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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)

2010

Open to Public
InspectionDepartment of the Treasury
Internal Revenue Service

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

A For the 2010 calendar year, or tax year beginning Sep 1, 2010, and ending Aug 31, 2011

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

C Name of organization **WOMEN'S WAY**
 Doing Business As
 Number and street (or P O box if mail is not delivered to street addr) Room/suite
123 SOUTH BROAD ST Suite 1399
 City, town or country State ZIP code + 4
PHILADELPHIA PA 19109

D Employer Identification Number
23-1989161

E Telephone number
(215) 985-3322

G Gross receipts \$ **1,482,213.**

H(a) Is this a group return for affiliates? ☐ Yes ☒ No
H(b) Are all affiliates included? ☐ Yes ☒ No
 If 'No,' attach a list (see instructions)

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

J Website: **womensway.org**

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

L Year of Formation **1977**

M State of legal domicile **PA**

Part I Summary

1 Briefly describe the organization's mission or most significant activities. **WOMEN'S WAY RAISES MONEY AND PUBLIC AWARENESS TO FIGHT FOR AND ACHIEVE WOMEN'S EQUALITY, SAFETY, SELF-SUFFICIENCY AND REPRODUCTIVE FREEDOM THROUGH WOMEN-CENTERED FUNDING, ADVOCACY AND EDUCATION.**

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a) **3**

4 Number of independent voting members of the governing body (Part VI, line 1b) **4**

5 Total number of individuals employed in calendar year 2010 (Part V, line 2a) **5**

6 Total number of volunteers (estimate if necessary) **200**

7a Total unrelated business revenue from Part VIII, column (C), line 12 **0.**

7b Net unrelated business taxable income from Form 990-T, line 34

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	1,453,008.	1,380,056.
9 Program service revenue (Part VIII, line 2g)		
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	16,506.	17,061.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-57,340.	-137,467.
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,412,174.	1,259,650.
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	487,039.	420,377.
14 Benefits paid to or for members (Part IX, column (A), line 4)		
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	591,566.	593,871.
16a Professional fundraising fees (Part IX, column (A), line 11e)		
b Total fundraising expenses (Part IX, column (D), line 25) 143,922.		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	269,612.	271,717.
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	1,348,217.	1,285,965.
19 Revenue less expenses Subtract line 18 from line 12	63,957.	-26,315.
20 Total assets (Part X, line 16)	1,494,307.	1,493,401.
21 Total liabilities (Part X, line 26)	91,575.	87,517.
22 Net assets or fund balances Subtract line 21 from line 20	1,402,732.	1,405,884.

Part II Signature Block

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

Sign Here

Signature of officer **Amanda Aronoff** Date **3/28/12**

Type or print name and title **AMANDA ARONOFF, EXECUTIVE DIRECTOR**

Paid Preparer Use Only

Print/Type preparer's name **MARY SCOUT, CPA** Preparer's signature **MARY SCOUT** Date **02/02/12** Check ☐ if self employed PTIN **P00533465**

Firm's name **Boscarelli & Zaiss, PC** Firm's EIN **PA 19067**

Firm's address **57 South Main Street Yardley** Phone no **(856) 273-8855**

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

BAA For Paperwork Reduction Act Notice, see the separate instructions.

TEEA0101 03/25/11

Form 990 (2010)

SCANNED APR 24 2012

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Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response to any question in this Part III ☐

1 Briefly describe the organization's mission:

WOMEN'S WAY SERVES NEARLY 150,000 WOMEN, GIRLS, AND FAMILIES EACH YEAR
THROUGH FUNDING, ADVOCACY, AND EDUCATION PROGRAMS AND EVENTS. SINCE
See Form 990, Page 2, Part III, Line 1 (continued)

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

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

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

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

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

4a (Code:) (Expenses \$ 316,271. including grants of \$ 199,179.) (Revenue \$ 0.)

WOMEN'S WAY PROVIDES SIX MEMBER AGENCIES WITH CRITICAL GENERAL OPERATING
SUPPORT. THIS SUPPORT ALLOWS THESE AGENCIES TO CARRY OUT MEANINGFUL
DIRECT SERVICE AND ADVOCACY WORK THAT ADDRESSES THE NEEDS OF LOW-INCOME
WOMEN AND THEIR FAMILIES IN THE PHILADELPHIA REGION. WE ALSO PROVIDE
THESE AGENCIES WITH VALUABLE TECHNICAL ASSISTANCE WORKSHOPS THROUGHOUT
THE YEAR ON TOPICS RELATED TO THEIR OPERATIONS AND MISSIONS. THESE
WORKSHOPS ARE OFFERED FREE OF CHARGE AND ARE LED BY LOCAL PROFESSIONALS
TO ENHANCE AND STRENGTHEN THE SERVICES, SKILLS AND KNOWLEDGE OF THE
AGENCIES AND THEIR LEADERS. THE DIVERSITY OF OUR MEMBER AGENCIES
REPRESENTS A CONTINUUM OF SERVICES IN THE AREAS OF EDUCATION AND
See Form 990, Page 2, Part III, Line 4a (continued)

4b (Code:) (Expenses \$ 376,509. including grants of \$ 203,429.) (Revenue \$ 0.)

AS THE REGIONAL EXPERT ON ISSUES FACING WOMEN AND GIRLS, WOMEN'S WAY
HAS A STRONG NETWORK OF ORGANIZATIONS IT SUPPORTS THROUGH ITS TWO
GRANTMAKING INITIATIVES; MEMBER AGENCIES AND THE COMMUNITY WOMEN'S
FUND. THIS NETWORK OF GRANTEEES ENSURES THAT A BROAD ARRAY AND
CONTINUUM OF PERTINENT SERVICES AND ADVOCACY ARE AVAILABLE TO WOMEN
AND GIRLS AND THAT THE MOST EFFECTIVE, RESPONSIVE, AND INNOVATIVE
BEST PRACTICES ARE DEVELOPED AND SHARED. OUR GRANTMAKING MODEL ENSURES
THAT AN INDIVIDUAL DONOR'S DOLLARS ARE MAXIMIZED MOST FULLY, RESULTING
IN GREATER COMMUNITY IMPACT, ON THE BREADTH AND DEPTH OF THE VARIED
ISSUES FACING WOMEN AND GIRLS. THE COMMUNITY WOMEN'S FUND IS A TWICE
See Form 990, Page 2, Part III, Line 4b (continued)

4c (Code:) (Expenses \$ 279,194. including grants of \$ 2,269.) (Revenue \$ 0.)

WOMEN'S WAY CONTINUES TO FIND A GREAT NEED FOR EDUCATION
AND ADVOCACY EFFORTS SURROUNDING CRITICAL ISSUES AFFECTING WOMEN, GIRLS, AND
FAMILIES IN THE PHILADELPHIA REGION. TO CREATE POSITIVE POLICY AND SOCIAL
CHANGE AROUND THESE ISSUES, WOMEN'S WAY CREATED AN ENHANCED EDUCATION AND ADVOCACY
PROGRAM. WOMEN'S WAY'S THREE EDUCATION AND ADVOCACY PRIORITIES ARE HELPING
WOMEN TO ACHIEVE ECONOMIC SELF-SUFFICIENCY, ENSURING ACCESS TO COMPREHENSIVE HEALTH CARE
FOR WOMEN, PRIMARILY REPRODUCTIVE HEALTH CARE, AND COUNTERING VIOLENCE AGAINST
WOMEN. THE PROGRAM'S STRATEGY INCLUDES RESEARCHING AND BUILDING PUBLIC AWARENESS
AROUND MANY CRITICAL WOMEN'S ISSUES, PARTNERING WITH VARIOUS COALITIONS AND COMMUNITY
LEADERS, CREATING STRONG RELATIONSHIPS WITH LAWMAKERS, LAUNCHING ADVOCACY CAMPAIGNS,
See Form 990, Page 2, Part III, Line 4c (continued)

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

(Expenses \$ 16,235. including grants of \$ 15,500.) (Revenue \$ 0.)

4e Total program service expenses ▶ 988,209.

✓

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors? (see instructions)	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If 'Yes,' complete Schedule C, Part II	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If 'Yes,' complete Schedule C, Part III		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedule D, Part I	X	
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If 'Yes,' complete Schedule D, Part II		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III		X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If 'Yes,' complete Schedule D, Part IV		X
10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If 'Yes,' complete Schedule D, Part V		X
11 If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings and equipment in Part X, line 10? If 'Yes,' complete Schedule D, Part VI	X	
b Did the organization report an amount for investments— other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VII		X
c Did the organization report an amount for investments— program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VIII		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part IX		X
e Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If 'Yes,' complete Schedule D, Part X	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI, XII, and XIII	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If 'Yes,' and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If 'Yes,' complete Schedule F, Parts I and IV		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If 'Yes,' complete Schedule F, Parts II and IV		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If 'Yes,' complete Schedule F, Parts III and IV		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If 'Yes,' complete Schedule G, Part I (see instructions)		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III		X
20 a Did the organization operate one or more hospitals? If 'Yes,' complete Schedule H		X
b If 'Yes' to line 20a, did the organization attach its audited financial statements to this return? Note. Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)		X

Part IV Checklist of Required Schedules (continued)

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

BAA

Form 990 (2010)

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

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
1b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
1c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
2b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
3b If 'Yes,' has it filed a Form 990-T for this year? If 'No,' provide an explanation in Schedule O		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
4b If 'Yes,' enter the name of the foreign country: See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts		
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T?		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		X
6b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7 Organizations that may receive deductible contributions under section 170(c).		
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	
b If 'Yes,' did the organization notify the donor of the value of the goods or services provided?	X	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d If 'Yes,' indicate the number of Forms 8282 filed during the year		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		X
9 Sponsoring organizations maintaining donor advised funds.		
a Did the organization make any taxable distributions under section 4966?		X
b Did the organization make a distribution to a donor, donor advisor, or related person?		X
10 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on Part VIII, line 12		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11 Section 501(c)(12) organizations. Enter:		
a Gross income from members or shareholders		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.		
a Is the organization licensed to issue qualified health plans in more than one state?		
Note. See the instructions for additional information the organization must report on Schedule O		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
c Enter the amount of reserves on hand		
14a Did the organization receive any payments for indoor tanning services during the tax year?		X
b If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation in Schedule O		

Part VI Governance, Management and Disclosure For each 'Yes' response to lines 2 through 7b below, and for a 'No' response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.Check if Schedule O contains a response to any question in this Part VI ☒**Section A. Governing Body and Management**

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

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ See Form 990, Page 6, Line 17 (continued)

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

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization:
 ▶ Mary Scout 123 S BROAD ST, STE 1399 Philadelphia PA 19109 (215) 985-3322

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response to any question in this Part VII. ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

1 a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

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

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

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

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) <u>KIMBERLY REED</u> DIRECTOR	0.50	X						0.	0.	0.
(2) <u>LYNDA BYRD</u> DIRECTOR	0.70	X						0.	0.	0.
(3) <u>DA QUANA CARTER</u> DIRECTOR	2.00	X		X				0.	0.	0.
(4) <u>RITA BUCKLEY CONNOLLY</u> DIRECTOR	1.50	X						0.	0.	0.
(5) <u>LORI REINER</u> DIRECTOR	0.50	X						0.	0.	0.
(6) <u>ANNA MARIA DI DIO</u> DIRECTOR	1.50	X						0.	0.	0.
(7) <u>ANN LANAHAN GILL</u> DIRECTOR	2.00	X		X				0.	0.	0.
(8) <u>BETH GLASSMAN</u> DIRECTOR	3.25	X		X				0.	0.	0.
(9) <u>ELAYNE HOWARD</u> DIRECTOR	7.00	X		X				0.	0.	0.
(10) <u>GRACE TONCICH</u> DIRECTOR	0.70	X						0.	0.	0.
(11) <u>ELIZABETH IRELAND</u> DIRECTOR	1.50	X						0.	0.	0.
(12) <u>JEFFREY CULP</u> DIRECTOR	0.50	X						0.	0.	0.
(13) <u>MARY KOHART</u> DIRECTOR	0.25	X						0.	0.	0.
(14) <u>LISA MATHEWSON</u> DIRECTOR	2.00	X						0.	0.	0.
(15) <u>ALLEN MODEL</u> DIRECTOR	1.50	X						0.	0.	0.
(16) <u>ELIZABETH MURPHY</u> DIRECTOR	1.50	X						0.	0.	0.
(17) <u>DIANE APFELBAUM TOLL</u> DIRECTOR	1.50	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Sch O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) JOANNE SOSLOW DIRECTOR	0.50	X						0.	0.	0.
(19) GLORIA FORBES DIRECTOR	0.50	X						0.	0.	0.
(20) JACQUELINE JENKINS DIRECTOR	0.50	X						0.	0.	0.
(21) ROSE ANN SCANLON DIRECTOR	1.25	X						0.	0.	0.
(22) SUNITA SHETH DIRECTOR	1.00	X						0.	0.	0.
(23) WILLIAM STASSEN DIRECTOR	0.50	X						0.	0.	0.
(24) AMANDA ARONOFF EXECUTIVE DIRECTOR	35.00				X			20,686.	0.	1,150.
(25) _____										
(26) _____										
(27) _____										
(28) _____										
(29) _____										
1b Sub-total								20,686.	0.	1,150.
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								20,686.	0.	1,150.

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

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

	Yes	No
3		X
4		X
5		X

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

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

Section B. Independent Contractors

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

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

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

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS	1a Federated campaigns	1a 248,664.				
	b Membership dues	1b 0.				
	c Fundraising events	1c 411,003.				
	d Related organizations	1d 0.				
	e Government grants (contributions)	1e 0.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 720,389.				
	g Noncash contributions included in lns 1a-1f: \$	22,283.				
	h Total. Add lines 1a-1f		1,380,056.			
PROGRAM SERVICE REVENUE	Business Code					
	2a					
	b					
	c					
	d					
	e					
	g Total. Add lines 2a-2f					
OTHER REVENUE	3 Investment income (including dividends, interest and other similar amounts)		16,172.	16,172.	0.	0.
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6a Gross Rents	(i) Real (ii) Personal				
	b Less: rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities (ii) Other	27,097.			
	b Less: cost or other basis and sales expenses		26,208.			
	c Gain or (loss)		889.			
	d Net gain or (loss)		889.	889.	0.	0.
	8a Gross income from fundraising events (not including \$411,003. of contributions reported on line 1c) See Part IV, line 18	a 58,216.				
	b Less: direct expenses	b 196,355.				
	c Net income or (loss) from fundraising events		-138,139.		0.	-138,139.
	9a Gross income from gaming activities. See Part IV, line 19	a				
	b Less: direct expenses	b				
	c Net income or (loss) from gaming activities					
10a Gross sales of inventory, less returns and allowances	a					
b Less: cost of goods sold	b					
c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code				
11a						
b MANAGEMENT FEE	900099	672.	672.	0.	0.	
c						
d All other revenue						
e Total. Add lines 11a-11d		672.				
12 Total revenue. See instructions		1,259,650.	17,733.	0.	-138,139.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	420,377.	420,377.		
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	102,872.	72,936.	18,414.	11,522.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	384,084.	271,794.	69,009.	43,281.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	4,762.	3,376.	853.	533.
9 Other employee benefits	64,569.	45,779.	11,558.	7,232.
10 Payroll taxes	37,584.	26,647.	6,728.	4,209.
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	11,000.	7,524.	2,211.	1,265.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	5,789.	3,957.	1,165.	667.
g Other	10,618.	7,263.	2,134.	1,221.
12 Advertising and promotion				
13 Office expenses	45,482.	28,993.	6,930.	9,559.
14 Information technology	13,851.	9,462.	2,787.	1,602.
15 Royalties				
16 Occupancy	64,673.	44,310.	12,885.	7,478.
17 Travel	2,491.	1,909.	183.	399.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	8,379.	7,785.	162.	432.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	7,226.	4,932.	1,457.	837.
23 Insurance	6,738.	4,603.	1,356.	779.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24f. If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O.)				
a WORKPLACE ADMIN FEES	27,847.	0.	0.	27,847.
b COMMUNICATIONS & OUTREACH	48,745.	24,102.	0.	24,643.
c PROV FOR UNCOLLECTIBLE PLEDGES	15,277.	0.	15,277.	0.
d DUES & PUBLICATIONS	2,219.	1,516.	447.	256.
e REPAIRS & MAINTENANCE	882.	602.	177.	103.
f All other expenses	500.	342.	101.	57.
25 Total functional expenses. Add lines 1 through 24f	1,285,965.	988,209.	153,834.	143,922.
26 Joint costs. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720). Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
ASSETS	1 Cash – non-interest-bearing		1	
	2 Savings and temporary cash investments	687,482.	2	707,155.
	3 Pledges and grants receivable, net	262,430.	3	241,759.
	4 Accounts receivable, net		4	
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	45,891.	9	17,107.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 56,985.		
	b Less: accumulated depreciation.	10b 36,596.	26,050.	10c 20,389.
	11 Investments – publicly traded securities	454,327.	11	488,591.
	12 Investments – other securities. See Part IV, line 11		12	
	13 Investments – program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	18,127.	15	18,400.
16 Total assets. Add lines 1 through 15 (must equal line 34)	1,494,307.	16	1,493,401.	
LIABILITIES	17 Accounts payable and accrued expenses	18,452.	17	12,563.
	18 Grants payable	48,475.	18	50,898.
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities. Complete Part X of Schedule D	24,648.	25	24,056.
	26 Total liabilities. Add lines 17 through 25	91,575.	26	87,517.
NET ASSETS OR FUND BALANCES	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29 and lines 33 and 34.			
	27 Unrestricted net assets	1,050,561.	27	1,154,202.
	28 Temporarily restricted net assets	352,171.	28	251,682.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances.	1,402,732.	33	1,405,884.
	34 Total liabilities and net assets/fund balances	1,494,307.	34	1,493,401.

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Form 990 (2010)

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response to any question in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,259,650.
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,285,965.
3	Revenue less expenses. Subtract line 2 from line 1	3	-26,315.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,402,732.
5	Other changes in net assets or fund balances (explain in Schedule O)	5	29,467.
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	1,405,884.

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

	Yes	No
1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		X
b Were the organization's financial statements audited by an independent accountant?	X	
c If 'Yes' to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	X	
d If 'Yes' to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
b If 'Yes,' did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

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Form 990 (2010)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

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

OMB No. 1545-0047

2010

Open to Public Inspection

Name of the organization

WOMEN'S WAY

Employer identification number

23-1989161

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

- 1 ☐ A church, convention of churches or association of churches described in section 170(b)(1)(A)(i).
- 2 ☐ A school described in section 170(b)(1)(A)(ii). (Attach Schedule E.)
- 3 ☐ A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
- 4 ☐ A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: _____
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 8 ☐ A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 9 ☐ An organization that normally receives: (1) more than 33-1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions — subject to certain exceptions, and (2) no more than 33-1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
- 10 ☐ An organization organized and operated exclusively to test for public safety. See section 509(a)(4).
- 11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box that describes the type of supporting organization and complete lines 11e through 11h.
 - a ☐ Type I
 - b ☐ Type II
 - c ☐ Type III — Functionally integrated
 - d ☐ Type III — Other
- e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
- f If the organization received a written determination from the IRS that is a Type I, Type II or Type III supporting organization, check this box ☐
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

- (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?
- (ii) A family member of a person described in (i) above?
- (iii) A 35% controlled entity of a person described in (i) or (ii) above?

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

h Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization in column (i) listed in your governing document?		(v) Did you notify the organization in column (i) of your support?		(vi) Is the organization in column (i) organized in the US?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
(A)									
(B)									
(C)									
(D)									
(E)									
Total									

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

Schedule A (Form 990 or 990-EZ) 2010

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include "unusual grants.")	1,542,778.	1,672,710.	1,663,349.	1,453,008.	1,380,056.	7,711,901.
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 by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	1,542,778.	1,672,710.	1,663,349.	1,453,008.	1,380,056.	7,711,901.
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)						370,432.
6 Public support. Subtract line 5 from line 4						7,341,469.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
7 Amounts from line 4	1,542,778.	1,672,710.	1,663,349.	1,453,008.	1,380,056.	7,711,901.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	23,024.	20,355.	17,187.	14,598.	16,172.	91,336.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 Total support. Add lines 7 through 10						7,803,237.
12 Gross receipts from related activities, etc (see instructions)					12	
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						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2010 (line 6, column (f) divided by line 11, column (f))	14	94.08 %
15 Public support percentage from 2009 Schedule A, Part II, line 14	15	92.34 %
16a 33-1/3% support test – 2010. If the organization did not check the box on line 13, and the line 14 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33-1/3% support test – 2009. If the organization did not check a box on line 13 or 16a, and line 15 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10%-facts-and-circumstances test – 2010. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the 'facts-and-circumstances' test, check this box and stop here. Explain in Part IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10%-facts-and-circumstances test – 2009. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the 'facts-and-circumstances' test, check this box and stop here. Explain in Part IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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Schedule A (Form 990 or 990-EZ) 2010

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

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal yr beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal yr beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 Total support. (Add lns 9, 10c, 11, and 12)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2010 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2009 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2010 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2009 Schedule A, Part III, line 17	18	%
19a 33-1/3% support tests — 2010. If the organization did not check the box on line 14, and line 15 is more than 33-1/3%, and line 17 is not more than 33-1/3%, check this box and stop here. The organization qualifies as a publicly supported organization. <input type="checkbox"/>		
b 33-1/3% support tests — 2009. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33-1/3%, and line 18 is not more than 33-1/3%, check this box and stop here. The organization qualifies as a publicly supported organization. <input type="checkbox"/>		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions <input type="checkbox"/>		

Part IV **Supplemental Information.** Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2010

Open to Public Inspection

For Organizations Exempt From Income Tax Under section 501(c) and section 527

► **Complete if the organization is described below.**

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

Department of the Treasury
Internal Revenue Service

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

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

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

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

If the organization answered 'Yes,' to Form 990, Part IV, line 5 (Proxy Tax) or Form 990-EZ, Part V, line 35a (Proxy Tax), then

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

Name of organization

Employer identification number

WOMEN'S WAY

23-1989161

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

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political expenditures ► \$
- 3 Volunteer hours

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

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ► \$
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ► \$
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4a Was a correction made? ☐ Yes ☐ No
- b If 'Yes,' describe in Part IV.

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ► \$
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ► \$
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ► \$ ☐ Yes ☐ No
- 4 Did the filing organization file Form 1120-POL for this year? ☐ Yes ☐ No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

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

- A Check ☐ if the filing organization belongs to an affiliated group.
 B Check ☐ if the filing organization checked box A and 'limited control' provisions apply.

Limits on Lobbying Expenditures (The term 'expenditures' means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1 a	Total lobbying expenditures to influence public opinion (grass roots lobbying)	20,118.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	2,404.													
c	Total lobbying expenditures (add lines 1a and 1b)	22,522.													
d	Other exempt purpose expenditures	1,263,443.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	1,285,965.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns	203,597.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	50,899.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No													

4-Year Averaging Period Under Section 501(h)
 (Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) Total
2a Lobbying non-taxable amount	210,112.	225,315.	209,822.	203,597.	848,846.
b Lobbying ceiling amount (150% of line 2a, column (e))					1,273,269.
c Total lobbying expenditures	1,928.	3,870.	10,881.	22,522.	39,201.
d Grassroots nontaxable amount	52,528.	56,329.	52,456.	50,899.	212,212.
e Grassroots ceiling amount (150% of line 2d, column (e))					318,318.
f Grassroots lobbying expenditures	1,915.	2,837.	9,077.	20,118.	33,947.

BAA

Schedule C (Form 990 or 990-EZ) 2010

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

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

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

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

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered 'No' OR if Part III-A, line 3 is answered 'Yes.'

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

Part IV Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i. Also, complete this part for any additional information.

Part IV Supplemental Information *(continued)*

Area with horizontal dashed lines for supplemental information.

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service
Name of the organization

Supplemental Financial Statements

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

OMB No 1545-0047

2010

Open to Public
Inspection

Employer identification number

WOMEN'S WAY

23-1989161

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year	1.	
2 Aggregate contributions to (during year)	16,800.	
3 Aggregate grants from (during year)	15,500.	
4 Aggregate value at end of year	6,835.	

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☒ Yes ☐ No
- 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☒ Yes ☐ No

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply)
- | | |
|--|--|
| <input type="checkbox"/> Preservation of land for public use (e.g., recreation or education) | <input type="checkbox"/> Preservation of an historically important land area |
| <input type="checkbox"/> Protection of natural habitat | <input type="checkbox"/> Preservation of a certified historic structure |
| <input type="checkbox"/> Preservation of open space | |
- 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year
- | | Held at the End of the Tax Year |
|--|---------------------------------|
| a Total number of conservation easements | 2a |
| b Total acreage restricted by conservation easements | 2b |
| c Number of conservation easements on a certified historic structure included in (a) | 2c |
| d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register | 2d |
- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ► _____
- 4 Number of states where property subject to conservation easement is located ► _____
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No
- 6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ► _____
- 7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ► \$ _____
- 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No
- 9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

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

- 1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items
- b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
- (i) Revenues included in Form 990, Part VIII, line 1 ► \$ _____
- (ii) Assets included in Form 990, Part X ► \$ _____
- 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:
- a Revenues included in Form 990, Part VIII, line 1 ► \$ _____
- b Assets included in Form 990, Part X ► \$ _____

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

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

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

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

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

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

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

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

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

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

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

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

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

a Board designated or quasi-endowment ☐ %

b Permanent endowment ☐ %

c Term endowment ☐ %

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

(i) unrelated organizations

(ii) related organizations

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

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

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		56,985.	36,596.	20,389.
e Other				

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).) **20,389.**

BAA

Schedule D (Form 990) 2010

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

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

Part VIII. Investments—Program Related. (See Form 990, Part X, line 13)

(a) Description of investment type	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990 Part X, column (B) line 13.) ▶		

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

(a) Description	(b) Book value
(1) CASH SURRENDER VALUE LIFE INSURANCE	8,629.
(2) SECURITY DEPOSIT	9,771.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, column(B), line 15)	18,400.

Part X. Other Liabilities. (See Form 990, Part X, line 25)

(a) Description of liability	(b) Amount
(1) Federal income taxes	
(2) LIABILITY FOR AGENCY TRANSACTIONS	5,371.
(3) TENANT SECURITY DEPOSITS	450.
(4) DEFERRED RENT	18,235.
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total. (Column (b) must equal Form 990, Part X, column (B) line 25)	24,056.

2. FIN 48 (ASC 740) Footnote. In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740).

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1,259,650.
2	Total expenses (Form 990, Part IX, column (A), line 25)	1,285,965.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	-26,315.
4	Net unrealized gains (losses) on investments	29,467
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 through 8	
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	3,152

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

1	Total revenue, gains, and other support per audited financial statements	1	1,327,298.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	29,467.
b	Donated services and use of facilities	2b	43,970.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	73,437.
3	Subtract line 2e from line 1	3	1,253,861.
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	4a	5,789.
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	5,789.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	1,259,650.

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

1	Total expenses and losses per audited financial statements	1	1,324,146.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	43,970.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	43,970.
3	Subtract line 2e from line 1	3	1,280,176.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investments expenses not included on Form 990, Part VIII, line 7b	4a	5,789.
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	5,789.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	1,285,965.

Part XIV Supplemental Information

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

Pt X MANAGEMENT OF THE ORGANIZATION CONSIDERS THE LIKELIHOOD
OF CHANGES BY TAXING AUTHORITIES IN ITS FILED INCOME TAX
RETURNS AND RECOGNIZES A LIABILITY FOR OR DISCLOSES
POTENTIAL SIGNIFICANT CHANGES THAT MANAGEMENT BELIEVES
ARE MORE LIKELY THAN NOT TO OCCUR UPON EXAMINATION BY
TAX AUTHORITIES, INCLUDING CHANGES TO THE ORGANIZATION'S
STATUS AS A NOT-FOR-PROFIT ENTITY. MANAGEMENT BELIEVES
THE ORGANIZATION MET THE REQUIREMENTS TO MAINTAIN ITS

Part XIV Supplemental Information (continued)

TAX-EXEMPT STATUS AND HAS NOT IDENTIFIED ANY MATERIAL

UNCERTAIN TAX POSITIONS SUBJECT TO THE UNRELATED

BUSINESS INCOME TAX THAT REQUIRE RECOGNITION OR DISCLOSURE

IN THE ACCOMPANYING FINANCIAL STATEMENTS. THE ORGANIZATION'S

INCOME TAX RETURNS FOR THE PAST THREE YEARS ARE SUBJECT

TO EXAMINATION BY TAX AUTHORITIES, AND MAY CHANGE UPON

EXAMINATION.

Department of the Treasury
Internal Revenue Service

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

2010

Open to Public Inspection

Employer identification number

23-1989161

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

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

☐ Yes ☐ No

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in column (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total						

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

[illegible]

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

REVENUE		(a) Event #1 DINNER (event type)	(b) Event #2 FALL GALA (event type)	(c) Other events NONE (total number)	(d) Total events (add column (a) through column (c))
	1 Gross receipts	302,466.	159,460.		461,926.
	2 Less: Charitable contributions	259,735.	143,975.		403,710.
	3 Gross income (line 1 minus line 2)	42,731.	15,485.		58,216.
DIRECT EXPENSES	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages	60,477.	44,589.		105,066.
	8 Entertainment		11,600.		11,600.
	9 Other direct expenses	58,370.	21,319.		79,689.
	10 Direct expense summary Add lines 4- through 9 in column (d)				196,355.
	11 Net income summary. Combine line 3, column (d), and line 10				-138,139.

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

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

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

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

☐ Yes ☐ No

b If 'No,' explain. _____

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

☐ Yes ☐ No

b If 'Yes,' explain _____

- 11 Does the organization operate gaming activities with nonmembers? ☐ Yes ☐ No
- 12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No

13 Indicate the percentage of gaming activity operated in:

- | | | |
|-------------------------------|-----|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |

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

Name ▶ _____

Address ▶ _____

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

- b If 'Yes,' enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____.

c If 'Yes,' enter name and address of the third party.

Name ▶ _____

Address ▶ _____

16 Gaming manager information

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

☐ Director/officer

☐ Employee

☐ Independent contractor

17 Mandatory distributions

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

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

Part IV **Supplemental Information.** Complete this part to provide the explanations required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also complete this part to provide any additional information (see instructions).

SCHEDULE I
(Form 990)

**Grants and Other Assistance to Organizations,
Governments and Individuals in the United States**

OMB No 1545-0047

2010

Complete if the organization answered 'Yes,' to Form 990, Part IV, lines 21 or 22.
▶ Attach to Form 990.

Department of the Treasury
Internal Revenue Service

Open to Public
Inspection

Name of the organization

WOMEN'S WAY

Employer identification number

23-1989161

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered 'Yes' to Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000.
Part II can be duplicated if additional space is needed

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1) CHOICE 1233 LOCUST ST PHILA PA 19107	23-1894084	501 (C) (3)	33,197.				OPERATING SUPP
(2) COMMUNITY WOMEN'S EDUCATI 2801 FRANKFORD AVE PHILA PA 19134	23-2239625	501 (C) (3)	33,197.				OPERATING SUPP
(3) DOMESTIC ABUSE PROJ 14 W 2ND ST MEDIA PA 19063	23-2053144	501 (C) (3)	33,197.				OPERATING SUPP
(4) SUPPORTIVE OLDER WOMEN'S 4100 MAIN ST PHILA PA 19120	22-2629856	501 (C) (3)	33,196.				OPERATING SUPP
(5) TENANT UNION REPRESENTATI 1315 WALNUT ST PHILA PA 19107	25-1635266	501 (C) (3)	33,196.				OPERATING SUPP
(6) WOMEN ORGANIZED AGAINST R 1617 JFK BLVD PHILA PA 19103	23-1909487	501 (C) (3)	33,196.				OPERATING SUPP
(7) GIRLS ROCK PHILLY PO BOX 1512 PHILA PA 19105	20-5677965	501 (C) (3)	6,000.				WEEKLONG ROCK
(8) CAMP SOJOURNER 801 S 48TH ST PHILA PA 19143	23-1727133	501 (C) (3)	10,000.				SUMMER CAMP FO

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

3 Enter total number of other organizations

27

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

TEEA3901 10/29/10

Schedule I (Form 990) 2010

Continuation Sheet for Schedule I (Form 990)

2010

► Attach to Form 990 to list additional information for Schedule I (Form 990), Part II and Part III.

Continuation Page 1 of 2

Name of the organization WOMEN'S WAY		Employer identification number 23-1989161					
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COMM WOMEN'S ED PROJECT 2801 FRANKFORD AVE PHILA PA 19134	23-2239625	501 (C) (3)	10,000.				WORKFORCE ED &
ALICE PAUL INSTITUTE 128 HOOTON RD MT LAUREL NJ 08054	22-2545683	501 (C) (3)	7,500.				LEADERSHIP PRO
DOMESTIC ABUSE PROJECT 14 W 2ND ST MEDIA PA 19063	23-2053144	501 (C) (3)	6,000.				SECURITY UPGR
WOMEN'S MEDICAL FUND PO BOX 59555 PHILA PA 19102	23-1727133	501 (C) (3)	20,000.				OPERATING SUPP
WHY NOT PROSPER PO BOX 949 NORRISTOWN PA 19404	23-3089308	501 (C) (3)	8,500.				MENTORING & TR
WOMEN'S LAW PROJECT 125 S 9TH ST PHILA PA 19107	23-7354467	501 (C) (3)	15,000.				OPERATING SUPP
CARIE 100 S BROAD ST PHILA PA 19110	23-2075900	501 (C) (3)	12,500.				SERVICES OLDER
LA COMUNIDAD HISPANA 731 W CYPRESS ST KENNET SQUARE PA 19348	23-2041915	501 (C) (3)	7,500.				FAMILY PLANNIN
WOMEN IN TRANSITION 21 S 12TH ST PHILA PA 19107	23-1884534	501 (C) (3)	7,500.				TEEN DATING VI
PLANNED PARENTHOOD OF SE 1144 LOCUST ST PHILA PA 19107	23-1352509	501 (C) (3)	10,000.				LATINAS UNIDAS

TEEA4001 01/25/11

Schedule I Cont (Form 990) 2010

Continuation Sheet for Schedule I (Form 990)

2010

► Attach to Form 990 to list additional information for Schedule I (Form 990), Part II and Part III.

Continuation Page 2 of 2

Name of the organization WOMEN'S WAY		Employer identification number 23-1989161					
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WMS OPPORTUNITIES RESOURC 2010 CHESTNUT ST PHILA PA 19103	23-2741508	501 (C) (3)	12,000.				FAMILY SAVINGS
DIGNITY HOUSING 5221 GERMANTOWN AVE PHILA PA 19144	22-2611146	501 (C) (3)	10,000.				HOUSING SERVIC
FAIR HOUSING RTS CTR SE P 105 E GLENSIDE AVE GLENSIDE PA 19038	23-2691322	501 (C) (3)	5,400.				HELP WOMEN PRE
NEW DIRECTIONS FOR WOMEN 607 GERMANTOWN AVE PHILA PA 19144	23-2481085	501 (C) (3)	11,500.				OPERATING SUPP
SENIOR LAW CENTER 100 S BROAD ST STE 1810 PHILA PA 19110	23-2169936	501 (C) (3)	15,000.				SEVE OLDER WOM
NW PHILA INTERFAITH HOSPI 7047 GERMANTOWN AVE PHILA PA 19119	23-2633807	501 (C) (3)	10,000.				SHELTER FOR HO
SUPPORT CTR FOR CHILD ADV 1900 CHERRY ST PHILA PA 19103	23-2048664	501 (C) (3)	10,000.				ADVOCE FOR LGB
PHILA STUDENT UNION 4205 CHESTNUT ST PHILA PA 19104	23-2815998	501 (C) (3)	7,500.				SAFE ENVIRONME
WIDENER UNIV ONE UNIVERSITY PLACE CHESTER PA 19103	23-1386178	501 (C) (3)	15,000.				EMPOWERING TEE

TEEA4001 01/25/11

Schedule I Cont (Form 990) 2010

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered 'Yes' to Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
1					
2					
3					
4					
5					
6					
7					
Part IV Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.					

Pt. I Line 2 NONPROFIT AGENCIES RECEIVING COMMUNITY WOMEN'S FUND GRANTS FROM WOMEN'S

Pt. I Line 2 WAY ARE REQUIRED TO SUBMIT A FINAL REPORT WITHIN ONE YEAR OF THE GRANT

Pt. I Line 2 AWARD AND AFTER ALL FUNDING HAS BEEN EXPENDED. APPROXIMATELY SIX TO EIGHT

Pt. I Line 2 MONTHS AFTER THE GRANTS ARE AWARDED, THE DIRECTOR OF GRANTMAKING AND AGENCY

Pt. I Line 2 RELATIONS FOR WOMEN'S WAY CONDUCTS SITE VISITS FOR AGENCIES RECEIVING GRANTS

Pt. I Line 2 GREATER THAN OR EQUAL TO \$10,000. SITE VISITS PROVIDE WOMEN'S WAY THE

Pt. I Line 2 OPPORTUNITY TO TOUR FACILITIES, MEET AGENCY STAFF, WITNESS PROGRAMMING,

Pt. I Line 3 SPEAK DIRECTLY WITH CLIENTS AND DISCUSS THE IMPACT OF THE FUNDING ON

Pt. I Line 2 AGENCY OPERATIONS.

Pt. I Line 2 THE SIX MEMBER AGENCIES OF WOMEN'S WAY, WHICH RECEIVE ANNUAL GENERAL

See Schedule I (Form 990) - Part IV - Supplemental Information (Continuation Sheet)

BAA

Schedule I (Form 990) 2010

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Name of the organization

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2010

Open to Public
Inspection

Employer identification number

WOMEN'S WAY

23-1989161

Pt VI-B, Line 11a WOMEN'S WAY'S FINANCE COMMITTEE THOROUGHLY REVIEWS THE FORM

Pt VI-B, Line 11a 990 AND THEN PRESENTS THE RETURN TO THE BOARD OF DIRECTORS

Pt VI-B, Line 11a FOR ITS REVIEW AND APPROVAL PRIOR TO FILING THE RETURN.

Pt VI-B, Line 12c ALL BOARD MEMBERS ARE REQUIRED TO SUBMIT A CONFLICT OF INTEREST FORM

Pt VI-B, Line 12c ANNUALLY SO THAT ANY POTENTIAL CONFLICTS CAN BE VETTED BY THE

Pt VI-B, Line 12c BOARD'S GOVERNANCE COMMITTEE.

Pt VI-C, Line 19 WOMEN'S WAY'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND

Pt VI-C, Line 19 FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST.

Pt VI-C, Line 19 IN ADDITION, WOMEN'S WAY'S FORMS 990 ARE WIDELY AVAILABLE TO THE PUBLIC

Pt VI-C, Line 19 VIA INTERNET BASED SITES SUCH AS GUIDE STAR.

Pt VI-B, Line 15 THE CHAIR OF THE BOARD CONDUCTS A THOROUGH ANNUAL REVIEW

Pt VI-B, Line 15 OF THE EXECUTIVE DIRECTOR, A PROCESS WHICH INCLUDES FEEDBACK

Pt VI-B, Line 15 FROM INDIVIDUALS WITH WORKING EXPERIENCE WITH THE

Pt VI-B, Line 15 EXECUTIVE DIRECTOR. THE CHAIR OF THE BOARD DRAFTS THE

Pt VI-B, Line 15 ANNUAL ASSESSMENT AND THEN REVIEWS IT WITH THE EXECUTIVE

Pt VI-B, Line 15 COMMITTEE OF THE BOARD WHICH IS GIVEN AN OPPORTUNITY TO

Pt VI-B, Line 15 ADD ITS COMMENTS. THE REVIEW, COMBINED WITH THE DATA

Pt VI-B, Line 15 RELATING TO COMPARABLE POSITIONS' SALARIES, MARKET

Pt VI-B, Line 15 CONDITIONS AND THE FINANCIAL CONDITION OF THE ORGANIZATION

Pt VI-B, Line 15 IN THAT GIVEN YEAR, FACTOR INTO THE DETERMINATION OF A

Pt VI-B, Line 15 REASONABLE SALARY FOR THE POSITION. THESE DISCUSSIONS ARE

Pt VI-B, Line 15 MEMORIALIZED IN THE EXECUTIVE COMMITTEE MEETING MINUTES

Name of the organization

Employer identification number

WOMEN'S WAY

23-1989161

Pt VI-B, Line 15 AND ARE SHARED WITH THE FULL BOARD OF DIRECTORS AT ITS

Pt VI-B, Line 15 NEXT MEETING.

Schedule I (Form 990) - Part IV - Supplemental Information (continued)

Schedule I (Form 990) - Part IV - Supplemental Information (Continuation Sheet)

Pt I Line 2	OPERATING GRANTS, ARE REQUIRED TO SUBMIT ANNUALLY A DETAILED REPORT AND
Pt I Line 2	UPDATED FINANCIAL INFORMATION. MEMBER AGENCIES MUST REPORT ON AGENCY
Pt I Line 2	OPERATIONS AND MANAGEMENT, PERFORMANCE GOALS, CLIENT DEMOGRAPHICS, SERVICE
Pt I Line 2	DELIVERY, FISCAL HEALTH, AND LEGAL COMPLIANCE. MEMBER AGENCIES ALSO MUST
Pt I Line 2	SUBMIT ANNUAL FINANCIAL STATEMENTS AND TWO YEARS' OF BUDGET COMPARED
Pt I Line 2	TO ACTUAL INCOME AND EXPENSES. FOLLOWING WOMEN'S WAY'S REVIEW OF THESE REPORTS,
Pt I Line 2	ITS DIRECTOR OF GRANTMAKING AND AGENCY RELATIONS AND A WOMEN'S WAY BOARD MEMBER
Pt I Line 2	MEET WITH THE FUNDED AGENCY'S EXECUTIVE DIRECTOR AND ONE OF ITS BOARD OFFICERS
Pt I Line 2	TO DISCUSS THE REPORT.

Schedule O (Form 990), Supplemental Information to Form 990
Form 990, Page 6, Line 17 (continued)

Pennsylvania

New Jersey

Schedule O (Form 990), Supplemental Information to Form 990
Form 990, Page 2, Part III, Line 1 (continued)

Briefly describe the organization's mission:

1977, WOMEN'S WAY HAS PUT OVER 23 MILLION DOLLARS TO WORK TO ENHANCE
THE LIVES OF WOMEN AND FAMILIES AND TO PROVIDE VITAL SUPPORT AND
ASSISTANCE TO THE AGENCIES THAT SERVE THEM. IN ADDITION, WOMEN'S
WAY RAISES A POWERFUL VOICE FOR WOMEN THROUGH A COORDINATED EDUCATION
AND ADVOCACY PROGRAM THAT AIMS TO CREATE MEANINGFUL SOCIAL CHANGE
FOR WOMEN, GIRLS, AND THEIR FAMILIES.

Schedule O (Form 990), Supplemental Information to Form 990
Form 990, Page 2, Part III, Line 4a (continued)

TRAINING, HOUSING, VIOLENCE PREVENTION, AGING SUPPORTS AND HEALTH
CARE. MEMBER AGENCIES INCLUDE: CHOICE, COMMUNITY WOMEN'S EDUCATION
PROJECT, DOMESTIC ABUSE PROJECT OF DELAWARE COUNTY, SUPPORTIVE OLDER
WOMEN'S NETWORK, TENANT UNION REPRESENTATIVE NETWORK AND WOAR.

Schedule O (Form 990), Supplemental Information to Form 990
Form 990, Page 2, Part III, Line 4b (continued)

YEARLY COMPETITIVE GRANTMAKING PROGRAM FOCUSED ON SPECIFIC ISSUES
RELATED TO WOMEN AND GIRLS THAT ARE DETERMINED ON AN ANNUAL BASIS
THROUGH A WOMEN'S ISSUES SUMMIT. GRANTS ARE PROVIDED TO LOCAL
NON-PROFIT ORGANIZATIONS TO SUPPORT SPECIFIC PROJECTS OR FOR GENERAL
OPERATING EXPENSES. FUNDED ORGANIZATIONS ARE PROVIDED NOT ONLY WITH
FINANCIAL SUPPORT FROM WOMEN'S WAY BUT ALSO WITH TECHNICAL ASSISTANCE
THROUGHOUT THE YEAR ON RELEVANT AND PRESSING ISSUES AND TOPICS,
NETWORKING OPPORTUNITIES INVOLVING OTHER FUNDING SOURCES AND
SIMILARLY FOCUSED ORGANIZATIONS, AS WELL AS, ASSISTANCE WITH
ADVOCACY SUPPORT TO FURTHER IMPROVE THEIR WORK.

Schedule O (Form 990), Supplemental Information to Form 990
Form 990, Page 2, Part III, Line 4c (continued)

LEADING EDUCATIONAL EVENTS SUCH AS THE ANNUAL WOMEN'S ISSUES CONFERENCE, WOMEN & INFLUENCE,
SPEAKING AT PRESS CONFERENCES, TESTIFYING AT HEARINGS, HOSTING COMMUNITY
FORUMS, ENABLING WOMEN'S WAY CONSTITUENTS TO TAKE ACTION ON IMPORTANT ISSUES THROUGH THE FeMail
E-NEWSLETTER AND IMPACT INITIATIVES E-ALERTS, AND CONTINUING TO LEAD DIALOGUES WITH
THE WOMEN'S COMMUNITY TO IDENTIFY KEY ISSUES AROUND WHICH TO ADVOCATE.

Schedule O (Form 990), Supplemental Information to Form 990
Form 990, Page 2, Part III, Line 4d (continued)

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

Code:	Description:	<u>WOMEN FOR SOCIAL INNOVATION IS A DONOR ADVISED FUND OF WOMEN'S WAY THAT</u>
Expenses	<u>16,235.</u>	<u>ANNUALLY AWARDS A GRANT TO A SOCIAL ENTREPRENEUR WITH AN INNOVATIVE</u>
Grants Of	<u>15,500.</u>	<u>APPROACH TO SOLVING AN INTRACTABLE PROBLEM IMPACTING WOMEN, GIRLS AND/OR FAMILIES</u>
Revenue	<u>0.</u>	<u>IN THE PHILADELPHIA REGION. WOMEN'S WAY STAFF SUPPORTS WSI CONTRIBUTORS IN</u>
		<u>THEIR WORK TO RAISE FUNDS AND SOLICIT AND REVIEW GRANT PROPOSALS. EACH</u>
		<u>WSI CONTRIBUTOR HAS A VOTE IN SELECTING THE FINALIST FOR THE GRANT.</u>
		<u>WSI'S RECOMMENDATION IS BROUGHT TO WOMEN'S WAY'S BOARD FOR FINAL APPROVAL.</u>

WOMEN'S WAY
FINANCIAL STATEMENTS
YEAR ENDED AUGUST 31, 2011



SHECHTMAN MARKS DEVOR PC
Certified Public Accountants

**WOMEN'S WAY
YEAR ENDED AUGUST 31, 2011**

CONTENTS

	<u>Page</u>
Independent auditors' report	1
Financial statements:	
Statement of financial position	2
Statement of activities and changes in net assets	3-4
Statement of functional expenses	5
Statement of cash flows	6
Notes to financial statements	7-15

Independent Auditors' Report

To the Board of Directors of
WOMEN'S WAY

We have audited the accompanying statement of financial position of WOMEN'S WAY ("the Organization") as of August 31, 2011, and the related statements of activities and changes in net assets, functional expenses and cash flows for the year then ended. These financial statements are the responsibility of the Organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and the significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of WOMEN'S WAY as of August 31, 2011, and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

Shechtman Marks Devor PC

November 9, 2011
Philadelphia, Pennsylvania

**WOMEN'S WAY
STATEMENT OF FINANCIAL POSITION
AUGUST 31, 2011**

ASSETS

Current assets:

Cash and cash equivalents	\$ 707,155
Investments	497,220
Contributions receivable, current portion, net of allowance for uncollectible accounts of \$7,283	103,824
Workplace campaigns receivable, net of allowance for uncollectible accounts of \$11,549	88,435
Prepaid expenses and other	<u>17,107</u>

Total current assets	1,413,741
----------------------	-----------

Non-current assets:

Contributions receivable, net of current portion	49,500
Security deposit	9,771
Furniture and equipment, net of accumulated depreciation of \$36,596	<u>20,389</u>

Total assets	<u><u>\$ 1,493,401</u></u>
--------------	----------------------------

LIABILITIES AND NET ASSETS

Current liabilities:

Accounts payable and accrued expenses	\$ 12,563
Grants payable	50,898
Deferred rent, current portion	<u>1,385</u>

Total current liabilities	64,846
---------------------------	--------

Long-term liabilities:

Deferred rent, net of current portion	16,850
Liability for agency transactions	5,371
Subtenant's security deposits	<u>450</u>

Total liabilities	<u>87,517</u>
-------------------	---------------

Net assets:

Unrestricted	1,037,711
Unrestricted, board designated	<u>116,491</u>

Total unrestricted net assets	1,154,202
-------------------------------	-----------

Temporarily restricted	<u>251,682</u>
------------------------	----------------

Total net assets	<u>1,405,884</u>
------------------	------------------

Total liabilities and net assets	<u><u>\$ 1,493,401</u></u>
----------------------------------	----------------------------

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

WOMEN'S WAY
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED AUGUST 31, 2011

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
Operating support and revenue:			
2011 campaign results:			
Workplace campaigns	\$ 248,664	\$ -	\$ 248,664
Individuals	334,926	17,050	351,976
Corporations and foundations (including in-kind contributions of \$43,970)	285,580	126,817	412,397
Total campaign contributions	<u>869,170</u>	<u>143,867</u>	<u>1,013,037</u>
Advocacy activities and special events:			
Annual dinner (including in-kind contributions of \$5,996):			
Revenue	302,466	-	302,466
Expenses	(118,847)	-	(118,847)
Annual dinner, net	<u>183,619</u>	<u>-</u>	<u>183,619</u>
Fall Gala:			
Revenue	76,660	82,800	159,460
Net assets released from restrictions - Fall Gala	135,690	(135,690)	-
Expenses	(77,508)	-	(77,508)
Fall Gala, net	<u>134,842</u>	<u>(52,890)</u>	<u>81,952</u>
Other events	<u>7,293</u>	<u>-</u>	<u>7,293</u>
	<u>325,754</u>	<u>(52,890)</u>	<u>272,864</u>
Other income:			
Management fee	672	-	672
Net assets released from restrictions - Other	191,466	(191,466)	-
	<u>192,138</u>	<u>(191,466)</u>	<u>672</u>
Total operating support and revenue	<u>1,387,062</u>	<u>(100,489)</u>	<u>1,286,573</u>
Expenses:			
Program services:			
Member Agencies	322,303	-	322,303
Community Women's Fund	384,645	-	384,645
Educational Outreach & Advocacy	291,145	-	291,145
Women for Social Innovation	16,235	-	16,235
Supporting services:			
Management and administration	161,507	-	161,507
Fundraising	148,311	-	148,311
Total expenses	<u>1,324,146</u>	<u>-</u>	<u>1,324,146</u>
Change in net assets from operations	<u>62,916</u>	<u>(100,489)</u>	<u>(37,573)</u>

WOMEN'S WAY
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS (CONTINUED)
YEAR ENDED AUGUST 31, 2011

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
Non-operating support and gains:			
Interest and dividends, net of investment fees	10,383	-	10,383
Net realized and unrealized gains on investments	<u>30,342</u>	<u>-</u>	<u>30,342</u>
Change in net assets from other activities	<u>40,725</u>	<u>-</u>	<u>40,725</u>
Total change in net assets	103,641	(100,489)	3,152
Net assets, beginning of year	<u>1,050,561</u>	<u>352,171</u>	<u>1,402,732</u>
Net assets, end of year	<u>\$ 1,154,202</u>	<u>\$ 251,682</u>	<u>\$ 1,405,884</u>

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

WOMEN'S WAY
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED AUGUST 31, 2011

	Program Services			Supporting Services			Total
	Member Agencies	Community Women's Fund	Educational Outreach & Advocacy	Women for Social Innovation	Management and Administration	Fundraising	
Direct expenses:							
Grants	\$ 199,179	\$ 203,429	\$ 2,269	\$ 15,500	\$ -	\$ -	\$ 420,377
Communication/information outreach	1,662	2,194	20,246	-	-	24,643	48,745
Conferences and meetings	38	188	283	-	-	355	864
Events and programs	119	561	6,596	-	162	77	7,515
Fees to workplace campaign organizers	-	-	-	-	-	27,847	27,847
Postage and delivery	6	866	1,246	7	-	5,421	7,546
Program materials and supplies	39	476	2,098	728	5	154	3,500
Provision for uncollectible pledges	-	-	-	-	15,277	-	15,277
Travel	87	518	1,304	-	183	399	2,491
Salaries and related	90,146	134,738	195,708	-	106,548	66,731	593,871
	<u>291,276</u>	<u>342,970</u>	<u>229,750</u>	<u>16,235</u>	<u>122,175</u>	<u>125,627</u>	<u>1,128,033</u>
Indirect expenses - allocated:							
Audit, legal and search fees	10,462	14,044	20,639	-	13,297	7,646	66,088
Bank, credit card and payroll fees	1,247	1,674	2,461	-	1,585	911	7,878
Computer supplies and service	2,193	2,943	4,326	-	2,787	1,602	13,851
Insurance	1,067	1,432	2,104	-	1,356	779	6,738
Membership and publications	351	472	693	-	447	256	2,219
Occupancy	10,220	13,746	20,344	-	12,886	7,478	64,673
Office supplies	544	730	1,073	-	691	397	3,435
Photocopier supplies and service	700	940	1,386	-	887	511	4,424
Postage and equipment rental	2,362	3,171	4,660	-	3,002	1,728	14,923
Printing and stationery	598	802	1,179	-	760	437	3,776
Repairs and maintenance	140	187	275	-	177	103	882
	<u>29,884</u>	<u>40,141</u>	<u>59,140</u>	<u>-</u>	<u>37,875</u>	<u>21,847</u>	<u>188,887</u>
Total before depreciation	321,160	383,111	288,890	16,235	160,050	147,474	1,316,920
Depreciation	<u>1,143</u>	<u>1,534</u>	<u>2,255</u>	<u>-</u>	<u>1,457</u>	<u>837</u>	<u>7,226</u>
Total expenses	<u>\$ 322,303</u>	<u>\$ 384,645</u>	<u>\$ 291,145</u>	<u>\$ 16,235</u>	<u>\$ 161,507</u>	<u>\$ 148,311</u>	<u>\$ 1,324,146</u>

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

WOMEN'S WAY
STATEMENT OF CASH FLOWS
YEAR ENDED AUGUST 31, 2011

Cash flows from operating activities:	
Change in total net assets	\$ 3,152
Adjustments to reconcile change in total net assets to net cash provided by operating activities:	
Decrease in allowance for uncollectible accounts	(2,985)
Depreciation	7,226
Change in deferred rent	(592)
Net realized and unrealized gains on investments	(30,342)
Decrease in operating assets:	
Contributions receivable	14,447
Workplace campaigns receivable	9,209
Prepaid expenses and other	28,784
Increase (decrease) in operating liabilities:	
Accounts payable and accrued expenses	(5,889)
Grants payable	<u>2,423</u>
Net cash provided by operating activities	<u>25,433</u>
Cash flows from investing activities:	
Purchase of investments	(8,911)
Proceeds from sale of investments	4,716
Purchase of furniture and equipment	<u>(1,565)</u>
Net cash used in investing activities	<u>(5,760)</u>
Net increase in cash and cash equivalents	19,673
Cash and cash equivalents, beginning of year	<u>687,482</u>
Cash and cash equivalents, end of year	<u><u>\$ 707,155</u></u>

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

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED AUGUST 31, 2011

1. Organization:

WOMEN'S WAY ("Organization", herein), a not-for-profit organization, raises money for women-centered funding, advocacy, and education to achieve women's equality, safety, economic self-sufficiency, and reproductive freedom. As the nation's oldest women's funding federation, it grants critical operating funds to its member agencies and, through its Community Women's Fund, to women-led, women-focused regional social services organizations addressing a broad continuum of issues that impact women of all ages, races, and socioeconomic backgrounds.

Programs, in addition to funding, include hosting an annual women's conference on women's leadership; monthly electronic initiatives about issues of importance to women, girls, and families; technical assistance to grantees; a monthly electronic newsletter about events and news relating to the Organization's work and the work of its funded agencies; and development of future leaders and philanthropists through the Young Women's Initiative. Funding from the Organization supports programs that advocate adult basic education, tenant and consumer training, rape crises intervention, domestic abuse counseling, healthcare options, legal rights, aging supports and more.

2. Summary of significant accounting policies:

Basis of accounting:

The Organization's financial statements are prepared in accordance with generally accepted accounting principles in the United States of America (US GAAP), and, as such are required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets and permanently restricted net assets.

Net assets:

Net assets are categorized according to externally (donor) imposed restrictions. A description of the net asset categories is as follows:

Unrestricted net assets are those assets that are available for the support of operations and whose use is not externally restricted.

Unrestricted, board designated net assets are those assets that are available for the support of operations and whose use is not externally restricted but requires board approval.

Temporarily restricted net assets are those assets whose use by the Organization has been limited by donors to a specific time period or purpose.

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2011

2. Summary of significant accounting policies (continued):

Net assets (continued):

Permanently restricted net assets are those assets that the donor stipulates must be maintained by the Organization in perpetuity. The Organization has no permanently restricted net assets.

Contributions:

Contributions received are recorded as unrestricted, temporarily or permanently restricted support depending on the existence and/or nature of any donor restrictions.

Contributions, including unconditional promises to give, are recognized as revenue in the period when the promise to give is received. Contributions that are restricted by the donor are recorded as increases in unrestricted net assets if the restrictions are met or expire within the fiscal year in which the contributions are received. All other donor-restricted contributions are reported as increases in temporarily or permanently restricted net assets depending upon the nature of the restrictions. When a restriction is met, temporarily restricted net assets are released to unrestricted net assets.

Conditional promises to give are recognized as contribution revenue when the conditions on which they depend are substantially met.

In-kind contributions:

The Organization records donated materials and donated services that create or enhance non-financial assets. Services that require specialized skills are recorded when provided by individuals possessing those skills that would otherwise need to be purchased. In-kind contributions are recorded at their fair market value at the time of receipt and are included in the financial statements as revenue and expense.

Use of estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from these estimates.

Cash and cash equivalents:

The Organization considers all highly liquid debt instruments purchased with an original maturity of three months or less, which are not intended to be held for investment purposes, to be cash equivalents.

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2011

2. Summary of significant accounting policies (continued):

Investments:

Investments are stated at fair market value in the statement of financial position. Unrealized gains and losses are included in changes in net assets. Investment income and gains restricted by a donor are reported as increases in unrestricted net assets if the restrictions are met (either by passage of time or by use) in the reporting period in which the income and gains are recognized.

Contributions and workplace campaigns receivable:

Contributions and workplace campaigns receivable are stated at unpaid balances, less an allowance for uncollectible accounts, which is the amount management expects to collect from balances outstanding at year end. The allowance is based on historical experience and management's analysis of collectability.

Furniture and equipment and depreciation:

Furniture and equipment is stated at cost. Major additions and betterments are capitalized and ordinary maintenance and repairs, which do not improve or extend the life of the respective assets, are expensed as incurred. Upon sale or retirement, the cost of the asset and the related accumulated depreciation are removed from the accounts and the resulting gain or loss, if any, is included in changes in net assets. Donated assets are recorded at fair value at the date of donation. Depreciation is recorded using the straight-line method over the estimated useful lives of the assets, ranging from 5 to 10 years.

Grants expended:

The Organization incurred grants expense under contracts with its member agencies and through an open grant making process for its Community Women's Fund. Total grants expended for the year were \$420,377.

Functional expenses:

The cost of providing the various programs and other activities has been summarized on a functional basis in the statement of activities and changes in net assets and in the statement of functional expenses. Expenses that cannot be directly attributed to a specific program are allocated across program and supporting services based upon estimates by management.

Income taxes:

The Organization is exempt from federal and state income taxes under IRC Section 501(c)(3) and similar state laws. As a result, no provisions are made for federal and state income taxes. The Organization is not a private foundation.

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2011

3. Contributions receivable:

Contributions receivable consists of various grants and contributions made to support the Organization's programs. Contributions due in future years are discounted to their fair value. Valuation of the future contributions receivable takes place at the time of contribution. As of August 31, 2011, contributions receivable consist of the following:

Gross unconditional promises to give	\$ 161,107
Less unamortized discount	(500)
Less allowance for uncollectible accounts	(7,283)
	<u>\$ 153,324</u>
Amounts due:	
Within one year	103,824
Within two to three years	<u>49,500</u>
	<u>\$ 153,324</u>

4. Fair value measurements:

The Organization's investments are reported at fair value in the accompanying statement of financial position. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Organization believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs are unobservable and have the lowest priority. The Organization uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Organization measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were used only when Level 1 and Level 2 inputs were not available.

Level 1 – Fair value measurements

The fair value of mutual funds is based on quoted net asset values ("NAV") of the shares held by the Organization at year-end.

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2011

4. Fair value measurements (continued):

Level 2 – Fair value measurements

The fair value of government bonds (“bonds”) is valued based on the net asset values (“NAV”) of the bonds held by the Organization at year-end. Although the bonds are not available in an active market, the NAV of the units are approximated based on the quoted prices of the underlying investments that are traded in an active market.

Level 3 – Fair value measurements

The life insurance policy is not actively traded and significant other observable inputs are not available. Thus, the fair value of the life insurance policy is equal to the cash value of the policy at year-end.

The following table sets forth, by level within the fair value hierarchy, the Organization's investments at fair value as of August 31, 2011:

		Fair Value Measurements at Reporting Date Using:		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
	Fair Value			
Mutual funds:				
Money market	\$ 6,157	\$ 6,157	\$ -	\$ -
Large cap value	49,093	49,093	-	-
Large cap growth	57,119	57,119	-	-
Large cap core	49,568	49,568	-	-
Small cap value	10,690	10,690	-	-
Small cap core	10,602	10,602	-	-
Developed markets (international)	89,177	89,177	-	-
Emerging markets (international)	21,771	21,771	-	-
Real estate investment trust	12,685	12,685	-	-
Global fixed income	22,154	22,154	-	-
High yield	17,468	17,468	-	-
Commodities	11,482	11,482	-	-
Precious metals	10,124	10,124	-	-
Government bonds:				
Federal home loan mortgage	26,553	-	26,553	-
Federal national mortgage association	20,708	-	20,708	-
U.S. treasury notes	73,240	-	73,240	-
Life insurance policy	8,629	-	-	8,629
	<u>\$ 497,220</u>	<u>\$ 368,090</u>	<u>\$ 120,501</u>	<u>\$ 8,629</u>

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2011

4. Fair value measurements (continued):

The following table reconciles the beginning and ending balances of fair value measurements using significant unobservable inputs (Level 3) of the life insurance policy for the year ended August 31, 2011:

Beginning balance	\$ 8,356
Total gains (losses) included in change in net assets	273
Purchases, sales, issuances, and settlements:	
Purchases	-
Issuances	-
Sales	-
Settlements	-
Ending balance	\$ <u>8,629</u>

5. Deferred rent obligation:

The Organization received several months of free rent in its office lease. The lease also contains fixed rent increases each year. As a result, the Organization calculated the full obligation due under the lease and divided it by the number of months in the lease to arrive at a monthly rent expense. The difference between the amount paid and the rent expense incurred as of August 31, 2011 totaled \$18,235 and is shown as a deferred rent obligation in the accompanying financial statements. The current portion of the deferred rent obligation is \$1,385 as of August 31, 2011.

6. Temporarily restricted net assets:

As of August 31, 2011, temporarily restricted net assets are available for the following purposes:

November 2011 Fall Gala	\$ 82,800
Education and Advocacy	113,748
Ernesta D. Ballard Book Event	19,600
Women for Social Innovation	6,835
Communication	3,449
Women & Influence Conference	20,000
Career Wardrobe	5,000
Other	<u>250</u>
	\$ <u>251,682</u>

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2011

7. Unrestricted net assets, board designated:

Unrestricted net assets, board designated consists of contributions that have been made to fund internal programs, grants, and operations of the Organization. There is no related endowment.

8. In-kind contributions:

Revenue and expenses include donated legal services of \$43,970 and donated printing of \$5,996, which benefited the administration and programs of the Organization.

9. Commitments:

Office lease commitments:

The Organization entered into a lease that began in February 2007 to rent office space through April 2017. The following is a schedule of future minimum rent payments required as of August 31, 2011.

<u>Year ending August 31,</u>	
2012	\$ 62,060
2013	62,852
2014	63,644
2015	64,436
2016	65,229
Thereafter	<u>43,838</u>
	\$ <u><u>362,059</u></u>

The Organization's lease calls for an annual assessment for any change in operating expense and real estate tax over the lease base line in addition to annual rents.

Rent expense for the year ended August 31, 2011 was \$59,391, which is shown net of rent received from subtenants of \$6,475.

Equipment lease commitments:

The Organization leases office equipment under non-cancelable leases expiring at various times through October 2015. The related lease expense for the year ended August 31, 2011 was \$15,546.

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2011

9. Commitments (continued):

Equipment lease commitments (continued):

The following is a schedule of future minimum lease commitments under non-cancelable equipment leases with initial or remaining terms in excess of one year as of August 31, 2011.

<u>Year ending August 31,</u>	
2012	\$ 15,348
2013	15,348
2014	15,348
2015	15,348
2016	<u>568</u>
	\$ <u>61,960</u>

10. Ernesta D. Ballard endowment fund:

A fund has been established at The Philadelphia Foundation for the benefit of WOMEN'S WAY called the Ernesta D. Ballard Fund for WOMEN'S WAY. Assets of the fund at June 30, 2011 were \$1,093,903. These assets are subject to the Foundation's ultimate control and absolute discretion. The Organization is currently receiving distributions based on the net income of the assets.

11. Employee benefit plan:

The Organization sponsors a 403(b) defined contribution plan for eligible employees who have been employed for more than one year. The Organization contributes 50% of employee elective deferrals up to 1.5% of employee compensation. The total contribution for the year ended August 31, 2011 was \$4,762.

12. Uncertain tax positions:

Management of the Organization considers the likelihood of changes by taxing authorities in its filed income tax returns and recognizes a liability for or discloses potential significant changes that management believes are more likely than not to occur upon examination by tax authorities, including changes to the Organization's status as a not-for-profit entity. Management believes the Organization met the requirements to maintain its tax-exempt status and has not identified any material uncertain tax positions subject to the unrelated business income tax that require recognition or disclosure in the accompanying financial statements. The Organization's income tax returns for the past three years are subject to examination by tax authorities, and may change upon examination.

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2011

13. Subsequent events:

The Organization has evaluated events and transactions for potential recognition or disclosure in the financial statements through November 9, 2011, the date on which the financial statements were available to be issued. Based on the Organization's evaluation, no subsequent events meet the criteria under US GAAP for disclosure.