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Return of Organization Exempt From Income Tax

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

OMB No 1545-0047

2008

Department of the Treasury

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

Open to Public Inspection

-			OOOO I		or tax year beginning 7/01		08, and endin	g 6/3	20	, 20	n o	
-				iar year, c	or tax year beginning 7/01	, 200	o, and endin	ig 0/.		r Identification		
	В		applicable	Please use	GALTEODATA MOMENTALA						Humber	
		M Add	ress change	IRS label or print	CALIFORNIA WOMEN LEAD					184448		
		Nan	ne change	or type. See	1029 K STREET, SUITE SACRAMENTO, CA 95814	35			E Telephor			
		Initi	al return	specific	BACKAMENTO, CA 93014				(916	5) 551-1	<u>.920</u>	
		Terr	mination	instruc- tions.								
		Ame	ended return						G Gross re	ceipts \$	275,	<u> 157.</u>
			lication pending	F Name a	and address of principal officer			H(a) Is this	a group return	for affiliates?	Yes	X No
		۰۰۰		Same A	As C Above				affiliates inclu		Yes	No
-		Tay	exempt statu			4947(a)(1) or	527	If 'No,'	attach a list	(see instruction	is)	
-	<u>' </u>				omenlead.org	[] +3+7 (a)(1) OI	1 527	H(=) C	exemption nu			
-	<u>, </u>						L Year of Forma				micile CA	
	<u>K</u>		of organization	X Corpora	ation Trust Association Ot	her ► I	L Year of Forma	tion 197	# 1M 2	ate of legal do	micife CA	
Ę	Pa		Summa			- : 			-	,		
					ganization's mission or most signifi							
	8		<u>nonparti</u>	<u>san, n</u>	<u>onprofit organization</u>	<u>dedicated</u>	to provi	iding_l	<u>eaders</u>	<u>hip</u> and	_campa	ign_
	Activities & Governance	_	training	s. net	working opportunities	, and polic	ă gizena	ssion_t	oruns_	for_won	en	
	E			ed_in_	or who hold elected a	nd_appointe	ed_office	es_Cal	iforni	a Women	_Lead'	\$
	اچ		Check this bo	×	if the organization discontinued its	operations or dis	posed of moi	re than 25	% of its as	sets		1 0
	8	3 1	Number of vo	iting mem	bers of the governing body (Part	/I, line 1a)	11.3			3		15
	ê				it voting members of the governing	body (Part VI, III	ie ib)		F	5		1 <u>5</u> 3
	₹				yees (Part V, line 2a)				}	6		0
	₹				eers (estimate if necessary)	- 10 luman (O)			ŀ	7a		0.
	`				ousiness revenue from Part VIII, lir				ŀ	7a 7b		0.
.	-	D i	vet unrelated	business	taxable income from Form 990-T,	line 34		1				
								P	rior Year		Current Ye	
	ا ه				its (Part VIII, line 1h)				78,6			,528.
	Ĭ				ue (Part VIII, line 2g)				303,4		207,	<u>, 342.</u>
7	Revenue				art VIII, column (A), lines 3, 4, and					04.		287.
2	۳	11 (Other revenu	e (Part-VI	11. column (A), lines 5, 6d, 8c, 9c,	10c, and 11e)			5,2			
ζ.	_	12	Total revenue	T BOUNT	les 8 through 11 (must equal Part	VIII, column (A),	line 12)		387,4	79.	275,	,157.
		13	Grants and s	fillar amo	ounts paid (Part IX, column (A), lir members (Part IX, column (A), lin sation, effectoyee benefits (Part I)	nes 1-3)						
)		14	Benefits paid	to or for	mုember (A), line	e 4)						
ļ	ا ا	15	etaries, othe	er o on Aper	osation, employee benefits (Part I)	(, column (A), line	es 5-10)		257,7	06.	121,	,519.
•	ses	16a F	Polessidian	ໂພກdrausin	g Tesar(Part X, column (A), line 1	1e)						
	鬞		10	SER	ses (Part IX, column (D), line 25)	_						
	ă							·	1.60.0	r1	105	<u></u>
9			10	-	X, column (A), lines 11a-11d, 11f-			-	168,8			<u>, 622.</u>
			-		nes 13-17 (must equal Part IX, col	umn (A), line 25)			426,5			,141.
_		19 F	Revenue less	expense	s Subtract line 18 from line 12				<u>-39,0</u>	78.	48,	,016.
	Assets or 1 Balances							Begir	ning of Ye	ear	End of Ye	ar
	\$ E	20 1	Total assets ((Part X, III	ne 16)				47,8	93.	83,	,194.
	₹	21 1	Total liabilitie	s (Part X,	line 26)				39,5	10.	26,	,794.
	Figure 1	22 1	Vet assets	-fund hala	ances. Subtract line 21 from line 20)			8,3	83.	56.	,400.
ı	Pa	ती		ure Bla		•				•••		
ı	į u		/ 						1.4. 41. 4. 4. 4.	. 6		
			Under penaltie true, concert, a	es of perjury, and complete	I declare that have examined this return in the vector to the property (other than officer)	cluding accompanying s is based on all informat	schedules and st tion of which prej	atements, an parer has any	knowledge	of my knowleds	ge and belief	, It IS
	c: .			1Dold	VILLAR			1	2/22	hair)	
	Sig He		Signatu. 9	/ 	17/0:		 	Da	200	1001 C	<u> </u>	
	пе	e	Signature		1 Midsolia					~~~~~		
				MAZ	1 Michelin			EXECU	TIVE L	IRECTOR	<u> </u>	
			Type or pi	rint name an	d title				-			
			1				Date /		neck (f elf-	(see instr	s identifying i uctions)	number
	Pai		Preparer's				3/5/	er	nployed ►			
	Pr∈		signature	Cha	rles A. Nicholson		1/3//	0		N/A		
		er's	Firm's name (holson & Olson, C.P.A	.'s						
	Us On		yours if self- employed).		Sunrise Avenue, Suit			EI	N ► N	/A		
	υII	ıy	address, and ZIP + 4		eville, CA 95661						86-799	7
-	May	the IF			with the preparer shown above? (s	ee instructions)					Yes	No
•	_				work Reduction Act Notice, see th		tions.		TEEA0112L		Form 99	_
							-,, -, , -, ,		, 12L			- (=====)

	1 990 (2008) CALIFORNIA WOMEN LEAD	51-018444	1.0		age 2
Pai		 .			
1					
	See Schedule 0				
					
2	Did the organization undertake any significant program services during the year which were not listed on the pri	or			
	Form 990 or 990-EZ?		Yes	X	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	X	No
	If 'Yes,' describe these changes on Schedule O.	ب			
4	Describe the exempt purpose achievements for each of the organization's three largest program services by exp	oncos Sostion	501/a\	(2)	
7	and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations	itions to others	the tot	al	
	expenses, and revenue, if any, for each program service reported.		,		
4 a	a (Code) (Expenses \$ 179,431. including grants of \$) (Rev	enue \$)
	PERFORM RESEARCH PROJECTS AS TO WOMEN & POLITICS				
	EDUCATE & INFORM WOMEN THROUGH NEWSLETTERS, CHAPTER MEETINGS,				
	AND ADDATAL EVENING				
			. .		
41	o (Code) (Expenses \$ including grants of \$) (Rev	enue Š			``
				•	— <i>'</i>
		A			
40	: (Code) (Expenses \$ including grants of \$) (Rev	enue \$			 >
					
Α.Α	Other program services (Describe in Schedule O.)				
40	Other program services (Describe in Schedule O.)				
	(Expenses \$ including grants of \$) (Revenue \$				
4 e	Total program service expenses ► \$ 179, 431. (Must equal Part IX, Line 25, column (B))				

Part IV Checklist of Required Schedules

<u> </u>			T	
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		X
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? If 'Yes,' complete Schedule C, Part II	4		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	5_		
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	6		Х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If 'Yes,' complete Schedule D, Part II	7		Х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III	8		Х
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	9		Х
10	Did the organization hold assets in term, permanent, or quasi-endowments? If 'Yes,' complete Schedule D, Part V	10		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, VIII, VIII, IX, or X as applicable	11	Х	
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	12	Х	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E	13		Х
14a	Did the organization maintain an office, employees, or agents outside of the U.S.?	14a		Х
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	14b		Х
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	15		Х
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	16		х
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If 'Yes,' complete Schedule G, Part I	17		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	18		X
19	Did the organization report more than \$15,000 on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III	19		X
20	Did the organization operate one or more hospitals? If 'Yes,' complete Schedule H	20		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	21		X
22	Did the organization report more than \$5,000 on Part IX, column (A), line 27 If 'Yes,' complete Schedule I, Parts I and III	22		Х
23	Did the organization answer 'Yes' to Part VII, Section A, questions 3, 4, or 5° If 'Yes,' complete Schedule J	23		Х
24 a	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, and that was issued after December 31, 2002? If 'Yes,' answer questions 24b-24d and complete Schedule K If 'No, 'go to question 25	24a		Х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?	24d		
25 a	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	25 a		Х
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	25b		Х
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	26		Х
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	27		Х
BAA		Form	990	(2008)

Pa	rt 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	28a		Х
	b Have a family member who had a direct or indirect business relationship with the organization? If 'Yes,' complete Schedule L, Part IV	28b		_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	28c		Х
29	Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M	29		Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule M	30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II	32		Х
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	33		Х
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	34		Х
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	35		Х
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If 'Yes,' complete Schedule R, Part V, line 2	36		Х

Statements Regarding Other IRS Filings and Tax Compliance Part V Yes No 1a Enter the number reported in Box 3 of form 1096, Annual Summary and Transmittal of U.S. 0 Information Returns. Enter 0- if not applicable 1 a 0 b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming 10 (gambling) winnings to prize winners? 2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the 3 calendar year ending with or within the year covered by this return 2b Х 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) 3a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by Х За this return 3b b 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 Х 4 a financial account in a foreign country (such as a bank account, securities account, or other financial account) **b** 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? 5b X b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? c If 'Yes,' to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction? 50 6a 6a Did the organization solicit any contributions that were not tax deductible? b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not 6 b deductible? 7 Organizations that may receive deductible contributions under section 170(c). Х a Did the organization provide goods or services in exchange for any guid pro quo contribution of more than \$75? 7 a 7b b If 'Yes,' did the organization notify the donor of the value of the goods or services provided? c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Х 7 c Form 8282 d If 'Yes,' indicate the number of Forms 8282 filed during the year 7d e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7 f f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? X g For all contributions of qualified intellectual property, did the organization file Form 8899 as required? 7 q 7h h For all contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required? 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? 8 9 Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds. 9 a a Did the organization make any taxable distributions under section 4966? 9b **b** Did the organization make any distribution to a donor, donor advisor, or related person? 10 Section 501(c)(7) organizations. Enter: a Initiation fees and capital contributions included on Part VIII. line 12 10 a b Gross Receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b 11 Section 501(c)(12) organizations. Enter a Gross income from other members or shareholders. 11 a b Gross income from other sources (Do not net amounts due or paid to other sources against 11_b 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? 12 a

12_b

Form 990 (2008)

b If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year

BAA

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

<u> </u>		Governing Body and Management				
		'Yes' response to lines 2-7b below, and for a 'No' response to lines 8 or 9b below, des, or changes in Schedule O See instructions	escribe the circumstances,		Yes	No
1	a Enter the	e number of voting members of the governing body	1a 15	5		
	b Enter the	e number of voting members that are independent	1b 15			
2	Did any officer, of	officer, director, trustee, or key employee have a family relationship or a business rela irector, trustee or key employee?	ationship with any other	2		Х
3	Did the c	irganization delegate control over management duties customarily performed by or ur s, directors or trustees, or key employees to a management company or other persor	nder the direct supervision	3		X
4		rganization make any significant changes to its organizational documents		4		X
	since the	prior Form 990 was filed?				
5	Did the c	rganization become aware during the year of a material diversion of the organization'	s assets?	5		X
6	Does the	organization have members or stockholders?		6		X
7	a Does the governin	organization have members, stockholders, or other persons who may elect one or m g body?	ore members of the	7a		Х
	b Are any	decisions of the governing body subject to approval by members, stockholders, or otr	er persons?	7b		Χ
8	Did the o	rganization contemporaneously document the meetings held or written actions underlying:	taken during the year by			
	a The gove	erning body? .		8a		X
	b Each cor	nmittee with authority to act on behalf of the governing body?		8b		X
9	a Does the	organization have local chapters, branches, or affiliates?		9a	Х	
	b If 'Yes,' o	does the organization have written policies and procedures governing the activities of ches to ensure their operations are consistent with those of the organization?	such chapters, affiliates,	9b	_X	
10	Was a co	ppy of the Form 990 provided to the organization's governing body before it was filed? in Schedule O the process, if any, the organization uses to review the Form 990 $$ S	All organizations must ee Schedule 0	10	Х	
	Is there	any officer, director or trustee, or key employee listed in Part VII, Section A, who can tion's mailing address? <i>If 'Yes,' provide the names and addresses in Schedule O</i>		11		Х
_						
<u>se</u>	ction B.	Policies		_		
se	ction B.	Policies			Yes	No
		organization have a written conflict of interest policy? If 'No,' go to line 13		12a	Yes	No X
12	a Does the	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the	hat could give rise	12a	Yes	
12	 a Does the b Are office to conflice c Does the 	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the	· ·		Yes	X
12	a Does the b Are office to conflic c Does the Schedule	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the ts?	· ·	12b	Yes	X
12	a Does the b Are office to conflice c Does the Schedule	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the organization regularly and consistently monitor and enforce compliance with the police of how this is done	· ·	12b	Yes	X X X
12 13 14	a Does the b Are officito conflic c Does the Schedule Does the Does the	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the ts? organization regularly and consistently monitor and enforce compliance with the police of how this is done organization have a written whistleblower policy?	cy? If 'Yes,' describe in	12b 12c 13	Yes	X X X X
12 13 14 15	a Does the b Are office to conflice c Does the Schedule Does the Does the Did the persons,	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the organization regularly and consistently monitor and enforce compliance with the police of how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy?	cy? If 'Yes,' describe in	12b 12c 13	Yes	X X X X
12 13 14 15	a Does the b Are office to conflict c Does the Schedule Does the Does the Did the p persons, a The orga	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the? organization regularly and consistently monitor and enforce compliance with the police O how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and deci	cy? If 'Yes,' describe in	12b 12c 13 14	Yes	X X X X
12 13 14 15	a Does the b Are office to conflice c Does the Schedule Does the Does the Did the p persons, a The orga	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the? organization regularly and consistently monitor and enforce compliance with the police of how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and decinization's CEO, Executive Director, or top management official?	cy? If 'Yes,' describe in	12b 12c 13 14	Yes	X X X X
12 13 14 15	a Does the b Are office to conflic c Does the Schedule Does the Does the Did the p persons, a The orga b Other off Describe a Did the c	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the? organization regularly and consistently monitor and enforce compliance with the police of how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and decinization's CEO, Executive Director, or top management official?	cy? If 'Yes,' describe in pproval by independent sion	12b 12c 13 14	Yes	X X X X
12 13 14 15	a Does the b Are office to conflic c Does the Schedule Does the Does the Did the p persons, a The orga b Other off Describe a Did the c entity du b If 'Yes,' I in joint vi	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the? organization regularly and consistently monitor and enforce compliance with the police of how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and decinization's CEO, Executive Director, or top management official? incers of key employees of the organization? the process in Schedule O. (see instructions) organization invest in, contribute assets to, or participate in a joint venture or similar aring the year? The sthe organization adopted a written policy or procedure requiring the organization tenture arrangements under applicable federal tax law, and taken steps to safequard the	cy? If 'Yes,' describe in pproval by independent sion rrangement with a taxable to evaluate its participation	12b 12c 13 14 15a 15b	Yes	X X X X X
12 13 14 15	a Does the b Are office to conflic c Does the Schedule Does the Does the Did the p persons, a The orga b Other off Describe a Did the c entity du b If 'Yes,' I in joint vi status wi	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the? organization regularly and consistently monitor and enforce compliance with the police O how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and decinization's CEO, Executive Director, or top management official? incers of key employees of the organization? the process in Schedule O. (see instructions) organization invest in, contribute assets to, or participate in a joint venture or similar aring the year? The sthe organization adopted a written policy or procedure requiring the organization the enture arrangements under applicable federal tax law, and taken steps to safeguard the respect to such arrangements?	cy? If 'Yes,' describe in pproval by independent sion rrangement with a taxable to evaluate its participation	12b 12c 13 14 15a 15b	Yes	X X X X X
13 14 15	a Does the b Are office to conflic c Does the Schedule Does the Does the Did the p persons, a The orga b Other off Describe a Did the c entity du b If 'Yes,' I in joint vistatus wi ction C.	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the? organization regularly and consistently monitor and enforce compliance with the police O how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and decrinization's CEO, Executive Director, or top management official? incers of key employees of the organization? the process in Schedule O. (see instructions) organization invest in, contribute assets to, or participate in a joint venture or similar a ring the year? The process in Schedule A written policy or procedure requiring the organization tenture arrangements under applicable federal tax law, and taken steps to safeguard the respect to such arrangements? Disclosures	cy? If 'Yes,' describe in pproval by independent sion rrangement with a taxable to evaluate its participation	12b 12c 13 14 15a 15b	Yes	X X X X X
12 13 14 15	a Does the b Are office to conflict c Does the Does the Does the Did the p persons, a The orga b Other off Describe a Did the c entity du b If 'Yes,' I in joint vi status wi ction C.	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the? organization regularly and consistently monitor and enforce compliance with the police O how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and decinization's CEO, Executive Director, or top management official? incers of key employees of the organization? the process in Schedule O. (see instructions) reganization invest in, contribute assets to, or participate in a joint venture or similar aring the year? has the organization adopted a written policy or procedure requiring the organization tenture arrangements under applicable federal tax law, and taken steps to safeguard the respect to such arrangements? Disclosures Itates with which a copy of this Form 990 is required to be filed None	pproval by independent sion rrangement with a taxable to evaluate its participation he organization's exempt	12b 12c 13 14 15a 15b 16a		X X X X X
12 13 14 15	a Does the b Are office to conflict c Does the Schedule Does the Does the Did the p persons, a The orga b Other off Describe a Did the c entity du b If 'Yes,' I in joint vistatus wi ction C. List the s Section (inspectio	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the? organization regularly and consistently monitor and enforce compliance with the police O how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and decrinization's CEO, Executive Director, or top management official? incers of key employees of the organization? the process in Schedule O. (see instructions) organization invest in, contribute assets to, or participate in a joint venture or similar a ring the year? The process in Schedule A written policy or procedure requiring the organization tenture arrangements under applicable federal tax law, and taken steps to safeguard the respect to such arrangements? Disclosures	pproval by independent sion rrangement with a taxable to evaluate its participation he organization's exempt	12b 12c 13 14 15a 15b 16a		X X X X X
13 14 15 16	a Does the b Are office to conflice c Does the Schedule Does the Did the p persons, a The orga b Other off Describe a Did the c entity du b If 'Yes,' I in joint vistatus wi ction C. List the s Section 6 inspectio Own Describe	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the ts? organization regularly and consistently monitor and enforce compliance with the policies of how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and decinization's CEO, Executive Director, or top management official? incers of key employees of the organization? the process in Schedule O. (see instructions) riganization invest in, contribute assets to, or participate in a joint venture or similar a ring the year? In as the organization adopted a written policy or procedure requiring the organization tenture arrangements under applicable federal tax law, and taken steps to safeguard to the respect to such arrangements? Disclosures tates with which a copy of this Form 990 is required to be filed None in Indicate how you make these available Check all that apply, website Another's website Upon request	pproval by independent sion rrangement with a taxable to evaluate its participation he organization's exempt	12b 12c 13 14 15a 15b 16a	or put	X X X X X X X X
12 13 14 15 16	a Does the b Are office to conflic c Does the Schedule Does the Does the Does the Did the p persons, a The orga b Other off Describe a Did the c entity du b If 'Yes,' I in joint vistatus wi ction C. List the s Section 6 inspectio Own Describe statemer State the	organization have a written conflict of interest policy? If 'No,' go to line 13 ers, directors or trustees, and key employees required to disclose annually interests the tas? organization regularly and consistently monitor and enforce compliance with the police of how this is done organization have a written whistleblower policy? organization have a written document retention and destruction policy? rocess for determining compensation of the following persons include a review and a comparability data, and contemporaneous substantiation of the deliberation and decinization's CEO, Executive Director, or top management official? ideas of key employees of the organization? the process in Schedule O. (see instructions) reganization invest in, contribute assets to, or participate in a joint venture or similar a ring the year? has the organization adopted a written policy or procedure requiring the organization tenture arrangements under applicable federal tax law, and taken steps to safeguard the respect to such arrangements? Disclosures tates with which a copy of this Form 990 is required to be filed None in Indicate how you make these available Check all that apply. Website Another's website Upon request	pproval by independent sion rrangement with a taxable to evaluate its participation he organization's exempt 1 990-T (501(c)(3)s only) available, conflict of interest police.	12b 12c 13 14 15a 15b 16a 16b	or put	X X X X X X X X

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) or 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 no	t compens	ate ar	ту о	ffice	r, di	rector	, tru	stee, or key employe	э.	
(A)	(B)							(D)	(E)	(F)
Name and Title	Average hours		Position (check all that apply)					Reportable	Reportable	Estimated
	per week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W 2/1099-MISC)	amount of other compensation from the organization and related organizations
RACHEL OTTE MICHELIN										
Executive Direc	40			Х				87,831.	0.	0.
						<u></u>				

Part VII Section A. Officers, Directors, Trus	tees, i	<u>\ey</u>	Er	npı	oye	ees	, an				ont)
(A)	(B)	L		-	c)			(D)	(E)	(F)	
 Name and Title 	Average hours	⊢-				_		Reportable compensation from	Reportable compensation from	Estimated amount of o	d ther
•	per week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	related organizations (W 2/1099-MISC)	compensat from the	ion
		rect	tutio	ğ	emp	est c	ner	(11 2.1000 111100)	(<u>-</u> ,	organization	on
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	<u> </u>				L						
1 b Total							<u> </u>	87,831.	0.		0.
2 Total number of individuals (including those in 1a) w	ho rece	ıved	mo	re th	nan	\$100	0,000	0 in reportable cor	mpensation from the	е	
organization ► 0											T
										Yes	No_
3 Did the organization list any former officer, director	or truste	e, k	еу е	empl	oye	e, o	r hıg	hest compensated	d employee		١.,
on line 1a? If 'Yes,' compléte Schedule J for such in										3	X
4 For any individual listed on line 1a, is the sum of rep the organization and related organizations greater the	ortable an \$150	com	iper	ısatı F'Ye	on a	and (othe	r compensation fr Schedule I for si	om ech		
individual	αιτφισ	3,000	J. 11	1 10	,,,	.Omp	noto	ouricadio 5 for 50		4	X
5 Did any person listed on line 1a receive or accrue co	mnens	ation	fro	m ai	nv i	ınrel	ated	l organization for	services		
rendered to the organization? If 'Yes,' complete Sch	edule J	for s	such	n pei	rsor	1 OI	atoc	- or garmzattor tor t		5	X
Section B. Independent Contractors										 	
Complete this table for your five highest compensate compensation from the organization.	ed indep	end	ent	cont	tract	tors	that	received more that	an \$100,000 of		
								<u> </u>			
(A) Name and business addres	_							(B) Description (of Services	(C) Compensation	on
rame and business address								2030112011			
									•		
					•						
									-	· · · · · · · · · · · · · · · · · · ·	
2 Total number of independent contractors (including	hose in	1) w	vho	rece	SIVE	d mr	ore t	han \$100,000 in			
compensation from the organization > 0		., •						4 .00,000			

ra	nt viii Statement of Revenue				
	,	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS	1 a Federated campaigns b Membership dues c Fundraising events d Related organizations e Government grants (contributions) f All other contributions, gifts, grants, and similar amounts not included above g Noncash contribus included in lns 1a-1f h Total. Add lines 1a-1f	67,528.			
UE	Business Code				
PROGRAM SERVICE REVENUE	2a Membership Dues & Assessments	45,960.	45,960.		
RE	<pre>b seminars/conferences</pre>	161,382.	161,382.		
VICE	с				
SER	d				
Ψ	e				
OGR	f All other program service revenue.				
PR	g Total. Add lines 2a-2f	207,342.			,
	3 Investment income (including dividends, interest and	207			207
	other similar amounts)	287.			287.
	4 Income from investment of tax-exempt bond proceeds	<u> </u>			
	5 Royalties	<u> </u>			
	(i) Real (ii) Personal	-			
	6a Gross Rents	-{			
	b Less. rental expenses	┥			
	c Rental income or (loss)	Ⅎ	1		İ
	d Net rental income or (loss) (i) Securities (ii) Other				
	7a Gross amount from sales of assets other than inventory	┨			
	•	-{			
	b Less cost or other basis and sales expenses	<u> </u>			
	c Gain or (loss)	┪			
	d Net gain or (loss)	=	İ		1
UE	8a Gross income from fundraising events				
ĒN	(not including \$ of contributions reported on line 1c).				
OTHER REVEN	See Part IV, line 18.				
HER	b Less: direct expenses.	-			
6	c Net income or (loss) from fundraising events	≓	İ		
	-	1		-	
	9a Gross income from gaming activities. See Part IV, line 19				
	b Less direct expenses b	7			
	c Net income or (loss) from gaming activities	₹]			
	10a Gross sales of inventory, less returns and allowances				
	b Less cost of goods sold b				
	c Net income or (loss) from sales of inventory	7	j		1
	Miscellaneous Revenue Business Code		777		
	11 a	<u></u>			
	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	<u>▶ 275,157.</u>	207,342.	0.	287.

Part IX | Statement of Functional Expenses
Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must com	plete column (A) but are n	ot required to complete column	s (B), (C), and (D),
An other organizations must comp	picto coluinii (A) pat aic iii	or required to complete column	2 (2), (2), a (2).

	All other organizations must com	·			
Do 1 6b,	not include amounts reported on lines 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	87,832.	70,266.	17,566.	0.
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1) and persons described in section 4958(c)(3)(B)	0.	0.	0.	0.
7	Other salaries and wages	18,632.	14,906.	3,726.	
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	10,990.	8,792.	2,198.	
9	Other employee benefits.	4,065.	3,252.	813.	<u> </u>
10	Payroll taxes		-,		
	Fees for services (non-employees)			- +	
	Management				
	o Legal				······································
	-	4,550.		4,550.	
	Accounting	4,330.		4,550.	
	Lobbying				
	Prof fundraising svcs. See Part IV, In 17				
	Investment management fees		·		
	Other				
12	Advertising and promotion				
13	Office expenses	3,768.	3,014.	754.	
14	Information technology				
15	Royalties				
16	Occupancy	25,065.	20,052.	5,013.	
17	Travel	5,140.	4,112.	1,028.	
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	20,039.	20,039.		
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	146.	117.	29.	
	Insurance. 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	Printing and Publications	7,573.	6,058.	1,515.	
Ŀ	CHAPTER EXPENSE	7,428.	7,428.		
	: TELEPHONE	6,589.	5,271.	1,318.	
	WEB MANAGEMENT	6,185.	6,185.		
	Postage and Shipping	4,886.	3,909.	977.	
	All other expenses	14,253.	6,030.	8,223.	
	Total functional expenses Add lines 1 through 24f	227,141.	179,431.	47,710.	0.
	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.				
BAA				· · · · · · · · · · · · · · · · · · ·	Form 990 (2008)

	411.75	- Balance Sheet			(A) Beginning of year		(f End c	B) of year		
	1	Cash - non-interest-bearing			100.	1		_		
	2	Savings and temporary cash investments			47,250.	2		82,2	270.	
	3	Pledges and grants receivable, net.				3				
	4	Accounts receivable, net			500.	4				
	5	Receivables from current and former officers, directors or other related parties. Complete Part II of Schedule	s, trust L	ees, key employees,		5				
	6	Receivables from other disqualified persons (as define	ed unde	er section 4958(f)(1))						
۸		and persons described in section 4958(c)(3)(B). Comp	lete Pa	art II of Schedule L		6				
A S S E T S	7	Notes and loans receivable, net				7	_			
Ĕ	8	Inventories for sale or use				8				
Ś	9	Prepaid expenses and deferred charges				9				
	10 a	Land, buildings, and equipment cost basis	10 a	30,468.						
	b	Less accumulated depreciation Complete Part VI of								
		Schedule D	10 ь	29,544.	43.	10 c		9	24.	
	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			<u> </u>	
	15	Other assets. See Part IV, line 11				15				
	16	Total assets. Add lines 1 through 15 (must equal line	34)		47,893.	16		83,1		
	17	Accounts payable and accrued expenses			4,120.	17		9,0	70.	
	18	Grants payable			45.000	18		15 0		
	19	Deferred revenue		ļ	15,000.	19		15,0	000.	
Ĭ	20 Tax-exempt bond liabilities 20									
ĝ	21 Escrow account liability. Complete Part IV of Schedule D									
LIABILITIES	22	Payables to current and former officers, directors, trus highest compensated employees, and disqualified per	stees, I sons. (key employees, Complete Part II						
E		of Schedule L		. }		22				
S	23	Secured mortgages and notes payable to unrelated th	ırd par	ties		23				
	24	Unsecured notes and loans payable		-	20 200	24		2 -	104	
	25	Other liabilities Complete Part X of Schedule D		-	20,390.	25			24.	
	26	Total liabilities. Add lines 17 through 25	[v]		39,510.	26		26,7	94.	
N E T		Organizations that follow SFAS 117, check here ►	X ar	id complete lines						
		27 through 29 and lines 33 and 34.			8,383.	27		56,4	١٨٨	
ASSE	27	Unrestricted net assets		•	0,303.	27		36,4	100.	
Ī	28 29	Temporarily restricted net assets. Permanently restricted net assets		•		29				
R	29	Organizations that do not follow SFAS 117, check her	a Þ	and complete		123				
		lines 30 through 34.	e -	and complete						
FUZD	30	Capital stock or trust principal, or current funds				30				
	31	Paid-in or capital surplus, or land, building, and equip	ment fi	ınd		31	-			
BALAZCES	32	Retained earnings, endowment, accumulated income,		T T		32				
Ñ	33	Total net assets or fund balances.	01 041	or railes	8,383.	33		56,4	100.	
Ĕ	34	Total liabilities and net assets/fund balances.			47,893.	34		83,1		
Pa	rt X				1770301	<u> </u>		00,1		
		The state of the s						Yes	No	
		· · · —	ash		Other				77	
		re the organization's financial statements compiled or r		•	ccountant?		2a		X	
b Were the organization's financial statements audited by an independent accountant?							Х			
	rev	Yes' to 2a or 2b, does the organization have a committed lew, or compilation of its financial statements and selections.	tion of	an independent accour	ntant?		2c		_	
3	a As Aud	a result of a federal award, was the organization requir dit Act and OMB Circular A-133?	ed to u	undergo an audit or aud	lits as set forth in the S	ıngle	3a		Х	
		Yes,' did the organization undergo the required audit or					3b			
DΛ								990 (20087	

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

To be completed by all section 501 (c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.

Open to Public Inspection

OMB No 1545 0047

Department of the Treasury Internal Revenue Service Name of the organization

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

Employer identification number

			WOMEN								18444			
Par	t 1	Reas	on for Pu	ıblic Charity Statı	us (All organizations	s must	comp	ete th	s part	.) (see	ınstru	ictions)		
The o	orga	nızatıon	ıs not a prı	vate foundation becau	se it is: (Please check or	nly one d	organiza	tion.)						
1		A churc	h, convent	ion of churches or ass	ociation of churches desc	cribed in	section	170(b)(1) (A)(i).					
2		A school	ol described	d in section 170(b)(1)(A	A)(ii). (Attach Schedule E	. .)								
3		A hospi	tal or coop	erative hospital service	e organization described	ın secti o	n 170(b	χ1χΑχί	i i). (Atta	ach Sche	edule H.))		
4		A medi	cal researcl	h organization operate	d in conjunction with a ho	ospital d	escribed	in sect	ion 170	(b)(1)(A)	(iii). Ent	er the hosp	ıtal's	
			city, and sta											
5		170(b)(°	i)(A)(ıv). ((Complete Part II)	of a college or university		·	-	_	nmental	unit des	cribed in se	ction	
6 7		An orga	inization th		governmental unit descrit substantial part of its suj art II.)					or from	the gene	eral public o	descrit	ed
8		A community trust described in section 170(b)(1)(A)(vi). (Complete Part II)												
9	X	An organization that normally receives (1) more than 33-1/3 % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions — subject to certain exceptions, and (2) no more than 33-1/3 % of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See section 509(a)(2). (Complete Part III.)												
10		An orga	ınızatıon or	ganized and operated	exclusively to test for pul	blic safe	ty. See	section	509(a)(4	1). (see	ınstructı	ons)		
11		An orga more pu describe	nization or ublicly supp es the type	ganized and operated orted organizations d of supporting organiz	exclusively for the benefi escribed in section 509(a tation and complete lines	it of, to p)(1) or s 11e thro	perform section 5 ough 11	the func 09(a)(2) 1	tions of . See s	, or carr ection 5	y out the 09(a)(3) .	e purposes Check the	of one box tl	or hat
		ر a 🔲 Ty	pe I	b Type II	c 🔲 Type II	I – Fund	ctionally	ıntegrat	ed		d 🗌	Type III-	Other	
е		By check than four 509(a)(2	ındatıon ma	ox, I certify that the or anagers and other that	ganization is not controlled one or more publicly su	ed direct ipported	ly or ind organiz	lirectly b ations d	y one o escribe	r more o d in sect	disqualifi tion 509(ied person: (a)(1) or sec	s othei ction	r
f			ganızatıon	received a written det	ermination from the IRS t	that is a	Type I,	Туре II (or Type	III supp	orting or	rganızatıon,		
g		Since A	ugust 17, 2	2006, has the organiza	tion accepted any gift or	contribu	ution froi	m any o	f the fol	lowing p	ersons?			
													Yes	No
		(i) a be	person who low, the go	o directly or indirectly overning body of the si	controls, either alone or to upported organization?	ogether	with per	sons de	scribed	ın (II) ar	nd (III)	11 g (ı)		
		(iı) a	family mem	nber of a person desc	ribed in (i) above?							11 g (iı)		
					described in (i) or (ii) ab							11 g (iii)		
h		Provide	the followi	ng information about t	ne organizations the orga	nızatıon	support	ts						
	(0)	Name of S Organiz	Supported ation	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	organizat (i) listed gove	Is the tion in cold in your traing ment?	the organ	ou notify ization in (i) of ipport?	organizat (i) organi	s the ion in colin zed in the S ?	(vi) Amour	t of Sup	port
						Yes	No	Yes	No	Yes	No			
-												-		
									-					
					·			-						
•		"												
												·		

	Caranteta and for all and a		5 7 - 0 0 - 4 D - 14		-(-)(-)(-)			//	
Sec	(Complete only if you checke tion A. Public Support	ed the box on line	5, 7, or 8 of Part	. 1.)					
	ndar year (or fiscal year nning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	3	(f) Tota	ı
1	Gifts, grants, contributions and membership fees received. (Do not include 'unusual grants.')								
2	Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf							· · ·	
3	The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge								
4	Total. Add lines 1-3		L						
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								
<u>Sec</u>	tion B. Total Support				_		1		
	ndar year (or fiscal year nning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	3	(f) Tota	1
7	Amounts from line 4								
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources								
9	Net income form unrelated business activities, whether or not the business is regularly carried on								
10	Other income. Do not include gain or loss form the sale of capital assets (Explain in Part IV)								
11	Total support. Add lines 7 through 10								
12	Gross receipts from related activ	ities, etc. (see ins	structions)				12		
13	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.								► □
Sec	tion C. Computation of Pu	blic Support	Percentage						
14	Public support percentage for 20	08 (line 6, column	(f) divided by lin	e 11, column (f)			14		<u>%</u>
15	Public support percentage for 20	07 Schedule A, P	art IV-A, line 26f				15		%
16 a	33-1/3 support test — 2008. If the and stop here. The organization	organization did qualifies as a pub	not check the box	x on line 13, and ganization	the line 14 is 33-1	/3 % or more	e, ched	ck this box	► □
t	33-1/3 support test — 2007. If the and stop here. The organization	organization did qualifies as a pub	not check a box o licly supported or	on line 13, or 16a, ganization	and line 15 is 33-	1/3% or mor	e, che	ck this box	► □
17 a	10%-facts-and-circumstances tea or more, and if the organization the organization meets the 'facts	meets the 'facts-a	ınd-cırcumstances	s' test, check this	box and stop here	e. Explain in f	Part I∖	/ how	► □
	10%-facts-and-circumstances tea or more, and if the organization i organization meets the 'facts-and	meets the 'facts-a d-circumstances'	ind-circumstances test. The organiz	s' test, check this zation qualifies as	box and stop here a publicly suppor	e. Explain in l ted organizat	Part I\ ion.	/ how the	
	Private foundation. If the organiz	zation did not che	ck a box on line,	13, 16a, 16b, 17a,					2,0000
BAA					S	chedule A (F	orm 9	90 or 990- ∟ ∠	.) 2008

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

<u> </u>	(Complete only if you chec	wed ale pox oil illi	e 9 01 Part I.)				
	tion A. Public Support				· T	.,	= :
	ndar year (or fiscal yr 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 'unusual grants.')	49,163.	202,487.	220,997.	147,222.	113,488.	733,357.
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in a activity that is related to the organization's tax-exempt	242 501	200 440	000 171	040.053	161 200	
3	purpose Gross receipts from activities that are not an unrelated trade or business	349,501.	229,449.	220,171.	240,053.	161,382.	1,200,556.
4	under section 513 Tax revenues levied for the						0.
•	organization's benefit and either paid to or expended on its behalf						0.
5	The value of services or facilities furnished by a governmental unit to the organization without charge						0.
-	Total. Add lines 1-5	398,664.	431,936.	441,168.	387,275.	274,870.	1,933,913.
7 a	Amounts included on lines 1, 2, 3 received from disqualified persons	0.	0.	0.	0.	0.	0.
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.	0.	0.	0.	0.	0.	
	and 12 for the year or \$5,000	0.	0.	0.	0.	0.	0.
	Add lines 7a and 7b	0.	0.	<u> </u>	<u>U.</u>	···	<u> </u>
8	Public support (Subtract line						1 000 010
	7c from line 6)						1,933,913.
	TIAN K TATAL SUNNAM						
	tion B. Total Support		 T				
Cale	ndar year (or fiscal yr beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
Cale	ndar year (or fiscal yr beginning in) Amounts from line 6	(a) 2004 398, 664.	(b) 2005 431, 936.	(c) 2006 441, 168.	(d) 2007 387, 275.	(e) 2008 274, 870.	(f) Total 1, 933, 913.
Cale	ndar year (or fiscal yr beginning in)	398,664.	431,936.	441,168.	387,275.	274,870.	1,933,913.
Cale 9 10 a	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form						
Cale 9 10 a	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses	398,664.	431,936.	441,168.	387,275.	274,870.	3,877.
Cale 9 10 a	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975	398,664. 1,436.	1,399.	441,168. 551.	204.	274,870. 287.	1,933,913. 3,877. 0.
Caler 9 10 a b	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is	398,664. 1,436.	1,399.	441,168. 551.	204.	274,870. 287.	3,877. 0. 3,877.
Caler 9 10 a b	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12)	1,436. 1,436.	1,399. 1,399.	551. 551.	204. 204.	274,870. 287. 287.	1,933,913. 3,877. 0. 3,877. 0. 1,937,790.
Calei 9 10 a b c 11 12	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12) First five years. If the Form 990 is organization, check this box and	398, 664. 1, 436. 1, 436. s for the organization here.	1,399. 1,399. on's first, second,	551. 551.	204. 204.	274,870. 287. 287.	1,933,913. 3,877. 0. 3,877. 0. 1,937,790.
Calei 9 10 a b c 11 12	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12)	398, 664. 1, 436. 1, 436. s for the organization here.	1,399. 1,399. on's first, second,	551. 551.	204. 204.	274,870. 287. 287.	1,933,913. 3,877. 0. 3,877. 0. 1,937,790.
Calei 9 10 a b c 11 12 13 14 Sec 15	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12) First five years. If the Form 990 is organization, check this box and tion C. Computation of Pu	398, 664. 1, 436. 1, 436. s for the organization stop here. blic Support P 8 (line 8, column and stop the	1,399. 1,399. 1,399. on's first, second, ercentage (f) divided by line	441,168. 551. third, fourth, or	204. 204.	274,870. 287. 287.	1,933,913. 3,877. 0. 3,877. 0. 1,937,790. ►□
Calei 9 10 a b c 11 12 13 14 Sec 15 16	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12) First five years. If the Form 990 is organization, check this box and tion C. Computation of Pu Public support percentage from 20	398, 664. 1, 436. 1, 436. s for the organization stop here. blic Support P 08 (line 8, columnic 2007 Schedule A, F	1,399. 1,399. 1,399. on's first, second, ercentage (f) divided by line Part IV-A, line 27g	441,168. 551. third, fourth, or	204. 204.	274,870. 287. 287. section 501(c)(3)	1,933,913. 3,877. 0. 3,877. 0. 1,937,790. ►□
Calei 9 10 a b c 11 12 13 14 Sec 15 16	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12) First five years. If the Form 990 is organization, check this box and tion C. Computation of Pu	398, 664. 1, 436. 1, 436. s for the organization stop here. blic Support P 08 (line 8, column and 2007 Schedule A, F	1,399. 1,399. 1,399. on's first, second, ercentage (f) divided by line Part IV-A, line 27g	441,168. 551. third, fourth, or	204. 204.	274,870. 287. 287. section 501(c)(3)	1,933,913. 3,877. 0. 3,877. 0. 1,937,790. ►□ 99.8% 99.7%
Calei 9 10 a b c 11 12 13 14 Sec 15 16	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12) First five years. If the Form 990 is organization, check this box and tion C. Computation of Pu Public support percentage from 20	398, 664. 1, 436. 1, 436. 1, 436. s for the organization here. blic Support P 08 (line 8, column in the colum	1,399. 1,399. 1,399. 1,399. on's first, second, ercentage (f) divided by line Part IV-A, line 27g ne Percentage	441,168. 551. 551. third, fourth, or	387, 275. 204. 204.	274,870. 287. 287. section 501(c)(3)	1,933,913. 3,877. 0. 3,877. 0. 1,937,790. ►□ 99.8% 99.7% 0.2%
Calei 9 10 a b c 11 12 13 14 Sec 15 16 Sec	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12) First five years. If the Form 990 is organization, check this box and tion C. Computation of Pu Public support percentage for 200 Public support percentage from 2	398, 664. 1, 436. 1, 436. 1, 436. s for the organization here. blic Support Post (line 8, column etc.) 2007 Schedule A, Forestment Incompression of 2008 (line 10c, column etc.)	1,399. 1,399. 1,399. 1,399. on's first, second, ercentage (f) divided by line Part IV-A, line 27g ne Percentage olumn (f) divided by	441,168. 551. 551. third, fourth, or 13, column (f))	387, 275. 204. 204.	274,870. 287. 287. section 501(c)(3)	1,933,913. 3,877. 0. 3,877. 0. 1,937,790. ►□ 99.8% 99.7%
Calei 9 10 a b 11 12 13 14 Sec 17 18 19 a	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12) First five years. If the Form 990 is organization, check this box and tion C. Computation of Pu Public support percentage for 20c Public support percentage from 2 Investment income percentage from 33-1/3 support tests — 2008. If the more than 33-1/3%, check this box	398, 664. 1, 436. 1, 436. 1, 436. s for the organization blic Support Post (line 8, column export Post (line 10c, com 2008 (line 10c, com 2007 Schedule e organization did ox and stop here. Total control of the stop here.	1,399. 1,399. 1,399. 1,399. 1,399. on's first, second, ercentage (f) divided by line Part IV-A, line 27g ne Percentage olumn (f) divided I A, Part IV-A, line not check the box he organization of	441,168. 551. 551. third, fourth, or 13, column (f)) by line 13, column 27h on line 14, and jualifies as a publ	387, 275. 204. 204. fifth tax year as a	287. 287. 287. section 501(c)(3) 15 16 17 18 an 33-1/3%, and I anization	1,933,913. 3,877. 0. 3,877. 0. 1,937,790. ▶ □ 99.8% 99.7% 0.2% 0.3% Ine 17 is not ► [X]
Calei 9 10 a b 11 12 13 14 Sec 17 18 19 a	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included inline 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total support. (add lins 9, 10c, 11, and 12) First five years. If the Form 990 is organization, check this box and tion C. Computation of Pu Public support percentage for 200 Public support percentage from 2 tion D. Computation of Investment income percentage for 13-1/3 support tests — 2008. If the	398, 664. 1, 436. 1, 436. 1, 436. 1, 436. s for the organization did ox and stop here. To a constant of the constant of t	1,399. 1,399. 1,399. 1,399. 1,399. on's first, second, ercentage (f) divided by line Part IV-A, line 27g ne Percentage olumn (f) divided li A, Part IV-A, line not check the box he organization of	441,168. 551. 551. third, fourth, or 13, column (f)) by line 13, column 27h on line 14, and qualifies as a puble on line 14 or 19a,	387, 275. 204. 204. fifth tax year as a and included i	287. 287. 287. 287. section 501(c)(3) 15 16 17 18 an 33-1/3%, and I anization e than 33-1/3%, a	1,933,913. 3,877. 0. 3,877. 0. 1,937,790. ▶ □ 99.8% 99.7% 0.2% 0.3% Ine 17 is not ► [X]

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

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

Open to Public Inspection

Employer Identification number

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts Complete if the organization answered 'Yes' to Form 990, Part IV, Inne 6. Total number at end of year (a) Donor advised funds (b) Funds and other accounts	CALIFORNIA WOMEN LEAD	51-0184448
the organization answered 'Yes' to Form 990, Part IV, Inne 6. 1 Total number at end of year 2 Aggregate contributions to (during year) 3 Aggregate grains from (during year) 4 Aggregate value at end of year 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control. 6 Did the organization inform all donors and donor advisors in writing that year thinds may be used only for charlable purposes and not for the benefit of the donor or donor advisor or other. 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 ropublic use (e.g., recreation or pleasure) Preservation of conservation easements in the organization of the tax apply Preservation of conservation easements in the decrease of the donor of the form of a conservation exclusive. Preservation of conservation easements a Total number of conservation easements b Total acreage restricted by conservation easements b Total acreage restricted by conservation easements c 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 easements is located * 9 Does the organization have a writing policy regarding the periodic monitoring, inspection, violations, and enforcing easements during the year * 4 Number of states where property subject to conservation easements during the year * 7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year * 9 Does the organization have a writing policy regarding the periodic monitoring, inspection, wollations, and enforcing easements. Preservation easements. Preservation easements in thotos? 9 In Part XIV, describe how the organization reports c		·
(a) Donor advised funds (b) Funds and other accounts 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 Dot the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization property, subject to the organization's orcharve tegal control? Yes No No Dot the organization inform all grantes, donors, and donor advisors in writing that grant funds may be important and are appropriately benefit? Yes No Part II Conservation Easements Complete if the organization answered 'Yes' to Form 990, Part IV, Inne 7.		counts Complete II
1 Total number at end of year 2 Aggregate contributions to (during year) 3 Aggregate value at end of year 4 Aggregate value at end of year 5 Did the organization inform all denors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? 6 Did the organization inform all grantees, donors, and donor advisors or 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? 7 Part II Conservation Easements Complete if the organization answered 'Yes' to Form 990, Part IV, line 7. 8 Part II Conservation Easements Complete if the organization answered 'Yes' to Form 990, Part IV, line 7. 8 Preservation of land for public use (e.g., recreation or pleasure) Preservation of an historically important land area Protection or natural habitat Protection of natural habitat Preservation of Jenservation easements held by the organization contribution in the form of a conservation easement on the last day of the tax year a Total number of conservation easements 5 Total acreage restricted by conservation easements 6 Total acreage restricted by conservation easements in colded in (c) acquired after 8/17/06 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 easements located * 5 Does the organization have a written policy regarding the periodic monitoring, inspection, will always the requirements of section Yes No enforcing easements during the year * 5 Does the organization have a written policy regarding the periodic monitoring in periodic productions and enforcement of the conservation easement in thotas? 6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year * 7 Amount of expenses incurred in monitoring, inspecting, and enforc		Funds and other accounts
2 Aggregate contributions to (during year) 3 Aggregate grants from (during year) 4 Aggregate yalute at end of year 5 Did the organization inform all denors and donor advisors in writing that the assets held in donor advised funds are the organization sproperty, subject to the organization's exclusive legal control? 6 Did the organization inform all drants and other than the donor advisors in writing that grant funds may be used only for contralate jumposes and not for the benefit of the donor or donor advisor or other year law or or other information or advisor or other information of other information or other information or other information or other information or other information or other information or other information or other information or other information or other information or other information or other information or other information or other information or other information or other information or other information or other information or other		and other decounts
A 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? 1 Did the organization inform all donors and donor advisors in writing that grant funds may be used only for charatable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? 2 Part III 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) 1 Preservation of land for public use (e.g., recreation or pleasure) 2 Preservation of on atural habitat 2 Preservation of on atural habitat 2 Preservation of on atural habitat 3 Total number of conservation easements 4 Total number of conservation easements 5 Total arcreage restricted by conservation easements 6 Total number of conservation easements included in (c) acquired after 8/17/06 3 Number of conservation easements included in (c) acquired after 8/17/06 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year 5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement in thoids? 4 Number of states where property subject to conservation easements during the year * 5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement in thoids? 5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement in thoids? 8 Does each conservation because the property subjecting, and enforcing easements during the year * 5 Does the organization easement reported on line 2(d) above satisfy the requirements of section		
4 Aggregate value at end of year 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other may be used only for charitable purposes. Part II Conservation easements Complete in the organization (check all that apply) Preservation of land for public use (e.g., recreation or pleasure) Preservation of and for public use (e.g., recreation or pleasure) Preservation of other habitat 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 4 Total number of conservation easements 5 Dotal acreage restricted by conservation easements 6 Total acreage restricted by conservation easements 7 Amount of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year * 9 No Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements in tholds? 9 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement it holds? 9 Does the organization have a written policy regarding the periodic monitoring inspection		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised [unds are the organization's property, subject to the organization's exclusive legal control? Ves No		
tunds are the organization's property, subject to the organization's exclusive legal control?		
used only for charitable purposes and not for the benefit of the donor or donor advisor or other	funds are the organization's property, subject to the organization's exclusive legal control?	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)	used only for charitable purposes and not for the benefit of the donor or donor advisor or other	∏Yes ∏No
Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of land for public use (e.g., recreation or pleasure) Protection of natural habitat 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 lax year a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements no a certified historic structure included in (a) d Number of conservation easements micluded in (c) acquired after 8/17/06 3 Number of conservation easements micluded in (c) acquired after 8/17/06 3 Number of states where property subject to conservation easement is located by the organization during the taxable year b 5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement it holds? A mount of expenses incurred in monitoring, inspecting, and enforcing easements during the year b 7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year b 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(0) and 170(h)(4)(B)(n)? 9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and included, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. 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		
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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 a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements included in (c) acquired after 8/17/06 3 Number of conservation easements included in (c) acquired after 8/17/06 4 Number of states where property subject to conservation easement is located by ear by the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement it holds? 5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement it holds? 6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year by Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year by No 5 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(6)(0) and 170(h)(4)(6)(0)(0)? 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 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 6) If the organization elected, as permitted under SFAS 116, not to repor		ally important land area
Preservation of open space 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 a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements included in (c) acquired after 8/17/06 2 d Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year * Number of states where property subject to conservation easement is located * Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement it holds? Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year * Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year * No 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 foothoote 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. 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 foothoote to its financial statements that describes these items (i) Revenues included in Form 990, Part XIII, line 1 Part III Organization received or held works of art, historical treasures, or other similar assets held for public exhibition, e		
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c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements included in (c) acquired after 8/17/06 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 easement it holds? 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)(d) and 170(h)(4)(B)(li)? 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 foothote 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 foothote to its financial statements that describes these items b 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 foothote to its finan	a Total number of conservation easements	
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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 170(h)(4)(B)(ii)?	5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement it holds?	Yes No
B Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)? 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, 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 the following amounts relating to these items (i) Revenues 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:	6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶	
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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:	(i) Revenues included in Form 990, Part VIII, line 1	- \$
amounts required to be reported under SFAS 116 relating to these items:	(ii) Assets included in Form 990, Part X	- \$
a Revenues included in Form 990, Part VIII, line 1 b Assets included in Form 990, Part X ►\$ -\$	amounts required to be reported under SFAS 116 relating to these items:	ain, provide the following
b Assets included in Form 990, Part X ▶\$	a Revenues included in Form 990, Part VIII, line 1	- \$
	b Assets included in Form 990, Part X	▶ \$

	FORNIA WOMEN			51-018			
Part III Organizations Mainta	ining Collection	s of Art, Hist	orical Treasures, c	r Other Similar As	sets (continued)		
3 Using the organization's accession that apply):	on and other records,	check any of the	e following that are a sig	nificant use of its collec	tion items (check all		
a Public exhibition		d Loan d	or exchange programs				
b Scholarly research		e Other					
c Preservation for future gener	ations	_	" -				
4 Provide a description of the orga Part XIV	nızatıon's collections	and explain how	they further the organiz	ration's exempt purpose	ın		
5 During the year, did the organiza assets to be sold to raise funds r					Yes No		
Part IV Trust, Escrow and Cu	ustodial Arrange	ments Compl	ete if organization	answered 'Yes' to	Form 990, Part		
IV, line 9, or reported	an amount on F	orm 990, Par	t X, line 21.				
1 a Is the organization an agent, trus included on Form 990, Part X?	stee, custodian, or oth	ner intermediary	for contributions or othe	er assets not	Yes No		
b If 'Yes,' explain the arrangement	in Part XIV and comp	plete the followin	g table.	<u> </u>			
					Amount		
c Beginning balance				1 c			
d Additions during the year				1 d			
e Distributions during the year				1 e			
f Ending balance				1f			
2a Did the organization include an a	mount on Form 990,	Part X, line 21?			Yes No		
b If 'Yes,' explain the arrangement							
Part V Endowment Funds Co	mplete if organiz	<u>zation answer</u>			•		
	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back		
1 a Beginning of year balance	<u>-</u>	,					
b Contributions							
c Investment earnings or losses							
d Grants or scholarships							
 Other expenditures for facilities and programs 	_						
f Administrative expenses					4		
g End of year balance		<u> </u>			<u></u>		
2 Provide the estimated percentage of the year end balance held as.							
a Board designated or quasi-endowment ►%							
b Permanent endowment ► %							
c Term endowment ►	%						
3a Are there endowment funds not a organization by:	n the possession of t	he organization t	hat are held and admın	stered for the	Yes No		
(i) unrelated organizations					3a(i)		
(ii) related organizations					3a(ii)		
b If 'Yes' to 3a(II), are the related of	-				3b		
4 Describe in Part XIV the intended							
Part VI Investments-Land, E					· 		
Description of investment	t (a) Cos	t or other basis evestment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book Value		
1 a Land	<u> </u>						
b Buildings							
c Leasehold improvements							
d Equipment			26,350.	25,426.	924.		
e Other			4,118.	4,118.	0.		
Total. Add lines 1a-1e (Column (d) sho	ould equal Form 990,	Part X, column (B), line 10(c))	<u> </u>	924.		
BAA				Sched	dule D (Form 990) 2008		

Schedule D (Form 990) 2008 CALIFORNIA WOMEN I		51-01844	148 <u>Page 3</u>
Part VII Investments-Other Securities See Fo			
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market	า value
Financial derivatives and other financial products		Sost of Orla of your market	<u> </u>
Closely-held equity interests		-	
Other			
		-	
			
Total. (Column (b) should equal Form 990 Part X, col. (B) line 12.)			
Part VIII Investments-Program Related (See			
(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market) Value
		Cost of end-of-year market	value
		-	
Total Column (b)(should equal Form 990, Part X, Col. (B) line 13.)			
Part IX Other Assets (See Form 990, Part X,		· ·· · · · · · · · · · · · · · · · · ·	
(a) De:	scription		(b) Book value
	·		
· · · · · · · · · · · · · · · · · · ·			
			·
			* **
			
Total. Column (b) Total (should equal Form 990, Part X, col	/B) Ine 15)	•	
Part X Other Liabilities (See Form 990, Part			
(a) Description of Liability	(b) Amount		
Federal Income Taxes	Αγσ	— [
PAYROLL TAX PAYABLE	2,724		
		-	
		7	
		-	
		<u> </u>	
		7	
		:	
		_	
107 1011 (011011 01111 000)	2,724		
In Part XIV, provide the text of the footnote to the organizati positions under FIN 48.	on's financial statements	that reports the organization's liability fo	or uncertain tax

Schedule D (Form 990) 2008 CALIFORNIA WOMEN LEAD

51-0184448

Sche	edule D (Form 990) 2008 CALIFORNIA WOMEN LEAD 51-0	184448	Page 4
Pai	t XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements		
1	Total revenue (Form 990, Part VIII, column (A), line 12)	2	75,157.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	27,141.
3	Excess or (deficit) for the year Subtract line 2 from line 1		48,016.
4	Net unrealized gains (losses) on investments		
5	Donated services and use of facilities		
6	Investment expenses		
7	Prior period adjustments		
8	Other (Describe in Part XIV).		
9	Total adjustments (net). Add lines 4-8		
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9		48,016.
Par	t XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Ret	urn	
1	Total revenue, gains, and other support per audited financial statements	1 2	75,157.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments		
k	Donated services and use of facilities 2b		
c	Recoveries of prior year grants		
c	Other (Describe in Part XIV).		
e		2 e	
3	Subtract line 2e from line 1	3 2	75,157.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investments expenses not included on Form 990, Part VIII, line 7b		
t	Other (Describe in Part XIV).		
c	}	4c	
			75,157.
Par	t XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return)	
1	Total expenses and losses per audited financial statements	1 2	27,141.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
а	Donated services and use of facilities		
	Prior year adjustments 2b		
	: Losses reported on Form 990, Part IX, line 25		
	Other (Describe in Part XIV).		
e		2e	
3		3 2	27,141.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
	Investments expenses not included on Form 990, Part VIII, line 7b		
	Other (Describe in Part XIV).		
		4c	
		5 2	27,141.
Par	t XIV Supplemental Information		
Com line	plete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, line 4; Part X, Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b	s 1b and 2b, P	art V,
		- -	-
		- -	

TEEA3304L 12/23/08

Schedule **D** (Form 990) 2008

BAA

SCHEDULE O (Form 990)

Supplemental Information to Form 990

OMB No 1545-0047

2008

Open to Public Inspection

Department of the Treasury Internal Revenue Service 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.

	Employer identification number 51-0184448
Form 990, Part III, Line 1 - Organization Mission	
California Women Lead is a nonpartisan, nonprofit organization	dedicated to
providing leadership and campaign trainings, networking opportu	nities, and policy
discussion forums for women interested in or who hold elected a	nd appointed offices.
California Women Lead's mission, as women in government, is to	inform and educate
its constituencies as well as encourage and support women to se	ek public office.
Form 990, Part VI, Line 10 - Form 990 Review Process	
OFFICER AND BOARD OF DIRECTORS REVIEW FORM 990	

60/08/9		26)08 Fe	dera	Boo	k Dep	2008 Federal Book Depreciation Schedule	on Sc	hedul	မ				Page	e 1
Client 114000				၁	ALIFO	RNIA WC	CALIFORNIA WOMEN LEAD	AD						51-0184448	1448
3/05/10 No. Description	Date Acquired	Date Sold	Cost/ Basis	Bus Pct	Our 179 Bonus	Special Depr Allow	Prior 179/ Bonus/ Sp. Depr	Prior Dec Bal Depr.	Salvage /Basis Reductn	Depr Basis	Prior Deor.	Method	life. Rate	, ,	04 15PM Jurrent Deor.
Form 990/990-PF															
1 furniture\fixtures 4 4 chairs	Various 9/26/01		3,516							3,516	3,516	200DB HY S/L HY	7 /	07140	0
Total Furniture and Fixtures Machinery and Equipment		1	4,118	1	0	0	0	0	0	4,118	4,075				43
2 equipment 3 equipment 5 computer	Various 1/01/00 12/31/08	'	23,265 2,058 1,027							23,265 2,058 1,027	23,265	200DB HY S/L HY S/L	7 7 5		0 0 103
Total Machinery and Equipment			26,350		0	0	0	0	0	26,350	25,323				103
Total Depreciation			30,468				0	0	0	30,468	29,398				146
Grand Total Depreciation		•	30,468	ı		0	0	0	0	30,468	29,398				146
															

•

60/08/9		200	2008 Cali	forni	a Bo	ok De	fornia Book Depreciation Schedule	tion S	chedı	ale				_	Page 1
Client 114000				Č	ALIFO	RIA WC	CALIFORNIA WOMEN LEAD	AD						51	51-0184448
3/05/10 Description	Date Acquired	Date Sold	Cost/ Basis	Bus.	Cur 179 Bonus	Special Depr. Allow.	Prior 179/ Bonus/ Sp. Depr	Prior Dec. Bal. Depr.	Salvage /Basis Reductn	Depr Basis	Prior Depr.	Method	- Jufe	Rate	04 15PM Current Depr.
Form 199															
Furniture and Fixtures															
l furniture\fixtures	Various		3,516							3,516	3,516	200DB HY	7		0
4 4 chairs	9/26/01	•	602	ı						602	559	S/L HY	7	07140	43
Total Furniture and Fixtures			4,118		0	0	0	0	0	4,118	4,075				43
Machinery and Equipment															
2 equipment	Various		23,265							23,265	23,265	200DB HY	7		0
3 equipment	1/01/00		2,058							2,058	2,058	S/L HY			0
5 computer	12/31/08	'	1,027	I						1,027		S/L	2	ı	103
Total Machinery and Equipment			26,350		0	0	0	0	0	26,350	25,323				103
Total Depreciation		•	30,468	. I			0		0	30,468	29,398				146
Grand Total Depreciation		•	30,468	•	0	0	0	0	0	30,468	29,398			ı	146

2008	Federal Worksheets	Page 1
Client 114000 ·	CALIFORNIA WOMEN LEAD	51-0184448

Form 990, Part IX, Line 24 Other Expenses

3/05/10

04.15PM

	(A) Total	(B) Program <u>Services</u>	(C) Management & General	(D) <u>Fundraising</u>
BANK FEES CHAPTER EXPENSE DUES & SUBSCRIPTIONS EQUIPMENT MAINTENANCE GIFT EXPENSE MEETINGS MEMBERSHIP EXPPENSE MISC EXPENSE Postage and Shipping Printing and Publications PUBLIC RELATIONS SCHOLARSHIPS TAXES & LICENSES TELEPHONE W/C INSURANCE WEB MANAGEMENT	2,748. 7,428. 68. 1,513. 129. 2,184. 3,002175. 4,886. 7,573. 56. 850. 1,986. 6,589. 1,892. 6,185. Total \$ 46,914.	7,428. 54. 1,210. 2,402. 3,909. 6,058. 850. 5,271. 1,514. 6,185. \$ 34,881.	2,748. 14. 303. 129. 2,184. 600175. 977. 1,515. 56. 1,986. 1,318. 378.	S 0
	10tai <u>\$ 46,914.</u>	\$ 34,001.	\$ 12,033.	\$ 0.

California Women Lead Board of Directors for 2009/2010

Executive Committee

President
Barbara E. Patrick
Supervisor, District 3 (retired),
Kern County

Vice President
Sharon Runner
Assemblywoman, District 36 (retired)
California State Assembly

Secretary
Teri Burns
Trustee
Natomas School District

Treasurer
Betty Yee
Member, District 1
Board of Equalization

Member at Large Linda Budge Council Member City of Rancho Cordova

Directors

Marilyn Buchi Trustee, Fullerton Joint UHSD

Laura Chick Inspector General Inspector General's Office of California

Connie Conway

Assemblywoman, 34th District California State Assembly

Bonnie Dumanis District Attorney County of San Diego

Liz Figueroa Board Member CA Unemployment Insurance Appeals Board

Cindy Marks
Trustee
Modesto City Schools

Kathryn McCullough Councilwoman City of Lake Forest

Lori Saldaña Assemblywoman, 76th District California State Assembly

Charlene Zettel Board Member, San Diego Regional Airport Authority Governing Board

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Help further the education of women on public policy issues



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