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Form 990

Return of Organization Exempt From Income Tax

OMB No 1545-0047

2011

Open to Public Inspection

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

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

A For the 2011 calendar year, or tax year beginning Sept 1, 2011, and ending Aug 31, 2012

B Check if applicable <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization WOMEN'S WAY Doing Business As		D Employer Identification Number 23-1989161
	Number and street (or P O box if mail is not delivered to street addr) 123 SOUTH BROAD ST		Room/suite Suite 1399
	City, town or country PHILADELPHIA		State ZIP code + 4 PA 19109
	F Name and address of principal officer AMANDA ARONOFF 123 S BROAD ST, STE 1399 PHILADELPHIA PA 19109		
I Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If 'No,' attach a list (see instructions)	
J Website: womensway.org			
K Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of Formation 1977	M State of legal domicile PA

Part I Summary

Activities & Governance	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 <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3	Number of voting members of the governing body (Part VI, line 1a)	24
	4	Number of independent voting members of the governing body (Part VI, line 1b)	24
	5	Total number of individuals employed in calendar year 2011 (Part V, line 2a)	11
	6	Total number of volunteers (estimate if necessary)	275
	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		
Revenue	8	Contributions and grants (Part VIII, line 1h)	1,380,056.
	9	Program service revenue (Part VIII, line 2g)	
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	17,061.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-137,467.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,259,650.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	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)	593,871.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	
	16b	Total fundraising expenses (Part IX, column (D), line 25) 186,223.	
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	271,717.	
18	Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	1,285,965.	
19	Revenue less expenses Subtract line 18 from line 12 RECEIVED	-26,315.	
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	1,493,401.
	21	Total liabilities (Part X, line 26)	87,517.
	22	Net assets or fund balances Subtract line 21 from line 20	1,405,884.

Part II Signature Block

OGDEN, UT

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 3/28/13
	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, CPA	Date 02/03/13	Check <input type="checkbox"/> if self-employed	PTIN P00533468
	Firm's name Boscarelli & Zaiss, PC	Firm's EIN 22-3274771			
	Firm's address 57 South Main Street Yardley PA 19067	Phone no			

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 07/05/11

Form 990 (2011)

SCANNED APR 29 2013

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Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III

☒ X**1** Briefly describe the organization's mission:

FOR 35 YEARS, WOMEN'S WAY HAS COURAGEOUSLY TAKEN POSITIONS ON CUTTING EDGE ISSUES RELATING TO WOMEN AND GIRLS. WOMEN'S WAY'S WORK HAS BEEN UNIQUELY STRATEGIC
 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 ☒ X No

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

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

If 'Yes,' describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations 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 \$ 507,882. including grants of \$ 361,673.) (Revenue \$ 0.)

GRANTMAKING THROUGH THE FOLLOWING TWO PROGRAMS:

WOMEN'S WAY ACTION PARTNERS: BEGINNING IN JUNE 2012 WOMEN'S WAY BEGAN ITS ACTION PARTNERS GRANTMAKING PROGRAM. WOMEN'S WAY ACTION PARTNERS ARE SIX HIGH PERFORMING NONPROFIT ORGANIZATIONS THAT RECEIVE UP TO THREE YEARS OF GENERAL OPERATING SUPPORT. COLLECTIVELY, THESE SIX GROUPS REFLECT THE CORE MISSION OF WOMEN'S WAY AND PROVIDE DIRECT SERVICES AND/OR ADVOCACY ON ISSUES RELATED TO ECONOMIC SELF-SUFFICIENCY, EQUALITY, VIOLENCE PREVENTION AND REPRODUCTIVE HEALTH. WITH A THREE-YEAR FUNDING COMMITMENT FROM WOMEN'S WAY, THESE ORGANIZATIONS CAN LEARN FROM ONE ANOTHER, DEVELOP BEST PRACTICES AND OPEN DOORS FOR LONG-TERM COLLABORATIONS. THE LONGEVITY OF THIS MULTI-YEAR PARTNERSHIP MEANS OUR

See Form 990, Page 2, Part III, Line 4a (continued)

4b (Code:) (Expenses \$ 136,162. including grants of \$ 0.) (Revenue \$ 0.)

ADVOCACY: ENSURE A BRIGHTER FUTURE FOR WOMEN, GIRLS AND FAMILIES. WOMEN'S WAY LEADS PROACTIVE POLICY INITIATIVES AND ADVOCACY CAMPAIGNS TO INFLUENCE POLICY-MAKERS AND MOBILIZE SUPPORT TO AFFECT POLICIES THAT MATTER TO WOMEN, GIRLS AND FAMILIES. AMONG THE INITIATIVES WOMEN'S WAY IS CURRENTLY LEADING ARE EFFORTS TO: EXPAND WOMEN'S ACCESS TO HEALTH CARE AS THE CONVENING FORCE BEHIND RAISING WOMEN'S VOICES OF SEPA--A COALITION ADVOCATING FOR HEALTH CARE REFORM IMPLEMENTATION POLICIES THAT SUPPORT AND PROTECT THE FULL RANGE OF REPRODUCTIVE HEALTH CARE SERVICES FOR WOMEN. ENSURE WOMEN'S SAFETY BY WORKING TO END HUMAN TRAFFICKING IN PHILADELPHIA AND PENNSYLVANIA BY PARTICIPATING AS A STEERING COMMITTEE MEMBER OF THE PHILADELPHIA ANTI-TRAFFICKING COALITION AND CHAIRING

See Form 990, Page 2, Part III, Line 4b (continued)

4c (Code:) (Expenses \$ 318,109. including grants of \$ 2,815.) (Revenue \$ 0.)

PUBLIC EDUCATION: BRINGING TOGETHER THE COMMUNITY FOR DIALOGUE AND EDUCATION, WOMEN'S WAY ENSURES A BROAD PUBLIC DIALOGUE BY CONVENING CONFERENCES AND COMMUNITY FORUMS; HOSTING ISSUES ROUNDTABLES AND POLICY BRIEFINGS; COMMISSIONING RESEARCH REPORTS AND PRODUCING THINK TANK SUMMITS--ALL WITH THE AIM OF KEEPING OUR FINGER ON THE PULSE OF THE COMMUNITY AND BUILDING BROAD PUBLIC AWARENESS. OUR PUBLIC EDUCATION INITIATIVES INCLUDE THE SEMINAL CHANGE OF PACE REPORT AS WELL AS THE WOMEN'S ISSUES SUMMIT (THE PREEMINENT "THINK TANK" ON ISSUES INVOLVING WOMEN AND GIRLS). WE ALSO HOST BI-ANNUAL WOMEN'S WAY LUNCHTIME POLICY BRIEFINGS WHICH ARE OPEN TO THE PUBLIC AND ARE INTENDED TO EMPOWER WOMEN BY BREAKING DOWN POLICY CHANGES AND INITIATIVES INTO LAYMAN'S TERMS.

See Form 990, Page 2, Part III, Line 4c (continued)

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

(Expenses \$ 20,070. including grants of \$ 17,549.) (Revenue \$ 0.)

4e Total program service expenses ▶ 982,223.

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 for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedule D, Part I	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 temporarily restricted endowments, permanent endowments, 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, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? 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 hospital facilities? If 'Yes,' complete Schedule H		X
b If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return?		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? <i>If 'Yes,' complete Schedule I, Parts I and II</i>	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? <i>If 'Yes,' complete Schedule I, Parts I and III</i>		X
23 Did the organization answer 'Yes' to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If 'Yes,' complete Schedule J</i>		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? <i>If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No,' go to line 25</i>		X
24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d 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? <i>If 'Yes,' complete Schedule L, Part I</i>		X
25b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If 'Yes,' complete Schedule L, Part I</i>		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? <i>If 'Yes,' complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If 'Yes,' complete Schedule L, Part III</i>		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)		
28a A current or former officer, director, trustee, or key employee? <i>If 'Yes,' complete Schedule L, Part IV</i>		X
28b A family member of a current or former officer, director, trustee, or key employee? <i>If 'Yes,' complete Schedule L, Part IV</i>		X
28c 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? <i>If 'Yes,' complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If 'Yes,' complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If 'Yes,' complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If 'Yes,' complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If 'Yes,' complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If 'Yes,' complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If 'Yes,' complete Schedule R, Parts II, III, IV, and V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
35b Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If 'Yes,' complete Schedule R, Part V, line 2</i>		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If 'Yes,' complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If 'Yes,' complete Schedule R, Part VI</i>		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 (2011)

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
1 a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	8	
1 b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2 a 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.	11	
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	X	
3 a Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b If 'Yes,' has it filed a Form 990-T for this year? If 'No,' provide an explanation in Schedule O.		
4 a 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
b 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.		
5 a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T?		
6 a 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
b 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.	7d	
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.	10a	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b	
11 Section 501(c)(12) organizations. Enter		
a Gross income from members or shareholders.	11a	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12 a 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.	12b	
13 Section 501(c)(29) qualified nonprofit health insurance issuers.		
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a	
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b	
c Enter the amount of reserves on hand.	13c	
14 a 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.	14b	

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
1 a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O	24	
1 b Enter the number of voting members included in line 1a, above, who are independent	24	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee or key employee?		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6 Did the organization have members or stockholders?		X
7 a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
7 b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or other persons other than the governing body?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
9 Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If 'Yes,' provide the names and addresses in Schedule O		X

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ 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 during the tax year

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 (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) DEANA CALVELLI DIRECTOR	2.00	X						0.	0.	0.
(2) DA QUANA CARTER DIRECTOR	2.00	X						0.	0.	0.
(3) CLAUDIA CURRY DIRECTOR	2.00	X						0.	0.	0.
(4) ANNA MARIA DIDIO DIRECTOR	2.00	X						0.	0.	0.
(5) ANN LANAHAN GILL DIRECTOR	2.00	X		X				0.	0.	0.
(6) BETH GLASSMAN DIRECTOR	3.25	X		X				0.	0.	0.
(7) ELAYNE HOWARD DIRECTOR	7.00	X		X				0.	0.	0.
(8) GRACE TONCICH DIRECTOR	2.00	X						0.	0.	0.
(9) ELIZABETH IRELAND DIRECTOR	3.00	X		X				0.	0.	0.
(10) JEFFREY CULP DIRECTOR	2.00	X						0.	0.	0.
(11) LISA MATHEWSON DIRECTOR	2.00	X						0.	0.	0.
(12) ALLEN MODEL DIRECTOR	2.00	X						0.	0.	0.
(13) ELIZABETH MURPHY DIRECTOR	2.00	X						0.	0.	0.
(14) DIANE APFELBAUM TOLL DIRECTOR	2.00	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 (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) JOANNE SOSLOW DIRECTOR	2.00	X						0.	0.	0.
(16) GLORIA FORBES DIRECTOR	2.00	X						0.	0.	0.
(17) PAUL JASKOT DIRECTOR	2.00	X						0.	0.	0.
(18) JACQUELINE JENKINS DIRECTOR	2.00	X						0.	0.	0.
(19) AMY LOFTUS DIRECTOR	2.00	X						0.	0.	0.
(20) MARY POSNER DIRECTOR	2.00	X						0.	0.	0.
(21) ROSE ANN SCANLON DIRECTOR	2.00	X						0.	0.	0.
(22) COURTNEY SCHREIBER DIRECTOR	2.00	X						0.	0.	0.
(23) SUNITA SHETH DIRECTOR	2.00	X						0.	0.	0.
(24) WILLIAM STASSEN DIRECTOR	2.00	X						0.	0.	0.
(25) AMANDA ARONOFF EXECUTIVE DIRECTOR	40.00				X			110,021.	0.	17,161.
1 b Sub-total								110,021.	0.	17,161.
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								110,021.	0.	17,161.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **1**

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. Report compensation for the calendar year ending with or within the organization's tax year

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

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 **0**

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	1 a Federated campaigns	1 a 247,907.	1,474,307.				
	b Membership dues	1 b					
	c Fundraising events	1 c 416,055.					
	d Related organizations	1 d					
	e Government grants (contributions)	1 e					
	f All other contributions, gifts, grants, and similar amounts not included above	1 f 810,345.					
	g Noncash contributions included in lns 1a-1f \$	11,596.					
	h Total. Add lines 1a-1f						
PROGRAM SERVICE REVENUE	Business Code						
	2 a -----						
	b -----						
	c -----						
	d -----						
	e -----						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
OTHER REVENUE	3 Investment income (including dividends, interest and other similar amounts)		14,933.	14,933.	0.	0.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	(i) Real (ii) Personal					
	b Less rental expenses						
	c Rental income or (loss)						
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	(i) Securities (ii) Other					
	b Less cost or other basis and sales expenses						
	c Gain or (loss)						
	d Net gain or (loss)		7,690.	7,690.	0.	0.	
	8 a Gross income from fundraising events (not including \$416,055. of contributions reported on line 1c) See Part IV, line 18	a 152,030.					
	b Less direct expenses	b 135,826.					
	c Net income or (loss) from fundraising events		16,204.		0.	16,204.	
	9 a Gross income from gaming activities See Part IV, line 19	a					
	b Less direct expenses	b					
	c Net income or (loss) from gaming activities						
	10 a 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				
	11 a MANAGEMENT FEE-DONOR ADVISED FD	900099		746.	746.	0.	0.
b -----			0.		0.	0.	
c -----							
d All other revenue							
e Total. Add lines 11a-11d			746.				
12 Total revenue. See instructions			1,513,880.	23,369.	0.	16,204.	

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)

Check if Schedule O contains a response to any question in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the United States See Part IV, line 21	382,037.	382,037.		
2 Grants and other assistance to individuals in the United States See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	122,328.	80,455.	25,490.	16,383.
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	383,789.	252,417.	79,973.	51,399.
8 Pension plan accruals and contributions (include section 401(k) and section 403(b) employer contributions)	5,181.	3,408.	1,080.	693.
9 Other employee benefits	52,770.	34,706.	10,996.	7,068.
10 Payroll taxes	38,970.	25,630.	8,121.	5,219.
11 Fees for services (non-employees)				
a Management				
b Legal				
c Accounting	11,000.	7,681.	1,843.	1,476.
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees	3,087.	2,157.	514.	416.
g Other	-1,749.	-1,221.	-293.	-235.
12 Advertising and promotion				
13 Office expenses	46,270.	31,078.	5,626.	9,566.
14 Information technology	14,676.	10,052.	2,589.	2,035.
15 Royalties				
16 Occupancy	64,620.	45,139.	10,819.	8,662.
17 Travel	1,908.	1,110.	101.	697.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	27,484.	25,866.	625.	993.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	6,688.	4,670.	1,121.	897.
23 Insurance	6,302.	4,401.	1,055.	846.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a <u>WORKPLACE ADMIN FEES</u>	28,773.	0.	0.	28,773.
b <u>COMMUNICATIONS & OUTREACH</u>	48,863.	34,151.	1,206.	13,506.
c <u>PROV FOR UNCOLLECT PLDGS</u>	27,836.	0.	0.	27,836.
d <u>SPECIAL EVENT EXPS</u>	47,744.	36,668.	1,432.	9,644.
e All other expenses	2,603.	1,818.	436.	349.
25 Total functional expenses. Add lines 1 through 24e	1,321,180.	982,223.	152,734.	186,223.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

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	707,155.	2	740,211.
	3 Pledges and grants receivable, net	241,759.	3	335,722.
	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	17,107.	9	37,786.
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 58,433.		
	b Less accumulated depreciation	10b 42,905.	10c	15,528.
	11 Investments — publicly traded securities	488,591.	11	483,224.
	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	18,400.	15	18,664.
16 Total assets. Add lines 1 through 15 (must equal line 34)	1,493,401.	16	1,631,135.	
LIABILITIES	17 Accounts payable and accrued expenses	12,563.	17	806.
	18 Grants payable	50,898.	18	16,250.
	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 (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D	24,056.	25	22,578.
	26 Total liabilities. Add lines 17 through 25	87,517.	26	39,634.
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	1,154,202.	27	1,157,939.
	28 Temporarily restricted net assets	251,682.	28	433,562.
	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	1,405,884.	33	1,591,501.
	34 Total liabilities and net assets/fund balances	1,493,401.	34	1,631,135.

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Form 990 (2011)

Part XI Reconciliation of Net Assets

Check 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	1,513,880.
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,321,180.
3	Revenue less expenses Subtract line 2 from line 1	3	192,700.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,405,884.
5	Other changes in net assets or fund balances (explain in Schedule O)	5	-7,083.
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	1,591,501.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

☐

- 1 Accounting method used to prepare the Form 990. ☐ Cash ☒ Accrual ☐ Other _____
If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
- 2b Were the organization's financial statements audited by an independent accountant?
- 2c 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
- 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:
☒ Separate basis ☐ Consolidated basis ☐ 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?
- 3b 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

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

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Form 990 (2011)

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

2011**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 U.S.?		(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) 2011

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) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any 'unusual grants'.)	1,672,710.	1,663,349.	1,453,008.	1,380,056.	1,474,307.	7,643,430.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	1,672,710.	1,663,349.	1,453,008.	1,380,056.	1,474,307.	7,643,430.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						7,643,430.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
7 Amounts from line 4	1,672,710.	1,663,349.	1,453,008.	1,380,056.	1,474,307.	7,643,430.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	20,355.	17,187.	14,598.	16,172.	14,933.	83,245.
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						7,726,675.
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 2011 (line 6, column (f) divided by line 11, column (f))	14	98.92 %
15 Public support percentage from 2010 Schedule A, Part II, line 14	15	94.08 %
16a 33-1/3% support test – 2011. 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 – 2010. 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 – 2011. 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 – 2010. 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) 2011

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) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(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) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(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** ▶ ☐**Section C. Computation of Public Support Percentage**

15 Public support percentage for 2011 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2010 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2011 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2010 Schedule A, Part III, line 17	18	%

19a 33-1/3% support tests – 2011. If the organization did not check the box on line 14, and line 15 is more than 33-1/3%, and line 17 is not more than 33-1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization. ▶ ☐**b 33-1/3% support tests – 2010.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33-1/3%, and line 18 is not more than 33-1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization. ▶ ☐**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions. ▶ ☐

Part IV **Supplemental Information.** Complete this part to provide the 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).

This image shows a full page of white paper designed for handwriting practice. It features 20 evenly spaced, horizontal dashed lines that run across the entire width of the page. The lines are thin and black, providing a guide for letter height and placement. There are no margins, text, or other markings on the page.

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

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

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

OMB No 1545-0047

2011

**Open to Public
Inspection**

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

WOMEN'S WAY

Employer identification number

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 ► \$
- 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)				

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

Schedule C (Form 990 or 990-EZ) 2011

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

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

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

Limits on Lobbying Expenditures (The term 'expenditures' means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals
1 a Total lobbying expenditures to influence public opinion (grass roots lobbying)		9,528.	
b Total lobbying expenditures to influence a legislative body (direct lobbying)		2,435.	
c Total lobbying expenditures (add lines 1a and 1b)		11,963.	
d Other exempt purpose expenditures		1,309,217.	
e Total exempt purpose expenditures (add lines 1c and 1d)		1,321,180.	
f Lobbying nontaxable amount Enter the amount from the following table in both columns		207,118.	
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)		51,780.	
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) 2008	(b) 2009	(c) 2010	(d) 2011	(e) Total
2a Lobbying non-taxable amount	225,315.	209,822.	203,597.	207,118.	845,852.
b Lobbying ceiling amount (150% of line 2a, column (e))					1,268,778.
c Total lobbying expenditures	3,870.	10,881.	22,522.	11,963.	49,236.
d Grassroots nontaxable amount	56,329.	52,456.	50,899.	51,780.	211,464.
e Grassroots ceiling amount (150% of line 2d, column (e))					317,196.
f Grassroots lobbying expenditures	2,837.	9,077.	20,118.	9,528.	41,560.

BAA

Schedule C (Form 990 or 990-EZ) 2011

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)).

For each 'Yes' response to lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity

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

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 carry over 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) and if either (a) BOTH Part III-A, lines 1 and 2, are answered 'No' OR (b) 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, Part II-A, and Part II-B, line 1. Also, complete this part for any additional information.

Part IV	Supplemental Information <i>(continued)</i>
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**SCHEDULE D
(Form 990)**Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**

▶ **Complete if the organization answered 'Yes,' to Form 990, Part IV, lines 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**
▶ **Attach to Form 990. ▶ See separate instructions.**

OMB No 1545 0047

2011**Open to Public Inspection**

Name of the organization

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)	18,640.	
3 Aggregate grants from (during year)	20,070.	
4 Aggregate value at end of year	5,405.	

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.

1 a 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 the 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
1 c	
1 d	
1 e	
1 f	

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.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1 a					
1 b					
1 c					
1 d					
1 e					
1 f					
1 g					

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

a Board designated or quasi-endowment ▶ _____ %

b Permanent endowment ▶ _____ %

c Temporarily restricted endowment ▶ _____ %

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

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

(i) unrelated organizations

(ii) related organizations

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

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

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 property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
1b Buildings				
1c Leasehold improvements				
1d Equipment		58,433.	42,905.	15,528.
1e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				15,528.

BAA

Schedule D (Form 990) 2011

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 ON DONOR	8,893.
(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.) ▶	18,664.

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

(a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) LIABILITY FOR AGENCY TRANSACTIONS	5,371.
(3) TENANT SECURITY DEPOSIT	450.
(4) DEFERRED RENT	16,757.
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total. (Column (b) must equal Form 990, Part X, column (B) line 25.) ▶	22,578.

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)	1,513,880.
2	Total expenses (Form 990, Part IX, column (A), line 25)	1,321,180.
3	Excess or (deficit) for the year Subtract line 2 from line 1	192,700.
4	Net unrealized gains (losses) on investments	-7,083.
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	-7,083.
10	Excess or (deficit) for the year per audited financial statements Combine lines 3 and 9	185,617.

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	1,544,016.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12.		
a	Net unrealized gains on investments	2a	-7,083.
b	Donated services and use of facilities	2b	40,306.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	33,223.
3	Subtract line 2e from line 1	3	1,510,793.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	3,087.
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	3,087.
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	1,513,880.

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

1	Total expenses and losses per audited financial statements	1	1,358,399.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	40,306.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	40,306.
3	Subtract line 2e from line 1	3	1,318,093.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	3,087.
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	3,087.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	1,321,180.

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.

OMB No. 1545-0047

2011

Open to Public Inspection

Name of the organization

Employer identification number

WOMEN'S WAY

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

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

- 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

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

☐ Yes ☐ No

- b** If 'Yes,' list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization

(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

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 6b. List events with gross receipts greater than \$5,000.

REVENUE		(a) Event #1 <u>DINNER</u> (event type)	(b) Event #2 <u>FALL GALA</u> (event type)	(c) Other events <u>NONE</u> (total number)	(d) Total events (add column (a) through column (c))
	1 Gross receipts	331,546.	232,490.		564,036.
	2 Less Charitable contributions	285,391.	126,615.		412,006.
	3 Gross income (line 1 minus line 2)	46,155.	105,875.		152,030.
DIRECT EXPENSES	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	2,000.			2,000.
	7 Food and beverages	59,317.	25,792.		85,109.
	8 Entertainment		5,300.		5,300.
	9 Other direct expenses	32,654.	10,763.		43,417.
	10 Direct expense summary Add lines 4 through 9 in column (d)				135,826.
	11 Net income summary Combine line 3, column (d), and line 10				16,204.

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 _____

10 a 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? | <input type="checkbox"/> Yes | <input type="checkbox"/> 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? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

- 13** Indicate the percentage of gaming activity operated in

a The organization's facility

13a	$\frac{9}{8}$
-----	---------------

b An outside facility

13b	$\frac{9}{8}$
-----	---------------

- 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)

Department of the Treasury
Internal Revenue Service

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

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

OMB No. 1545-0047

2011

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 or government	(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) DOMESTIC ABUSE PROJ 14 W 2ND ST MEDIA PA 19063	23-2053144	501 (C) (3)	30,000.				OPERATING SUPP
(2) WOMEN ORGANIZED AGAINST R 1617 JFK BLVD PHILA PA 19103	23-1909487	501 (C) (3)	27,500.				OPERATING SUPP
(3) GIRLS ROCK PHILLY PO BOX 1512 PHILA PA 19105	20-5677965	501 (C) (3)	9,000.				OPERATING SUPP
(4) ALICE PAUL INSTITUTE 128 HOOTON RD MT LAUREL NJ 08054	22-2545683	501 (C) (3)	18,000.				OPERATING SUPP
(5) WOMEN'S MEDICAL FUND PO BOX 59555 PHILA PA 19102	23-1727133	501 (C) (3)	17,000.				OPERATING SUPP
(6) WHY NOT PROSPER PO BOX 949 NORRISTOWN PA 19404	23-3089308	501 (C) (3)	15,000.				OPERATING SUPP
(7) WOMEN'S LAW PROJECT 125 S 9TH ST PHILA PA 19107	23-7354467	501 (C) (3)	27,500.				OPERATING SUPP
(8) CARIE 100 S BROAD ST PHILA PA 19110	23-2075900	501 (C) (3)	10,000.				OLDER VICTIMS

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

3 Enter total number of other organizations listed in the line 1 table

27-
0

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

TEEA3901 06/01/11

Schedule I (Form 990) (2011)

Continuation Sheet for Schedule I (Form 990)

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

2011

Continuation Page 1 of 2

Name of the organization		Employer identification number					
WOMEN'S WAY		23-1989161					
Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LA COMUNIDAD HISPANA 731 W CYPRESS ST KENNET SQUARE PA 19348	23-2041915	501 (C) (3)	9,000.				SERVICES FOR L
PLANNED PARENTHOOD OF SE 1144 LOCUST ST PHILA PA 19107	23-1352509	501 (C) (3)	15,000.				SEX ED & N LIFE
WMS OPPORTUNITIES RESOURC 2010 CHESTNUT ST PHILA PA 19103	23-2741508	501 (C) (3)	24,000.				OPERATING SUPP
FAIR HOUSING RTS CTR SE P 105 E GLENSIDE AVE GLENSIDE PA 19038	23-2691322	501 (C) (3)	7,100.				HOUSING DISCR
SUPPORT CTR FOR CHILD ADV 1900 CHERRY ST PHILA PA 19103	23-2048664	501 (C) (3)	15,000.				ADVOCATE FOR L
CHILDSpace COOP DEVEL 5517 GREENE ST PHILA PA 19144	04-3028849	501 (C) (3)	18,000.				OPERATING EXPS
CAREER WARDROBE 21 S 12TH ST., SUITE 110 PHILA PA 19107	23-2900156	501 (C) (3)	7,500.				SOCIAL MEDIA C
ENDOW-A-HOME 3721 MIDVALE AVE PHILA PA 19129	23-1727133	501 (C) (3)	6,500.				CASE MGMT & L
MATERNAL AND CHILD HEALT 30 W BARNARD ST, STE 1 WEST CHESTER PA 19381	23-2775806	501 (C) (3)	9,000.				HEALTHY START
PATHWAYS OF PA 310 AMOSLAND AVE HOLMES PA 19043	23-2001837	501 (C) (3)	10,000.				YOUTH DEV SPEC

TEEA4001 08/25/11

Schedule I Cont (Form 990) 2011

Continuation Sheet for Schedule I (Form 990)

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

2011

Continuation Page 2 of 2

Name of the organization		Employer identification number					
WOMEN'S WAY		23-1989161					
Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WINGS FOR SUCCESS 490 LANCASTER AVE FRAZER PA 19355	23-2951962	501 (c) (3)	9,000.				NEW USER-FRIEN
LANSDOWNE ECON DEV CORP 23 S LANSDOWNE AVE LANSDOWNE PA 19050	23-2976596	501 (C) (3)	7,000.				ENTREPRENUERIA
LUTHERAN SETTLEMENT HOUSE 1340 FRANKFORD AVE PHILA PA 19125	41-1568278	501 (C) (3)	10,000.				ASSIST FEMAL V
WOMEN'S THERAPY CTR 1315 WALNUT ST STE 1004 PHILA PA 19107	23-1937481	501 (C) (3)	8,500.				OPERATING SUPP
NORRIS SQUARE NEIGHBORHOOD 2141 N HOWARD ST PHILA PA 19122	23-2045157	501 (C) (3)	10,000.				SUPPORT & THER
PHILLY GIRLS IN MOTION 40 W TURNBULL AVE HAVERTOWN PA 19083	27-2888491	501 (C) (3)	7,500.				OPERATING SUPP
THE CENTER FDN 220 N JACKSON ST MEDIA PA 19063	23-2789808	501 (C) (3)	12,500.				OPERATING SUPP
BLAIR CHRISTIAN ACADEMY 220 W UPSAL ST PHILA PA 19119	23-2923826	501 (C) (3)	15,000.				PROJECT
EDUCATION PLUS 501 GLEN ECHO ROAD PHILA PA 19119	82-0374669	501 (C) (3)	10,000.				PROJECT

TEEA4001 08/25/11

Schedule I Cont (Form 990) 2011

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 ORGANIZATIONS RECEIVING A WOMEN'S WAY COMMUNITY WOMEN'S FUND

Pt I Line 2 GRANT ARE REQUIRED TO COMPLETE AND SUBMIT A FINAL REPORT WITHIN 12 MONTHS

Pt I Line 2 OF THE GRANT AWARD. THE REPORT MUST INCLUDE INFORMATION ON SERVICES PROVIDED

Pt I Line 2 AND A FULL ACCOUNTING OF EXPENSES RELATED TO THE GRANT FUNDING. ADDITIONALLY,

Pt I Line 2 FOR THOSE ORGANIZATIONS HAVING RECEIVED \$10,000 OR MORE IN GRANT FUNDING,

Pt I Line 2 A SITE VISIT IS CONDUCTED BY THE DIRECTOR OF GRANTMAKING. THE SITE VISIT

Pt I Line 2 PROVIDES WOMEN'S WAY WITH AN OPPORTUNITY TO TOUR THE ORGANIZATION'S

Pt I Line 2 FACILITIES, MEET STAFF INVOLVED WITH THE GRANT FUNDED PROGRAM, SPEAK WITH

Pt I Line 2 CLIENTS AND DISCUSS THE IMPACT OF FUNDING.

Pt I Line 2 THE SIX WOMEN'S WAY ACTION PARTNER ORGANIZATIONS, WHICH RECEIVE ANNUAL GENERAL

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2011

Open to Public
Inspection

Name of the organization

WOMEN'S WAY

Employer identification number

23-1989161

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Pt VI, Line 15 OF COMPARABLE ORGANIZATION'S SALARIES, MARKET

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

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

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

Pt VI, Line 15 THEN SHARED AT AN EXECUTIVE SESSION OF THE BOARD OF DIRECTORS

Name of the organization

Employer identification number

WOMEN'S WAY

23-1989161

Pt VI, Line 15 AND THE BOARD APPROVES THE SALARY OF THE EXECUTIVE DIRECTOR.

Pt VI, Line 15 THESE PROCEEDINGS ARE MEMORIALIZED IN MINUTES OF THE EXECUTIVE

Pt VI, Line 15 SESSION OF THE BOARD OF DIRECTORS AT WHICH THE SALARY WAS

Pt VI, Line 15 APPROVED.

Pt XI UNREALIZED LOSSES ON SECURITIES IN THE AMOUNT OF \$7,083.

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

Briefly describe the organization's mission:

AND IMPACTFUL--ENGAGING AND CONVENING PEOPLE FROM ALL WALKS OF LIFE TO CREATE A TRULY COLLECTIVE AND "POWERFUL VOICE FOR WOMEN".

WOMEN'S WAY TACKLES MANY COMPLEX AND INTERTWINING ISSUES SUCH AS: WOMEN'S HEALTH--INCLUDING THE FULL RANGE OF REPRODUCTIVE AND MATERNAL HEALTH CARE; DOMESTIC AND COMMUNITY VIOLENCE--INCLUDING HUMAN TRAFFICKING AND SEXUAL EXPLOITATION; WORKPLACE EQUITY AND ECONOMIC SELF-SUFFICIENCY FOR WOMEN; AND THE EMPOWERMENT AND LEADERSHIP DEVELOPMENT OF GIRLS.

WOMEN'S WAY ADDRESSES THESE PROBLEMS THROUGH THREE KEY PROGRAMS: GRANTMAKING, ADVOCACY AND PUBLIC EDUCATION.

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

INVESTMENT WILL HAVE A GREATER IMPACT AND REACH WITHIN THE PHILADLEPHIA REGION. COMMUNITY WOMEN'S FUND: THIS IS A TWICE YEARLY COMPETITIVE GRANTMAKING PROGRAM FOCUSED ON FUNDING PRIORITIES AS DETERMINED THROUGH OUR WOMEN'S ISSUES SUMMIT, OUR ANNUAL GATHERING OF WOMEN AND GIRL FOCUSED NONPROFITS IN OUR REGION. COMMUNITY WOMEN'S FUND GRANTS ARE PROVIDED TO LOCAL NONPROFIT ORGANIZATIONS FOR GENERAL OPERATING OR PROJECT SUPPORT TO BE EXPENDED OVER A 12 MONTH PERIOD. FUNDED ORGANIZATIONS ARE ALSO PROVIDED WITH TECHNICAL ASSISTANCE SUPPORT THROUGHOUT THE YEAR ON RELEVANT AND TRENDING TOPICS IN THE NONPROFIT COMMUNITY.

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

THE ADVOCACY COMMITTEE. DEVELOP A NEW GENERATION OF WOMEN LEADERS AND ADVOCATES, AS PART OF A NEW PROGRAM WOMEN'S WAY IS TRAINING AND EMPOWERING WOMEN TO BECOME LEADERS AND ADVOCATES WITH A FOCUS ON THE ISSUES THAT IMPACT US, AS WOMEN, SUCH AS EQUALITY, SAFETY, ECONOMIC SELF-SUFFICIENCY, HEALTH CARE AND REPRODUCTIVE RIGHTS.

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

FURTHERMORE, THE ERNESTA DRINKER BALLARD BOOK PRIZE IS AWARDED EACH MARCH TO AN AUTHOR WHO HAS MADE A SIGNIFICANT CONTRIBUTION TO FURTHERING THE DIALOGUE ABOUT ISSUES IMPACTING WOMEN AND GIRLS AND THE ANNUAL WOMEN & INFLUENCE CONFERENCE IS AN IMPORTANT FREE PUBLIC FORUM WHERE MEMBERS OF THE COMMUNITY COME TOGETHER TO VOICE THEIR OPINIONS AND FOCUS ON ISSUES OF IMPORTANCE TO WOMEN AND GIRLS. WE ALSO HAVE A YOUNG WOMEN'S INITIATIVE WHICH WORKS WITH YOUNG WOMEN TO INCREASE THEIR KNOWLEDGE AND AWARENESS OF ISSUES RELATING TO WOMEN, GIRLS AND FAMILIES.

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:	WOMEN FOR SOCIAL INNOVATION IS A DONOR ADVISED FUND OF WOMEN'S WAY THAT
Expenses	20,070.		ANNUALLY AWARDS A GRANT TO A SOCIAL ENTREPRENEUR WITH AN INNOVATIVE
Grants Of	17,549.		APPROACH TO SOLVING AN INTRACTABLE PROBLEM IMPACTING WOMEN, GIRLS AND/OR FAMILIES
Revenue	0.		IN THE PHILADLEPHIA REGION. WOMEN'S WAY STAFF SUPPORTS WSI CONTRIBUTORS IN
			THEIR WORK TO RAISE FUNDS AND SOLICIT AND REVIEW GRANT PROPOSALS. EACH
			WSI CONTRIBUTOR HAS A VOTE IN SELECTING THE FINALIST FOR THE GRANT.
			WSI'S RECOMMENDATION IS BROUGHT TO WOMEN'S WAY'S BOARD FOR FINAL APPROVAL.

[illegible]

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 FOR UP TO THREE YEARS, SUBMIT A DETAILED REPORT AND UPDATED
Pt I Line 2	FINANCIAL INFORMATION EACH YEAR DURING THE THREE YEAR FUNDING PERIOD. THE
Pt I Line 2	ANNUAL REPORT MUST INCLUDE INFORMATION ON OPERATIONS AND MANAGEMENT OF THE
Pt I Line 2	ORGANIZATION, PERFORMANCE GOALS, CLIENT DEMOGRAPHICS, SERVICE DELIVERY, FISCAL
Pt I Line 2	HEALTH AND LEGAL COMPLIANCE. FOLLOWING REVIEW OF THE ANNUAL REPORTS, THE DIRECTOR OF
Pt I Line 2	GRANTMAKING AND A WOMEN'S WAY BOARD MEMBER MEETS WITH EACH ORGANIZATION'S SENIOR
Pt I Line 2	LEADERSHIP TO REVIEW THE REPORT.

WOMEN'S WAY
FINANCIAL STATEMENTS
YEAR ENDED AUGUST 31, 2012



SHECHTMAN MARKS DEVOR PC
Certified Public Accountants

**WOMEN'S WAY
YEAR ENDED AUGUST 31, 2012**

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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	7-14

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, 2012, 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, 2012, 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 2, 2012
Philadelphia, Pennsylvania

WOMEN'S WAY
STATEMENT OF FINANCIAL POSITION
AUGUST 31, 2012

ASSETS

Current assets:

Cash and cash equivalents	\$ 740,211
Investments	492,117
Contributions receivable, current portion, net of allowance for uncollectible accounts of \$8,000	216,894
Workplace campaigns receivable, net of allowance for uncollectible accounts of \$10,000	77,732
Prepaid expenses and other	<u>37,786</u>

Total current assets	1,564,740
----------------------	-----------

Non-current assets:

Contributions receivable, net of current portion	41,096
Security deposit	9,771
Furniture and equipment, net of accumulated depreciation of \$42,905	<u>15,528</u>

Total assets	<u><u>\$ 1,631,135</u></u>
--------------	----------------------------

LIABILITIES AND NET ASSETS

Current liabilities:

Accounts payable and accrued expenses	\$ 806
Grants payable	16,250
Deferred rent, current portion	<u>2,177</u>

Total current liabilities 19,233

Long-term liabilities:

Deferred rent, net of current portion	14,580
Liability for agency transactions	5,371
Subtenant's security deposits	<u>450</u>

Total liabilities 39,634

Net assets:

Unrestricted	1,041,448
Unrestricted, board designated	<u>116,491</u>

Total unrestricted net assets 1,157,939

Temporarily restricted 433,562

Total net assets 1,591,501

Total liabilities and net assets \$ 1,631,135

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, 2012

	Unrestricted	Temporarily Restricted	Total
Operating support and revenue:			
2012 campaign results:			
Workplace campaigns	\$ 247,907	\$ -	\$ 247,907
Individuals	377,331	198,405	575,736
Corporations and foundations (including in-kind contributions of \$40,306)	208,696	66,219	274,915
Total campaign contributions	<u>833,934</u>	<u>264,624</u>	<u>1,098,558</u>
Advocacy activities and special events:			
Annual dinner			
Revenue (including in-kind contributions of \$5,925)	331,546	-	331,546
Less: costs of direct benefits to donors	(93,971)	-	(93,971)
Annual dinner, net	<u>237,575</u>	<u>-</u>	<u>237,575</u>
Fall Gala:			
Revenue	66,765	165,725	232,490
Net assets released from restrictions - Fall Gala	82,800	(82,800)	-
Less: costs of direct benefits to donors	(41,855)	-	(41,855)
Fall Gala, net	<u>107,710</u>	<u>82,925</u>	<u>190,635</u>
Other events	4,049	-	4,049
	<u>349,334</u>	<u>82,925</u>	<u>432,259</u>
Other income:			
Management fee	746	-	746
Net assets released from restrictions	165,669	(165,669)	-
	<u>166,415</u>	<u>(165,669)</u>	<u>746</u>
Total operating support and revenue	<u>1,349,683</u>	<u>181,880</u>	<u>1,531,563</u>
Expenses:			
Program services:			
Grant Making	514,826	-	514,826
Public Policy	142,521	-	142,521
Education	330,794	-	330,794
Women for Social Innovation	20,070	-	20,070
Supporting services:			
Management and administration	158,971	-	158,971
Fundraising	191,217	-	191,217
Total expenses	<u>1,358,399</u>	<u>-</u>	<u>1,358,399</u>
Change in net assets from operations	<u>(8,716)</u>	<u>181,880</u>	<u>173,164</u>

WOMEN'S WAY
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS (CONTINUED)
YEAR ENDED AUGUST 31, 2012

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
Non-operating support and gains:			
Interest and dividends, net of investment fees	11,846	-	11,846
Net realized and unrealized gains on investments	<u>607</u>	<u>-</u>	<u>607</u>
Change in net assets from other activities	<u>12,453</u>	<u>-</u>	<u>12,453</u>
Total change in net assets	3,737	181,880	185,617
Net assets, beginning of year	<u>1,154,202</u>	<u>251,682</u>	<u>1,405,884</u>
Net assets, end of year	<u><u>\$ 1,157,939</u></u>	<u><u>\$ 433,562</u></u>	<u><u>\$ 1,591,501</u></u>

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

WOMEN'S WAY
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED AUGUST 31, 2012

	Program Services			Supporting Services		Total
	Grant Making	Public Policy	Education	Management and Administration	Fundraising	
Direct expenses:						
Grants	\$ 361,673	\$ -	\$ 2,815	\$ 17,549	\$ -	\$ 382,037
Communication/information outreach	9,407	6,296	16,673	1,775	13,506	48,863
Conferences and meetings	279	232	635	-	85	1,350
Events and programs	1,392	649	22,679	-	908	26,134
Fees to workplace campaign organizers	-	-	-	-	28,773	28,773
Postage and delivery	1,000	223	2,738	-	4,415	8,392
Program materials and supplies	156	1,670	1,218	746	645	4,435
Provision for uncollectible pledges	-	-	-	-	27,836	27,836
Travel	127	758	225	101	697	1,908
Salaries and related expenses	106,723	102,374	187,519	125,660	80,762	603,038
Special event expenses	955	-	35,713	1,432	9,644	47,744
	<u>481,712</u>	<u>112,202</u>	<u>270,215</u>	<u>20,070</u>	<u>167,271</u>	<u>1,180,510</u>
Indirect expenses - allocated:						
Audit, legal and search fees	9,252	8,464	16,889	-	6,651	49,557
Bank, credit card and payroll fees	1,574	1,421	2,847	-	1,127	8,362
IT expenses	2,719	2,439	4,894	-	2,035	14,676
Insurance	1,177	1,076	2,148	-	846	6,302
Membership and publications	340	311	620	-	244	1,820
Occupancy	12,051	11,033	22,055	-	8,662	64,620
Office supplies	586	622	1,242	-	489	3,549
Photocopier supplies and service	788	721	1,439	-	567	4,222
Postage and postage equipment rental	2,755	2,520	5,029	-	1,980	14,756
Printing, including graphic design	477	436	870	-	343	2,554
Repairs and maintenance	146	134	267	-	105	783
	<u>31,865</u>	<u>29,177</u>	<u>58,300</u>	<u>-</u>	<u>23,049</u>	<u>171,201</u>
Total before depreciation	513,577	141,379	328,515	20,070	190,320	1,351,711
Depreciation	1,249	1,142	2,279	-	897	6,688
Total expenses	<u>\$ 514,826</u>	<u>\$ 142,521</u>	<u>\$ 330,794</u>	<u>\$ 20,070</u>	<u>\$ 191,217</u>	<u>\$ 1,358,399</u>

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

WOMEN'S WAY
STATEMENT OF CASH FLOWS
YEAR ENDED AUGUST 31, 2012

Cash flows from operating activities:	
Change in total net assets	\$ 185,617
Adjustments to reconcile change in total net assets to net cash provided by operating activities:	
Decrease in allowance for uncollectible accounts	(832)
Depreciation	6,688
Change in deferred rent	(1,478)
Net realized and unrealized gains on investments	(607)
(Increase) decrease in operating assets:	
Contributions receivable	(105,383)
Workplace campaigns receivable	12,252
Prepaid expenses and other	(20,679)
Decrease in operating liabilities:	
Accounts payable and accrued expenses	(11,757)
Grants payable	(34,648)
	<u>29,173</u>
Net cash provided by operating activities	<u>29,173</u>
Cash flows from investing activities:	
Purchase of investments	(39,959)
Proceeds from sale of investments	45,670
Purchase of furniture and equipment	(1,828)
	<u>3,883</u>
Net cash provided by investing activities	<u>3,883</u>
Net increase in cash and cash equivalents	33,056
Cash and cash equivalents, beginning of year	<u>707,155</u>
Cash and cash equivalents, end of year	<u><u>\$ 740,211</u></u>

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

**WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED AUGUST 31, 2012**

1. Organization:

WOMEN'S WAY ("Organization", herein), a not-for-profit organization, is the leading grantmaking, advocacy and public education organization for women in the Greater Philadelphia region, at the forefront of identifying needs, sharing knowledge, and building awareness to challenge social inequities and empower women and girls.

For 35 years, WOMEN'S WAY has courageously taken positions on cutting edge issues relating to women and girls. The Organization's work has been uniquely strategic and impactful – engaging and convening people from all walks of life to create a truly collective and “powerful voice for women”. WOMEN'S WAY tackles many complex and intertwining issues such as women's health – including the full range of reproductive and maternal health care; domestic and community violence—including human trafficking and sexual exploitation; workplace equity and economic self-sufficiency for women, and the empowerment and leadership development of girls. WOMEN'S WAY addresses these problems through three key programs: advocacy/public policy; public education; and grantmaking.

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, 2012

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, 2012

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 through an open grant making process for its Community Women's Fund and a new program, WOMEN'S WAY Action Partners. Total grants expended for the year were \$382,037.

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, 2012

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. Management has determined that no discount is necessary because it is not material to the financial statements. Valuation of the future contributions receivable takes place at the time of contribution. As of August 31, 2012, contributions receivable consist of the following:

Gross unconditional promises to give	\$ 265,990
Less allowance for uncollectible accounts	(<u>8,000</u>)
	\$ <u>257,990</u>
Amounts due:	
Within one year	216,894
Within two to three years	<u>41,096</u>
	\$ <u>257,990</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, 2012

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, 2012:

	Fair Value	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)
Mutual funds:				
Money market	\$ 7,694	\$ 7,694	\$ -	\$ -
Large cap value	46,784	46,784	-	-
Large cap growth	66,786	66,786	-	-
Large cap core	53,110	53,110	-	-
Small cap value	9,172	9,172	-	-
Small cap core	8,600	8,600	-	-
Developed markets (international)	92,591	92,591	-	-
Emerging markets (international)	21,655	21,655	-	-
Real estate investment trust	12,144	12,144	-	-
Global fixed income	19,790	19,790	-	-
High yield bond	16,042	16,042	-	-
Commodities	8,555	8,555	-	-
Precious metals	9,148	9,148	-	-
Government securities:				
Federal home loan mortgage	9,143	-	9,143	-
Federal national mortgage association	20,469	-	20,469	-
U.S. treasury notes	71,542	-	71,542	-
Certificates of deposit:				
Sovereign Bank	9,999	-	9,999	-
Life insurance policy	8,893	-	-	8,893
	<u>\$ 492,117</u>	<u>\$ 372,071</u>	<u>\$ 111,153</u>	<u>\$ 8,893</u>

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2012

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, 2012:

Beginning balance	\$ 8,629
Total gains (losses) included in change in net assets	<u>264</u>
Ending balance	\$ <u>8,893</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, 2012 totaled \$16,757 and is shown as a deferred rent obligation in the accompanying financial statements. The current portion of the deferred rent obligation is \$2,177 as of August 31, 2012.

6. Temporarily restricted net assets:

As of August 31, 2012, temporarily restricted net assets are available for the following purposes:

September 2012 Fall Gala	\$ 165,725
Public Policy/Advocacy and Education	54,500
35 th Anniversary	143,682
Women for Social Innovation	5,405
Technology	33,960
Grants to Latino organizations	26,790
Other	<u>3,500</u>
	\$ <u>433,562</u>

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.

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2012

8. In-kind contributions:

Revenue and expenses include donated legal services of \$40,306 and donated printing of \$5,925, 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, 2012.

<u>Year ending August 31,</u>	
2013	\$ 62,852
2014	63,644
2015	64,436
2016	65,229
2017	<u>43,838</u>
	\$ <u>299,999</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, 2012 was \$58,541, which is shown net of rent received from subtenants of \$6,775.

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, 2012 was \$15,348.

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, 2012.

<u>Year ending August 31,</u>	
2013	\$ 15,348
2014	15,348
2015	15,348
2016	<u>568</u>
	\$ <u>46,612</u>

WOMEN'S WAY
NOTES TO FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED AUGUST 31, 2012

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, 2012 were \$1,028,804. 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, 2012 was \$5,181.

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.

13. Subsequent events:

The Organization has evaluated events and transactions for potential recognition or disclosure in the financial statements through November 2, 2012, 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.