCE AGAINST WOMEN. IN 2020, 289 SURVIVORS OF GENDER-BASED VIOLENCE WERE SERVED THROUGH THIS PROGRAM.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

GLOBAL ENGAGEMENT AND PUBLIC AWARENESS

EXPENSES \$ 747,494. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

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FORM 990, PART VI, SECTION A, LINE 4:

THE BY-LAWS WERE REVISED DURING THE YEAR 2020 TO FORMALIZE TERM LIMITS AS WELL AS SPECIFY THE ROLES AND RESPONSIBILITIES OF SPECIFIC COMMITTEES OF THE CORPORATION.

FORM 990, PART VI, SECTION B, LINE 11B:

THE FEDERAL FORM 990 IS PREPARED BY VITAL VOICES' OUTSIDE TAX PREPARERS. THE OUTSIDE TAX PREPARERS SEND THE COMPLETED DRAFT FEDERAL FORM 990 TO VITAL VOICES FINANCE AND EXECUTIVE PERSONNEL. THE VICE PRESIDENT OF FINANCE AND ADMINISTRATION, THE PRESIDENT AND CEO, AND THE CHIEF OPERATING OFFICER REVIEW THE DRAFT FEDERAL FORM 990 FOR ACCURACY. THEN, THE DRAFT FEDERAL FORM 990 IS DISSEMINATED TO THE FINANCE AND AUDIT COMMITTEES. ONCE THESE COMMITTEES HAVE REVIEWED AND PROVIDED ANY COMMENTS OR EDITS, THE DRAFT FEDERAL FORM 990 IS DISSEMINATED TO THE BOARD OF DIRECTORS TO PROVIDE ANY COMMENTS. IF THERE ARE ANY RESULTING CHANGES PER THEIR REVIEW, THESE EDITS ARE MADE AND THEN A FINAL DRAFT FEDERAL FORM 990 IS RE-CIRCULATED TO THE FULL BOARD OF DIRECTORS FOR THEIR REVIEW PRIOR TO FILING WITH THE INTERNAL REVENUE SERVICE.

FORM 990, PART VI, SECTION B, LINE 12C:

BOARD MEMBERS MUST FILE A CONFLICT OF INTEREST DISCLOSURE STATEMENT ON AN ANNUAL BASIS WITH THE BOARD RECORD HOLDER INDICATING WHETHER THERE ARE ANY POTENTIAL CONFLICTS OF INTEREST THAT MIGHT BE EXPECTED TO OCCUR WITHIN THE FOLLOWING YEAR. BOARD MEMBERS MUST FILE AN ADDITIONAL CONFLICT OF INTEREST DISCLOSURE STATEMENT AT THE TIME AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST ARISES. ANY SUCH POTENTIAL CONFLICTS ARE THEN REPORTED TO THE BOARD OF DIRECTORS. THE DISINTERESTED BOARD DIRECTORS ARE RESPONSIBLE FOR

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REVIEWING THE MATTER AND DETERMINING AN APPROPRIATE ORGANIZATIONAL RESPONSE TO PROTECT THE INTERESTS OF THE ORGANIZATION.

FORM 990, PART VI, SECTION B, LINE 15:

VITAL VOICES ENGAGED A THIRD PARTY COMPENSATION CONSULTANT TO PERFORM A SALARY SURVEY SUPPORTED BY RESEARCH OF CURRENT MARKET DATA AS WELL AS THE FORM 990 DATA OF OTHER ORGANIZATIONS FOR COMPARABLE POSITION LEVELS WITHIN THE INDUSTRY. THE CONSULTANT THEN USED THIS SURVEY TO UPDATE THE EXISTING ORGANIZATIONAL CAREER (POSITION) LEVELS AND SALARY RANGES FOR ALL LEVELS WITHIN THE ORGANIZATION INCLUDING THE PRESIDENT AND CEO.

AS PART OF VITAL VOICES' FISCAL YEAR BUDGET PROCESS, A SALARY BUDGET IS DEVELOPED BY MANAGEMENT WITH ANY REASONABLE MERIT INCREASE ASSUMPTIONS. THE FISCAL YEAR BUDGET IS PROPOSED TO THE FINANCE COMMITTEE AND THEN THE EXECUTIVE COMMITTEE AND FULL BOARD OF DIRECTORS FOR APPROVAL.

THE PRESIDENT AND CEO'S SALARY IS SET ANNUALLY BY A COMMITTEE OF THE BOARD OF DIRECTORS AS PART OF A YEARLY REVIEW PROCESS.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AR, CA, CT, CO, GA, HI, IL, KS, KY, MA, MD, MI, MS, NH, NJ, NM, NY, OH, OK, OR, PA, SC, TN, UT, VA
WV

FORM 990, PART VI, SECTION C, LINE 19:

VITAL VOICES MAKES ITS FEDERAL FORM 990 AND ITS AUDITED FINANCIAL STATEMENTS AVAILABLE ON ITS WEBSITE. OUR FEDERAL FORM 1023, GOVERNING DOCUMENTS, AND CONFLICT OF INTEREST POLICY ARE MADE AVAILABLE UPON REQUEST.