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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 black lung benefit trust or private foundation)

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

OMB No. 1545-0047

2008**Open to Public Inspection****A** For the 2008 calendar year, or tax year beginning **7/01/08**, and ending **6/30/09**

- B** Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Termination
- ☐ Amended return
- ☐ Application pending

Please use IRS label or print or type See Specific Instructions

C Name of organization**WOMEN'S RAPE CRISIS CENTER, INC.**

Doing Business As

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

PO BOX 92

Room/suite

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

BURLINGTON**VT 05402-0092****F** Name and address of principal officer**CATHLEEN WILSON****PO BOX 92****BURLINGTON****VT 05402-0092****D** Employer identification number**03-0284577****E** Telephone number**802-864-0555****G** Gross receipts \$ **508,712****H(a)** Is this a group return for

affiliates?

☐ Yes☒ No**H(b)** Are all affiliates included?☐ Yes☐ No

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

I Tax-exempt status ☒ 501(c) (**3**) ◀ (insert no) 4947(a)(1) or 527**J** Website: ▶ **WWW.STOPRAPEVERMONT.ORG****H(c)** Group exemption number ▶**K** Type of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶**L** Year of formation **1973****M** State of legal domicile **VT****Part I Summary**

Activities & Governance

1 Briefly describe the organization's mission or most significant activities

A NON-PROFIT ORGANIZATION DEDICATED TO ADDRESSING THE ISSUE OF RAPE IN CHITTENDEN COUNTY. THE WRCC IS A FEMINIST AGENCY ORGANIZED FOR THE FOLLOWING PURPOSES: TO PROVIDE SHORT-TERM COUNSELING (SEE SCHEDULE O)

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets**3** Number of voting members of the governing body (Part VI, line 1a)**3** **7****4** Number of independent voting members of the governing body (Part VI, line 1b)**4** **7****5** Total number of employees (Part V, line 2a)**5** **17****6** Total number of volunteers (estimate if necessary)**6** **400****7a** Total gross unrelated business revenue from Part VIII, line 12, column (C)**7a****b** Net unrelated business taxable income from Form 990-T, line 34**7b** **0**

Revenue

8 Contributions and grants (Part VIII, line 1h)

Prior Year

486,004

Current Year

475,608**9** Program service revenue (Part VIII, line 2g)**1,261****1,340****10** Investment income (Part VIII, column (A), lines 3, 4, and 7d)**4,028****1,337****11** Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)**28,353****30,427****12** Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)**519,646****508,712**

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)**14** Benefits paid to or for members (Part IX, column (A), line 4)**15** Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)**397,703****390,981****16a** Professional fundraising fees (Part IX, column (A), line 11e)**b** Total fundraising expenses (Part IX, column (D), line 25) ▶**17** Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)**110,496****91,202****18** Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)**508,199****482,183****19** Revenue less expenses Subtract line 18 from line 12**11,447****26,529**

Net Assets or Fund Balances

20 Total assets (Part X, line 16)

Beginning of Year

520,916

End of Year

518,570**21** Total liabilities (Part X, line 26)**318,504****289,629****22** Net assets or fund balances Subtract line 21 from line 20**202,412****228,941****Part II Signature Block**

Sign Here

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

Cathleen Wilson

Signature of officer

Date

5/11/10**CATHLEEN WILSON****EXECUTIVE DIRECTOR**

Type or print name and title

Paid Preparer's Use Only

Preparer's signature

Daniel Angolan

Date

5/10/10Check if self-employed ☐Preparer's identifying number (see instructions) **P00124210**

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

ANGOLANO & COMPANY CPA PC**PO BOX 639****SHELBURNE, VT 05482-0639**EIN ▶ **03-0322470**Phone no ▶ **802-985-8992**

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

☐ Yes ☐ No

DAA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2008)

G16 9

SCANNED JUN 30 2010

Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission

A NON-PROFIT ORGANIZATION DEDICATED TO ADDRESSING THE ISSUE OF RAPE IN CHITTENDEN COUNTY. THE WRCC IS A FEMINIST AGENCY ORGANIZED FOR THE FOLLOWING PURPOSES: TO PROVIDE SHORT-TERM COUNSELING (SEE SCHEDULE O)

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses \$ **252,224** including grants of \$) (Revenue \$)
HOTLINE & ADVOCACY - TRAINED STAFF AND VOLUNTEER ADVOCATES PROVIDE CRISIS SUPPORT, ONGOING EMOTIONAL SUPPORT, INFORMATION, AND REFERRALS THROUGH THE HOTLINE. ADVOCATES ARE ALSO AVAILABLE TO ACCOMPANY SURVIVORS TO THE HOSPITAL FOR RAPE EXAMS AND TO POLICE STATIONS FOR THOSE WHO CHOOSE TO REPORT.

4b (Code) (Expenses \$ **116,827** including grants of \$) (Revenue \$)
EDUCATION & OUTREACH - SERVICES TO RAISE AWARENESS ABOUT SEXUAL VIOLENCE AND SAFETY THROUGH WORKSHOPS, EDUCATION EVENTS, AND PUBLIC AWARENESS CAMPAIGNS.

4c (Code) (Expenses \$ **51,854** including grants of \$) (Revenue \$)
FUNDRAISING DEVELOPMENT - PROVIDES THE STRUCTURE NECESSARY TO ENCOURAGE AND SECURE PRIVATE FINANCIAL SUPPORT FROM INDIVIDUALS, FOUNDATIONS, AND CORPORATIONS.

4d Other program services (Describe in Schedule O)

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

4e Total program service expenses ► \$ **420,905** (Must equal Part IX, Line 25, column (B))

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)? If "Yes," complete Schedule A	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II		X
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III		
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I		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? If "Yes," complete Schedule D, Part II		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		X
9 Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		X
10 Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V		X
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	X	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII	X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the U S ?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? If "Yes," complete Schedule F, Part I		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III		X
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I		X
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	X	
19 Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		X
20 Did the organization operate one or more hospitals? If "Yes," complete Schedule H		X
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		X
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III		X
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J		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? If "Yes," answer questions 24b–24d and complete Schedule K If "No," go to question 25		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		X
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I		X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV		X
b Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV		X
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV		X
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		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? If "Yes," complete Schedule R, Part I		X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1		X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		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? If "Yes," complete Schedule R, Part VI		X

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)**Section A. Governing Body and Management**

		Yes	No
For each "Yes" response to lines 2–7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.			
1a	Enter the number of voting members of the governing body	7	
1b	Enter the number of voting members that are independent	7	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	X	
5	Did the organization become aware during the year of a material diversion of the organization's assets?		X
6	Does the organization have members or stockholders?	X	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	X	
7b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9a	Does the organization have local chapters, branches, or affiliates?		X
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?		
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990.	X	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.		X

Section B. Policies

		Yes	No
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13.	X	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done.	X	
13	Does the organization have a written whistleblower policy?		X
14	Does the organization have a written document retention and destruction policy?		X
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision:		
a	The organization's CEO, Executive Director, or top management official?	X	
b	Other officers or key employees of the organization? Describe the process in Schedule O (see instructions).	X	
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed. **NONE**

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

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization. **CATHLEEN WILSON**
336 NORTH AVENUE
BURLINGTON VT 05401

802-864-0555

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

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

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

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

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

[illegible]

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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Total								85,124		9,941

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ► 0

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

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from
the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such
individual

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for
services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4		X
5		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization ►

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e	389,028			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	86,580			
	g Noncash contributions included in lines 1a-1f \$					
	h Total. Add lines 1a-1f		475,608			
Program Service Revenue	2a PROGRAM SERVICES - WORKSHOPS	Busn. Code	1,175			1,175
	b PROGRAM SERVICES - MANUALS		165			165
	c					
	d					
	e					
	f All other program service revenue					
	g Total. Add lines 2a-2f		1,340			
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		1,337		
4 Income from investment of tax-exempt bond proceeds						
5 Royalties						
6a Gross Rents		(i) Real (ii) Personal				
b Less rental exps						
c Rental inc or (loss)						
d Net rental income or (loss)						
7a Gross amount from sales of assets other than inventory		(i) Securities (ii) Other				
b Less cost or other basis & sales exps						
c Gain or (loss)						
d Net gain or (loss)						
8a Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18		a	29,314			
b Less direct expenses		b				
c Net income or (loss) from fundraising events			29,314			29,314
9a Gross income from gaming activities See Part IV, line 19		a				
b Less direct expenses		b				
c Net income or (loss) from gaming activities						
10a Gross sales of inventory, less returns and allowances		a	1,113			
b Less cost of goods sold	b					
c Net income or (loss) from sales of inventory		1,113			1,113	
Miscellaneous Revenue		Busn. Code				
11a						
b						
c						
d All other revenue						
e Total. Add lines 11a-11d						
12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e		508,712	0	0	33,104	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U S See Part IV, line 21				
2 Grants and other assistance to individuals in the U S See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	95,065	82,707	12,358	
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	231,877	201,733	30,144	
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	38,473	33,472	5,001	
10 Payroll taxes	25,566	22,242	3,324	
11 Fees for services (non-employees)				
a Management				
b Legal				
c Accounting	2,225	1,936	289	
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other	1,965	1,856	109	
12 Advertising and promotion	490	426	64	
13 Office expenses	6,665	5,800	865	
14 Information technology				
15 Royalties				
16 Occupancy	6,852	5,961	891	
17 Travel	909	791	118	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	464	404	60	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	13,402	11,660	1,742	
23 Insurance	13,668	11,890	1,778	
24 Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a WORK STUDY STUDENT	8,500	7,395	1,105	
b PROFESSIONAL DEVELOPEMENT	6,115	5,320	795	
c FUNDRAISING	5,631	4,899	732	
d TELEPHONE/INTERNET	5,603	4,875	728	
e MEMBERSHIPS	5,408	4,705	703	
f All other expenses	13,305	12,833	472	
25 Total functional expenses. Add lines 1 through 24f	482,183	420,905	61,278	
26 Joint Costs. Check here ☐ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest bearing	10,646	1	37,524
	2 Savings and temporary cash investments	24,405	2	16,629
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	27,483	4	4,705
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	4,581	9	4,211
	10a Land, buildings, and equipment cost basis	10a 484,577		
	b Less accumulated depreciation Complete Part VI of Schedule D	10b 29,076		
		453,801	10c	455,501
	11 Investments—publicly traded securities		11	
	12 Investments—other securities See Part IV, line 11		12	
	13 Investments—program-related See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets See Part IV, line 11		15		
16 Total assets. Add lines 1 through 15 (must equal line 34)	520,916	16	518,570	
Liabilities	17 Accounts payable and accrued expenses	25,304	17	8,429
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties	293,200	23	281,200
	24 Unsecured notes and loans payable		24	
	25 Other liabilities Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	318,504	26	289,629
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	202,412	27	228,941
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	202,412	33	228,941
	34 Total liabilities and net assets/fund balances	520,916	34	518,570

Part XI Financial Statements and Reporting

	Yes	No
1 Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?	☒	
b Were the organization's financial statements audited by an independent accountant?	☒	
c If "Yes" to lines 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?	☒	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		
b If "Yes," did the organization undergo the required audit or audits?		

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

(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	444,641	510,842	496,138	486,004	475,608	2,413,233
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 1-3	444,641	510,842	496,138	486,004	475,608	2,413,233
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)						
6 Public support. Subtract line 5 from line 4						2,413,233

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	444,641	510,842	496,138	486,004	475,608	2,413,233
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	235	700	5,067	4,028	1,337	11,367
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	20,965	24,321	42,609	28,353	30,428	146,676
11 Total support. Add lines 7 through 10						2,571,276
12 Gross receipts from related activities, etc. (see instructions)					12	4,777
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ► ☐						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	93.8535 %
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	2.0000 %
16a 33 1/3 % support test—2008. 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 ► ☒		
b 33 1/3 % support test—2007. 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 ► ☐		
17a 10%-facts-and-circumstances test—2008. 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 IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ► ☐		
b 10%-facts-and-circumstances test—2007. 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 IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ► ☐		
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 ► ☐		

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

(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(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 1-5						
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 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
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) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(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 IV.)						
13 Total support. (Add lines 9, 10c, 11, and 12)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	%

19a **33 1/3 % support tests—2008.** 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—2007.** 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 **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

PART II, LINE 10 - OTHER INCOME DETAIL

SPECIAL EVENTS	\$	117,566
OTHER REVENUES	\$	17,817
MERCHANDISE SALES	\$	11,293

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization

Employer identification number

WOMEN'S RAPE CRISIS CENTER, INC.

03-0284577

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		☐ Yes ☐ No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit?		☐ Yes ☐ No

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

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

☐ Preservation of land for public use (e.g., recreation or pleasure)	☐ Preservation of an historically important land area
☐ Protection of natural habitat	☐ Preservation of certified historic structure
☐ Preservation of open space	

2 Complete lines 2a-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 Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ _ _ _ _

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

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1	▶ \$ _ _ _ _
(ii) Assets included in Form 990, Part X	▶ \$ _ _ _ _

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

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

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

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

- ☐ a Public exhibition
☐ b Scholarly research
☐ c Preservation for future generations
☐ d Loan or exchange programs
☐ e Other _____

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

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

☐ Yes ☐ No

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

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

☐ Yes ☐ No

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

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

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes ☐ No

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

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

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

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

- a Board designated or quasi-endowment $\blacktriangleright$ _____ %
 b Permanent endowment $\blacktriangleright$ _____ %
 c Term endowment $\blacktriangleright$ _____ %

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

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

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land		85,000		85,000
b Buildings		381,125	17,423	363,702
c Leasehold improvements				
d Equipment		18,452	11,653	6,799
e Other				
Total. Add lines 1a–1e (Column (d) should equal Form 990, Part X, column (B), line 10(c))				455,501

DAA

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	508,712
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	482,183
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	26,529
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4-8	9	
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	26,529

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

1	Total revenue, gains, and other support per audited financial statements	1	629,492
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	120,780
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	120,780
3	Subtract line 2e from line 1	3	508,712
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue Add lines 3 and 4c. (This should equal Form 990, Part 1, line 12)	5	508,712

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

1	Total expenses and losses per audited financial statements	1	602,963
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	120,780
b	Prior year adjustments	2b	
c	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	120,780
3	Subtract line 2e from line 1	3	482,183
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	482,183

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

2008

Open To Public Inspection

▶ **Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ, line 6a**

Name of the organization

WOMEN'S RAPE CRISIS CENTER, INC.

Employer identification number

03-0284577

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17

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

- a ☐ Mail solicitations
- b ☐ Email solicitations
- c ☐ Phone solicitations
- d ☐ In-person solicitations
- e ☐ Solicitation of non-government grants
- f ☐ Solicitation of government grants
- g ☐ Special fundraising events

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

☐ Yes ☐ No

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. Form 990-EZ filers are not required to complete this table.

(i) Name of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
Total						

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

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

		(a) Event #1 MARDI GRAS PARA (event type)	(b) Event #2 OTHER MISC. EVE (event type)	(c) Other Events NONE (total number)	(d) Total Events (Add col (a) through col (c))
Revenue	1 Gross receipts	20,744	7,109		27,853
	2 Less Charitable contributions				
	3 Gross revenue (line 1 minus line 2)	20,744	7,109		27,853
Direct Expenses	4 Cash prizes				
	5 Non-cash prizes				
	6 Rent/facility costs				
	7 Other direct expenses				
	8 Direct expense summary Add lines 4 through 7 in column (d)				27,853
9 Net income summary Combine lines 3 and 8 in column (d)					27,853

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ☐ No %	☐ Yes ☐ No %	☐ Yes ☐ No %	
7 Direct expense summary Add lines 2 through 5 in column (d)					
8 Net gaming income summary Combine lines 1 and 7 in column (d)					

9 Enter the state(s) in which the organization operates gaming activities

a Is the organization licensed to operate gaming activities in each of these states?

b If "No," Explain

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?

b If "Yes," Explain

11 Does the organization operate gaming activities with nonmembers?

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?

	Yes	No
9a		
10a		
11		
12		

13 Indicate the percentage of gaming activity operated in

- a** The organization's facility
- b** An outside facility

		Yes	No
13a	%		
13b	%		

14 Provide the name and address of the person who prepares the organization's gaming/special events books and records

Name ►

Address ►

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?**15a**

- b** If "Yes," enter the amount of gaming revenue received by the organization ► \$ and the amount of gaming revenue retained by the third party ► \$
- c** If "Yes," enter name and address

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

17a

SCHEDULE O.
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

► Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization

WOMEN'S RAPE CRISIS CENTER, INC.

Employer identification number

03-0284577

FORM 990 - ORGANIZATION'S MISSION

AND ADVOCACY FOR SURVIVORS OF SEXUAL VIOLENCE, THEIR FAMILIES AND FRIENDS;
TO HEIGHTEN AWARENESS AND PREVENTION OF SEXUAL VIOLENCE THROUGH COMMUNITY
EDUCATION AND ADVOCACY; TO ENCOURAGE SURVIVOR'S SELF-EMPLOYMENT; AND A
COMMITTMENT TO MAINTAINING AN ORGANIZATION WHICH EMPOWERS THE BOARD, STAFF
AND VOLUNTEERS.

FORM 990, PART I, LINE 6

APPROX. 350 OF THE VOLUNTEERS WERE ONE-TIME EVENT VOLUNTEERS WHO HELPED
WITH VARIOUS ASPECTS OF THE MARDI GRAS EVENT. THE OTHER 50 VOLUNTEERS WERE
COMPRISED OF PEOPLE WHO HELPED WITH THE 24 HOUR HOTLINE, OUTREACH,
FUNDRAISING & BUILDING MAINTENANCE.

FORM 990, PART III, LINE 4D - ALL OTHER ACHIEVEMENTS

FORM 990, PART V, LINE 3B - FORM 990-T NOT FILED EXPLANATION

THERE WAS NO INCOME OUTSIDE THE TAX EXEMPT PURPOSE.

FORM 990, PART VI, LINE 4 - SIGNIFICANT CHANGES TO ORGANIZATIONAL DOCUMENTS

SEE ATTACHED 2009 REVISION TO BY-LAWS.

FORM 990, PART VI, LINE 6 - CLASSES OF MEMBERS OR STOCKHOLDERS

SEE ATTACHED 2009 REVISED BY-LAWS.

Name of the organization

WOMEN'S RAPE CRISIS CENTER, INC.

Employer identification number

03-0284577

FORM 990, PART VI, LINE 7A - ELECTION OF MEMBERS AND THEIR RIGHTS

MEMBERS OF THE BOARD SHALL BE RECRUITED BY THE BOARD DEVELOPMENT COMMITTEE AND ELECTED BY THE BOARD ITSELF. BOARD MEMBERS SHALL SERVE A TERM OF THREE YEARS. (SEE ATTACHED 2009 BY-LAWS FOR MORE DETAILS)

FORM 990, PART VI, LINE 7B - DECISIONS SUBJECT TO APPROVAL OF MEMBERS

THE BOARD MAKES POLICY DECISIONS, STAFFING DECISIONS, INITIATES THE PLANNING AND BUDGETING PROCESS, EVALUATES THE AGENCY ON AN ON-GOING BASIS, AND IS RESPONSIBLE FOR THE APPROVAL OF ALL MAJOR BORROWING AND PURCHASES.

FORM 990, PART VI, LINE 10 - ORGANIZATION'S PROCESS USED TO REVIEW FORM 990

FORM 990 REVIEWED BY EXECUTIVE DIRECTOR PRIOR TO IRS FILING.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY

AS DESCRIBED IN THE 2009 BY-LAWS: MEMBERS OF THE BOARD OF DIRECTORS SHALL NOT KNOWINGLY ENGAGE IN ANY ACTIVITIES OR TRANSACTIONS IN MATERIAL CONFLICT WITH THEIR DUTIES AND OBLIGATIONS TO THE CORPORATION WHILE SERVING IN SUCH A CAPACITY. ANY BOARD MEMBER INTERESTED IN APPLYING FOR A POSITION WITHIN THE AGENCY MUST RESIGN FROM THE BOARD PRIOR TO SUBMITTING THEIR APPLICATION.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL

EXECUTIVE DIRECTOR'S SALARY DECIDED BY THE BOARD.

FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR OFFICERS

ALL KEY EMPLOYEE'S SALARIES DETERMINED BY THE EXECUTIVE DIRECTOR AND THE BOARD IF NECESSARY.

Name of the organization

WOMEN'S RAPE CRISIS CENTER, INC.

Employer identification number

03-0284577

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION

GOVERNING DOCUMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST.

For calendar year 2008, or tax year beginning 7/01/08, and ending 6/30/09

Name

Employer Identification Number

WOMEN'S RAPE CRISIS CENTER, INC.

03-0284577

FORM 990, PART X, LINE 23 - ADDITIONAL INFORMATION

Name of lender	Relationship to disqualified person
(1) BERNARD BEAUDOIN	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	

Original amount borrowed	Date of loan	Maturity date	Repayment terms	Interest rate
(1) 301,200	10/05/07	10/01/09	1,000 MNTH W/ BALLOON PMNT	4.110
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				

Security provided by borrower	Purpose of loan
(1) NORTH AVENUE LAND & BUILDING	MORTGAGE
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	

Consideration furnished by lender	Balance due at beginning of year	Balance due at end of year
(1)	293,200	281,200
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Totals	293,200	281,200

Taxable Interest on Investments

<u>Description</u>	<u>Amount</u>	<u>Unrelated Business Code</u>	<u>Exclusion Code</u>	<u>Postal Code</u>
INVESTMENT INCOME	\$ 1,337		14	VT
TOTAL	<u>\$ 1,337</u>			

03-0284577

Federal Statements

Form 990, Part IX, Line 24f - All Other Expenses

Description	Total Expenses	Program Service	Management & General	Fund Raising
BEEPERS & ANSWERING SERVI	\$ 3,702	3,702		
SVAM	2,404	2,404		
VICTIM ASSISTANCE	2,278	2,278		
SPECIAL EVENTS	1,559	1,356	203	
OUTREACH MATERIALS	1,294	1,294		
RECRUITING	609	530	79	
REPAIR & MAINT.	424	369	55	
VOLUNTEER TRAINING	420	365	55	
VOLUNTEER APPRECIATION	383	333	50	
MISCELLANEOUS	169	147	22	
CREDIT CARD CHARGES	63	55	8	
TOTAL	\$ 13,305	\$ 12,833	\$ 472	\$ 0

Women's Rape Crises Center
Depreciation Schedule
For The Year Ended June 30, 2009

<u>Num</u>	<u>Description</u>	<u>Method</u>	<u>Life</u>	<u>Date Acquired</u>	<u>Cost</u>	<u>Accum. Depr.</u>	<u>Current Depr.</u>	<u>Remaining Basis</u>
1	Toshiba Laptop	S/L	5.0	1/30/1998	1,559	1,559	-	-
2	Dubot Sofa	S/L	10.0	1/5/2001	499	400	50	49
3	HP Pavilion 6835 PC	S/L	5.0	6/5/2001	880	880	-	-
4	Dell 4550 w/ monitor and p1500 print	S/L	5.0	4/14/2003	614	614	-	-
5	Dell 4550 w/ monitor and p1500 print	S/L	5.0	4/14/2003	614	614	-	-
6	Dell 4550 w/ monitor, printer, modem	S/L	5.0	4/14/2003	644	644	-	-
7	Z65 Color Jet Printer Lexmark	S/L	5.0	4/14/2003	272	272	-	-
8	Dell Dimension 2400 Desktop	S/L	5.0	7/29/2003	846	846	-	-
9	Quickbooks Payroll software	S/L	3.0	11/6/2003	169	169	-	-
10	Air Purifier	S/L	5.0	2/1/2004	181	181	-	-
11	Dell Laptop	S/L	5.0	2/24/2004	1,079	972	107	-
12	Dell Laser Printer 1700	S/L	5.0	8/16/2004	199	160	39	-
13	HP Computer / Monitor	S/L	5.0	12/7/2004	828	664	164	-
14	Network Wiring and setup	S/L	5.0	1/13/2005	810	648	162	-
15	Dell Marketing Laptop	S/L	5.0	4/27/2006	428	428	-	-
16	Office Cabinets	S/L	10.0	5/31/2006	1250	625	250	375
17	Compaq Presario Computer	S/L	5.0	7/19/2007	285	29	57	199
18	Lexmark Printer	S/L	5.0	7/20/2007	526	53	105	368
19	Dell Computer	S/L	5.0	7/25/2007	420	42	84	294
20	Dell Computer	S/L	5.0	7/25/2007	420	42	84	294
21	Lexmark Printer	S/L	5.0	8/1/2007	268	27	54	187
22	Gateway GT5464 w/ Canon Printer	S/L	5.0	8/22/2007	632	63	126	443
23	Phone System Upgrad	S/L	7.0	9/26/2007	775	55	110	610
24	2 Dell P4 XP Computers	S/L	3.0	9/25/2008	523	-	87	435
25	Security System Camera/Monitor	S/L	10.0	8/27 & 10/22/08	3,732	-	187	3545
	Subtotal				\$ 18,452	\$ 9,987	\$ 1,666	\$ 6,800
366 North Ave Building								
24	Building	S/L	39.0	10/5/2007	\$ 229,005	\$ 2,936	\$ 5,872	\$ 220,197
25	Building Improvements	S/L	39.0	2007-2008	\$ 95,426	\$ 1,223	\$ 2,447	\$ 91,756
26	Paving	S/L	15.0	11/12/2008	\$ 7,669	\$ -	\$ 256	\$ 7,413
27	Building Improvements	S/L	15.0	July & Oct '08	\$ 3,179	\$ -	\$ 106	\$ 3,073
28	Heating System Upgrade	S/L	15.0	Jan-March '08	\$ 45,846	\$ 1,528	\$ 3,056	\$ 41,262
	Subtotal				\$ 381,125	\$ 5,687	\$ 11,737	\$ 363,701

Women's Rape Crises Center
 Depreciation Schedule
 For The Year Ended June 30, 2009

<u>Num</u>	<u>Description</u>	<u>Method</u>	<u>Life</u>	<u>Date Acquired</u>	<u>Cost</u>	<u>Accum. Depr.</u>	<u>Current Depr.</u>	<u>Remaining Basis</u>
27	Land	S/L	n/a	10/5/2007	\$ 85,000	\$ -	\$ -	\$ 85,000
TOTALS					<u>\$ 484,577</u>	<u>\$ 15,674</u>	<u>\$ 13,402</u>	<u>\$ 455,501</u>

WRCC FY 09 STATISTICS

Our client numbers

- ③ Women's Rape Crisis Center served **511 survivors of sexual violence and their loved ones**
- ③ Women's Rape Crisis Center served **455 new clients** in FY 09
- ③ Women's Rape Crisis Center averaged **5 contacts** with each person served
- ③ **The number of clients served has increased 21%** over the last three years

Our direct services provided

- ③ Women's Rape Crisis Center handled **2,558 hotline and crisis calls last year** or about **7 calls a day**
- ③ Women's Rape Crisis Center **more than doubled** advocacy services for survivors over the last two years
- ③ Women's Rape Crisis Center provided a **94% increase in civil and family court advocacy** for survivors
- ③ Women's Rape Crisis Center helped **three times more survivors with protection orders**
- ③ Women's Rape Crisis Center provided a **43% increase in criminal justice support and advocacy** for survivors over the last two years
- ③ Women's Rape Crisis Center provided almost **three times more support groups** for survivors
- ③ Women's Rape Crisis Center helped **17% more clients with child related services**.
- ③ Women's Rape Crisis Center provided a **5% increase in medical advocacy** for survivors

Survivor demographics

Of the survivors Women's Rape Crisis Center served whose gender and age were disclosed

- ⌘ 61% were adult women
- ⌘ 27% were girls under age eighteen,
- ⌘ 9% were adult men, and
- ⌘ 3% were boys under age eighteen

Of the people who disclosed their age

- ⌘ **30% were under the age eighteen;**
- ⌘ 29% were between age eighteen and twenty-five
- ⌘ 27% were between age twenty-six and forty
- ⌘ 13% were between age forty-one and sixty and
- ⌘ 1% were over the age sixty-one
- ③ Women's Rape Crisis Center almost doubled the number of girls under 18 that were served in FY09

Types of victimization (some callers disclosed multiple forms of abuse)

- ⌘ **85% had survived a sexual assault.**
- ⌘ 36% had been physically or emotionally abused.
- ⌘ 6% had experienced sexual abuse other than rape

- ⌘ 3% had been stalked

Of the people who identified their relationship with their offender

- ⌘ **32% had been victimized by an acquaintance**
- ⌘ **36% by a current or former partner.**
- ⌘ **22% by a family member or other relative.**
- ⌘ 3% by a person in a position of authority (clergy, coach, therapist), and
- ⌘ 7% by a stranger

Of the people who identified their disability status

- ⌘ **50% reported a mental/emotional disability.**
- ⌘ **14% reported a physical/medical disability.** and
- ⌘ 36% reported having no known disability

Of the people who identified their ethnicity

- ⌘ 83% were Caucasian;
- ⌘ **8% were African American,**
- ⌘ **3% were Hispanic,**
- ⌘ **2% were multiracial** and
- ⌘ **2% were Native American**
- ⌘ Women's Rape Crisis Center saw a **95% increase in people served** of African American, Native American, Asian American, Pacific Islander or multiracial ethnicity
- ⌘ Women's Rape Crisis Center served **twice as many African American survivors** compared with FY08
- ⌘ Women's Rape Crisis Center served **three times more homeless survivors** in FY09 compared to FY08
- ⌘ Women's Rape Crisis Center helped more than **twice the number of Immigrant/Refugee/Asylum Seeker** populations in FY09 compared to FY08

Our Education and Outreach services provided

- ⌘ Women's Rape Crisis Center held **234 education and outreach workshops and events** in the last year
- ⌘ The number of education and outreach workshops and events **increased by 17%** in the last two years
- ⌘ Women's Rape Crisis Center reached **19,548 people** through educational workshops, professional trainings, and community and college outreach and events
- ⌘ Women's Rape Crisis Center saw a **10% increase** in people reached through educational workshops and outreach sessions in the last year

Our education services provided

- ⌘ Women's Rape Crisis Center gave **160 educational workshops and professional trainings** in the last year
- ⌘ Women's Rape Crisis Center reached **4,778 people through educational workshops and professional trainings in FY09**
- ⌘ The number of workshops and trainings given by the Women's Rape Crisis Center **7% over the last two years**
- ⌘ Women's Rape Crisis Center saw a **41% increase in professionals reached** through educational workshops

- ⊙ Women's Rape Crisis Center saw a **23% increase in high/middle school students reached** through educational workshops and trainings

Our outreach services provided

- ⊙ Women's Rape Crisis Center held **74 events and outreach tables** in the last year
- ⊙ **Women's Rape Crisis Center reached 14,810 people** through outreach tables and events, and **3106 more people reached** from the year before
- ⊙ Women's Rape Crisis Center saw a **31% increase in community members and professionals reached** through outreach tables and events.
- ⊙ Women's Rape Crisis Center saw a **57% increase in college students reached** through outreach tables and events

Our Men's Educator provided

- ⊙ The Men's Educator held 85 workshops and outreach sessions
- ⊙ The Men's Educator reached **2673 people** in FY09
- ⊙ The Men's Educator reached **3% more people reached** in FY09

WOMEN'S RAPE CRISIS CENTER

By-laws

REVISED January 2009

Article 1

ORGANIZATION

Section 1.01 Name The name of this Corporation shall be the Women's Rape Crisis Center, Inc.

Section 1.02 Powers The Corporation may hold property, real and personal incidental to carrying out its purposes and subject to established legal requirements.

REVISED January 2009

Article II

PURPOSE

Section 2.01 Purpose The Women's Rape Crisis Center ("WRCC") exists to address the issue of rape in Chittenden County. The Women's Rape Crisis Center is a feminist agency organized for the following purposes: to provide short-term counseling and advocacy for survivors of sexual violence, their families and friends; to heighten awareness and prevention of sexual violence through community education and advocacy; to encourage survivor's self-empowerment, and WRCC is committed to maintaining an organization which empowers the Board, staff, and volunteers. To achieve these goals, we are operating by a modified consensus decision making process within the Board of Directors and staff.

Article III

GENERAL MEMBERSHIP

Section 3 01 Membership. The Members of the Corporation shall be 18 years of age or older, will not have utilized WRCC's services in the 6 months prior to becoming a Member, and will include all Members of the Board of Directors, all Advisory Board Members, all Committee Members, all Hotline/Advocacy and Social Change volunteers, and all regular staff. Minors 16 or 17 years of age a) who have not been WRCC service users in the 6 months prior to volunteering, and b) who provide WRCC written, parental permission that indemnifies and holds WRCC harmless may attend a WRCC volunteer orientation session and serve in limited pre-determined capacities as outreach and administrative volunteers.

Section 3 02 Meetings

(a) There shall be an annual meeting of the Members of the Corporation which will be held in the month of November on such a date as shall be designated by the Board.

(b) Special meetings of the Members of the Corporation shall be held upon the call of the Board of Directors or by 10% of the General Membership.

Section 3 03 Notice of Meetings. Notices of every meeting of the Members stating the time, place, and agenda shall be given to each Member and such notices shall be delivered personally or by first-class mail not less than fifteen calendar days prior to the meeting. Included in this notification shall be the announcement of any nominees and all business items.

Section 3 04 Quorum. Twenty-five percent of the Members entitled to make decisions at a meeting present in person or represented by proxy, shall constitute a quorum for transaction of business at any meeting of the Members. If twenty-five percent of the Members are not present, a vote cannot be taken and the issue must be presented again to be voted upon at the next meeting or by referendum.

Section 3 05 Decision Making. Decisions will be made by a two-thirds majority vote due to the large size of the General Membership. However, all other decision making which occurs in Board and Standing Committee meetings will adhere to the modified consensus process as outlined in the attached "Modified Consensus Based Meeting Process". If issues need to be decided upon by the general Membership and it is not possible to call a meeting, all Members will be notified by mail of the issue for a referendum. The Board of Directors will post a ballot box in the office and Members will be responsible for casting their vote. Twenty-five percent of the Members must cast their vote in order for the vote to be valid. If less than twenty-five percent of the Members choose to vote, the issue must be voted upon again.

Section 3.06 Advisory Board Members Individuals from the community at large who are 18 years of age or older, may be selected to serve on the Advisory Board. They shall be individuals who have particular expertise in any of the aims and pursuits of the WRCC. Advisory Board Members are invited to attend the annual meeting, and may serve on a Board Subcommittee. If an Advisory Board Member is not serving on a Board Subcommittee, that Member will not have any decision making power concerning policy decisions of the organization.

REVISED January 2009

Article IV

BOARD OF DIRECTORS

Section 4 01 Management and Function The property and business of the Corporation shall be managed by a Board of Directors ("B O D "). The B O D makes policy decisions, that is those decisions which are broad affect the entire organization and have ongoing time frames. The B O D also makes staffing decisions and takes fiduciary and legal responsibility for the organization. The B O D is responsible for initiation of the planning process, budget process, and the evaluation of the agency. Each Board Member is required to attend 8 hours of Board specific training per year.

Section 4 02 Membership Term and Election Members of the Board of Directors shall be recruited by the Board Development Committee and elected by the Board of Directors. Members shall serve a term of three years. There shall be no less than 3 but no more than 15 elected Directors, all of whom shall be residents of or work in Chittenden County.

Section 4 03 Resignation and Removal, Vacancies

(a) Any Director may resign at any time delivering a written notice of resignation signed by such Director to the Board, unless otherwise specified therein. Such resignation shall take effect upon delivery. Any vacancy occurring in the B O D may be filled by a modified consensus decision of the remaining Directors. A Director elected to fill a vacancy shall be elected for the unexpired term of his/her predecessor in office.

(b) Any Director who is absent from three of any six consecutive meetings of the B O D shall be eligible for removal from the Board. A Director may also be removed at any time whenever the Board feels the best interests of the Corporation are not being served. To discuss the removal of a Board Member, a special meeting shall be called. Notice of such meetings shall state the name of the Director whose removal is proposed and the cause assigned for removal. The Director to be removed must be given an opportunity to present evidence and arguments on his/her own behalf at the meeting at which removal is considered. A consensus decision must be reached to affirm the removal of a Board Member. The Director in question will be recused from voting.

Section 4 04 Meetings

(a) A regular meeting of the Board shall be held at least once every month on such day of the month as shall be established by the Board. The Board of Directors may hold such other meetings from time to time as the business of the corporation might require and such meetings may be called by any Board Member or by request of 10% of the volunteer Membership. B O D meetings are open to any member of the agency who wishes to attend.

Deleted: The Board of Directors shall consist of Members elected by the general Membership to serve on the B O D and the Executive Director.

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Deleted: Section 4 03 Election and Term of Directors With the exception of the Director serving as the Youth Representative, a Director must be at least 18 years of age or older. All Directors shall be elected at the annual meeting of the General Membership to hold office for three years or until a successor shall have been elected and qualified. Directors can be nominated by any Member of the WRCC, but the B O D must take the initiative to begin the process. Nominations will be announced 15 calendar days prior to the annual meeting.

An interim election may be held by mail should Board Membership drop below four elected members. Notice of such election shall be delivered by mail to the full general membership along with information on candidates and paper ballots. A deadline shall be specified with no less than 15 calendar days allowed for the return of ballots. All other terms remain the same as the election held at the annual meeting.

Deleted:

Deleted:

Deleted: (b) Any Directorship to be filled by reason of an increase in the number of Directors or filled by resignation of a Member of the Board shall be ratified by election at an annual meeting of the General Membership.

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(b) A notice of every meeting of the B O D , stating the time, place and object thereof, shall be delivered personally, emailed or mailed to each Director at a reasonable time prior thereto but notice of any meeting may be waived by any Director. Agenda and minutes of each B O D meeting will be posted in the office for all Members of the agency to review.

Section 4 05, Decision Making and Quorum At every meeting of the Board two-thirds of the Directors will constitute a quorum for the transaction of the business. Decisions will be made by a modified consensus process as outlined in the attached "Modified Consensus Based Meeting Process". Any Member of the agency may give input about a proposal at a B O D meeting, but final decision-making responsibility lies with the elected Directors.

Section 4 06, Telephone Meetings Members of the B O D may participate in a meeting of the B O D by means of a conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other, and participation in a meeting in such a manner shall constitute presence in person at such meeting.

Section 4 07, Executive Committee The Executive Committee shall be composed of all of the elected officers (see Article V). The function of the executive committee is to discuss issues generated at B.O.D. meetings that warrant closer examination than time would allow at a B O D meeting, and to draft subsequent proposals for final approval by the B O D.

Section 4 08, Compensation The Directors shall receive no compensation for their services as such.

Section 4 09, Conflict of Interest Members of the Board of Directors shall not knowingly engage in any activities or transactions in material conflict with their duties and obligations to the corporation while serving in such a capacity. Any Board Member interested in applying for a position within the agency must resign from the Board prior to submitting their application.

Deleted: 6

Deleted: The following is a table exception to the Board having sole decision-making power for the agency, and need to be voted upon by the entire WRCC Membership:

(a) Dissolving the agency. The General Membership has authority to totally dissolve the agency, though the B O D can choose to dissolve the agency financially.

(b) Changing the WRCC By-Laws. The General Membership must approve any and all changes in by-laws that are proposed by the B O D.

(c) Election of the Board of Directors. The General Membership elects the representatives who will serve on the Board, though nomination of representatives may be conducted by the Members who currently sit on the Board.

It and when the above issues come before the General Membership to be decided upon, the decisions will be made based on a two-thirds majority vote. All Members will be notified of the issue for a referendum. The nominating committee will post a ballot box in the office and Members will take responsibility for making an informed choice in the vote.

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Article V

OFFICERS

Section 5.01 Officers The officers of the corporation shall be a Board Coordinator(s), a Secretary, a Treasurer, and such other officers as the B O D from time to time may appoint. No two offices may be held by the same person, and no staff person can be an officer.

Section 5.02 Selection of Officers The Board Coordinator(s), Secretary and Treasurer shall be elected to the B O D from its Membership and shall hold office for a term of two years and until their successors are chosen unless sooner removed by a modified consensus of the B O D.

~~Deleted. the~~

~~Deleted. voting meeting upon the conclusion of the annual meetings and~~

Section 5.03 Removal and Resignation Any officer may be removed at any time by the B O D whenever in the judgment of the Board the best interests of the organization will be served thereby. A meeting will be called for such a purpose, naming the officer(s) whose removal is proposed and the causes for the removal. The officer to be removed must be given an opportunity to present evidence and arguments on his/her own behalf at the meeting at which removal is considered. A decision must be reached via the modified consensus model by the Board in order to remove an officer. The Director in question will be recused from a vote. Any officer may resign at any time by delivering a written notice to the Board signed by such officer. A verbal resignation to the Board followed-up in writing is likewise a valid resignation. Unless otherwise specified therein, a written or verbal resignation shall take effect upon delivery or utterance.

Section 5.04 Vacancies Any vacancy occurring in any office of the Corporation by reason of death, resignation, removal of an officer or otherwise shall be filled by the Directors in the same manner as provided for ordinary elections of officers by Directors, and an officer so chosen shall hold office until the next regular selection for that office or until earlier death, resignation or removal.

Section 5.05 Board Coordinator(s) The Board Coordinator(s) for the Corporation shall have such powers and duties as shall be assigned by the B O D. The Board Coordinator(s) shall convene all meetings of the Members and B O D and the Executive Committee. The Board Coordinator(s) shall have general charge of the affairs of the Corporation and general supervision over its officers, employees and agents.

Section 5.06 Treasurer The Treasurer, subject to the direction and under the supervision of the Board, shall be the financial officer of the Corporation and shall have general charge of the financial concerns of the Corporation. The Treasurer shall have the care and custody of all the funds of the Corporation and shall deposit the same in such banks or other depositories as the board from time to time directs or approves. In the absence of the Board Coordinator, the Treasurer can convene regular and emergency meetings of the Board.

Section 5.07 Secretary The Secretary, subject to the direction and under the supervision of the Board, shall make and maintain a written record of all Board meetings and all actions taken by the Board. In the absence of either or both of the Board Coordinators and of the Treasurer, the Secretary can convene regular and emergency meetings of the Board.

REVISED January 2009

Article VI

COMMITTEES

Section 6 01 There shall be the following Standing Committees of the Board Finance and Board Development The General Membership Committees shall be Social Change and Hotline Advocacy

Section 6 02 Membership All Board Subcommittees shall have one representative from the Board who will be designated the Chair of the Committee This Chairperson will be elected by modified consensus of the B O D for a term of one year Any other member of the WRCC Membership may also choose to serve on a committee provided she has followed the responsibilities outlined in the volunteer job description

Section 6 03 Decision-making Decisions will be made by a modified consensus process as outline in the attached "Modified Consensus Based Meeting Process" All decisions made by a Board Standing or General Membership Committee are regarded as proposals and need to be presented to the B O D for final approval

Section 6 04 Function and Duties The function and duties of the various committees shall be defined by the Members of each committee subject to approval by the B O D The B O D may appoint other committees and delegate rights, duties or responsibilities to any committee as is necessary to further expedite the work of the organization

Section 6 05 Meetings Meetings of each standing committee shall be held as needed, with the usual frequency being once a month Meetings are open to any member of the agency who wishes to attend

Article VII

GENERAL PROVISIONS

Section 7 01 Execution of Instruments Subject to the approval of the B O D , the Board Coordinator(s) may enter into any contract or execute or deliver any instruments in the name and on behalf of the corporation . The board may authorize any other officer or agent to enter into any contract or execute and deliver any instrument in the name and on behalf of the corporation . Any such authorization may be general or limited to specific contracts or instruments .

Section 7 02 Deposits Any funds of the corporation may be deposited from time to time in such banks , trust companies or other depositories as may be determined by the B O D , or by such officers or agents as may be authorized by the board from time to time to make such determination .

Section 7 03 Check, Drafts, etc All notes, drafts, bills of exchange, acceptances, checks, endorsements, and other evidences of indebtedness of the organization shall be documented by the Treasurer, Coordinator(s) or designated agents and likewise shall be paid by those parties, subject to approval by the Board .

Section 7 04 Fiscal Year Unless otherwise determined by the B O D , the fiscal year of the corporation shall commence on the first day of July and terminate on the last day of June .

Article VIII

AMENDMENT

Section 8.01 Amendments These by-laws may be amended at any time at a meeting of the Members called for that purpose fifteen days' notice of such hearing having been given in writing, either by mail or in personal service upon or delivery of the same to such Members.

REVISED January 2009

**Application for Extension of Time To File an
Exempt Organization Return**

OMB No. 1545-1709

Department of the Treasury
Internal Revenue Service► **File a separate application for each return**

- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** and check this box ☒
- If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** (on page 2 of this form)

Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868**Part I Automatic 3-Month Extension of Time. Only submit original (no copies needed).**A corporation required to file Form 990-T and requesting an automatic 6-month extension—check this box and complete Part I only ☐

All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns

Electronic Filing (e-file). Generally, you can electronically file Form 8868 if you want a 3-month automatic extension of time to file one of the returns noted below (6 months for a corporation required to file Form 990-T). However, you cannot file Form 8868 electronically if (1) you want the additional (not automatic) 3-month extension or (2) you file Forms 990-BL, 6069, or 8870, group returns, or a composite or consolidated Form 990-T. Instead, you must submit the fully completed and signed page 2 (Part II) of Form 8868. For more details on the electronic filing of this form, visit www.irs.gov/efile and click on e-file for Charities & Nonprofits.

Type or print	Name of Exempt Organization WOMEN'S RAPE CRISIS CENTER, INC.	Employer identification number 03-0284577
File by the due date for filing your return. See instructions	Number, street, and room or suite no. If a P.O. box, see instructions P.O. BOX 92	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions BURLINGTON VT 05402-0092	

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

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

- The books are in the care of ► **CATHLEEN WILSON**

Telephone No ► **802-864-0555**FAX No ► **802-863-8449**

- If the organization does not have an office or place of business in the United States, check this box ☐
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____ If this is for the whole group, check this box ☐ If it is for part of the group, check this box ☐ and attach a list with the names and EINs of all members the extension will cover

- 1 I request an automatic 3-month (6 months for a corporation required to file Form 990-T) extension of time until **2/15/10**, to file the exempt organization return for the organization named above. The extension is for the organization's return for
- ☐ calendar year or
- ☒ tax year beginning **7/01/08**, and ending **6/30/09**

- 2 If this tax year is for less than 12 months, check reason ☐ Initial return ☐ Final return ☐ Change in accounting period

3a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$
b If this application is for Form 990-PF or 990-T, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$
c Balance Due. Subtract line 3b from line 3a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$

Caution. If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.**For Privacy Act and Paperwork Reduction Act Notice, see Instructions.**Form **8868** (Rev. 4-2009)

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

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

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

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

Type or print File by the extended due date for filing the return. See instructions.	Name of Exempt Organization WOMEN'S RAPE CRISIS CENTER, INC.	Employer identification number 03-0284577
	Number, street, and room or suite no. If a P.O. box, see instructions P.O. BOX 92	For IRS use only
	City, town or post office, state, and ZIP code. For a foreign address, see instructions BURLINGTON VT 05402-0092	

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

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

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

• The books are in the care of **CATHLEEN WILSON**

Telephone No **802-864-0555**

FAX No **802-863-8449**

• If the organization does not have an office or place of business in the United States, check this box ☐

• If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN)

for the whole group, check this box ☐

If it is for part of the group, check this box ☐

If this is

☐ and attach a

list with the names and EINs of all members the extension is for

4 I request an additional 3-month extension of time until **5/15/10**

5 For calendar year , or other tax year beginning **7/01/08**, and ending **6/30/09**

6 If this tax year is for less than 12 months, check reason ☐ Initial return ☐ Final return ☐ Change in accounting period

7 State in detail why you need the extension
ADDITIONAL TIME IS REQUESTED TO GATHER INFORMATION TO PREPARE AND COMPLETE AN ACCURATE RETURN.

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

Signature and Verification

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

Signature ☐

Title **CPA**

Date **2/03/10**

Form **8868** (Rev. 4-2009)