

Form 990EZ

Department of the  
Treasury  
Internal Revenue ServiceShort Form  
Return of Organization Exempt From Income Tax

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

► Do not enter social security numbers on this form as it may be made public.

► Go to [www.irs.gov/Form990EZ](http://www.irs.gov/Form990EZ) for instructions and the latest information.

2019

Open to  
Public  
Inspection

## A For the 2019 calendar year, or tax year beginning 01-01-2019, and ending 12-31-2019

B Check if applicable

Address change  
 Name change  
 Initial return  
 Final return/terminated  
 Amended return  
 Application pending

C Name of organization  
WOMEN IN CONSULTINGNumber and street (or P O box, if mail is not delivered to street address) Room/suite  
950 S BASCOM AVENUECity or town, state or province, country, and ZIP or foreign postal code  
SAN JOSE, CA 95128D Employer identification number  
68-0486946E Telephone number  
(408) 266-9658F Group Exemption  
Number ►G Accounting Method  Cash  Accrual Other (specify) ►H Check ►  if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)I Website: ► [WWW.WOMENINCONSULTING.ORG](http://WWW.WOMENINCONSULTING.ORG)J Tax-exempt status (check only one) -  501(c)(3)  501(c)( 6) ► (insert no)  4947(a)(1) or  527K Form of organization  Corporation  Trust  Association  Other

L Add lines 5b, 6c, and 7b to line 9 to determine gross receipts If gross receipts are \$200,000 or more, or if total assets (Part II, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ . . . . . ► \$ 40,932

## Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (see the instructions for Part I)

Check if the organization used Schedule O to respond to any question in this Part I . . . . . 

1	Contributions, gifts, grants, and similar amounts received . . . . .	1	26,321
2	Program service revenue including government fees and contracts . . . . .	2	12,708
3	Membership dues and assessments . . . . .	3	
4	Investment income . . . . .	4	
5a	Gross amount from sale of assets other than inventory . . . . .	5a	
b	Less cost or other basis and sales expenses . . . . .	5b	0
c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a) . . . . .	5c	
6	Gaming and fundraising events		
a	Gross income from gaming (attach Schedule G if greater than \$15,000) . . . . .	6a	
b	Gross income from fundraising events (not including \$ _____ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000) . . . . .	6b	0
c	Less direct expenses from gaming and fundraising events . . . . .	6c	0
d	Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c) . . . . .	6d	
7a	Gross sales of inventory, less returns and allowances . . . . .	7a	
b	Less cost of goods sold . . . . .	7b	0
c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a) . . . . .	7c	
8	Other revenue (describe in Schedule O) . . . . .	8	1,903
9	<b>Total revenue.</b> Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8 . . . . . ►	9	40,932

10	Grants and similar amounts paid (list in Schedule O) . . . . .	10	
11	Benefits paid to or for members . . . . .	11	
12	Salaries, other compensation, and employee benefits . . . . .	12	
13	Professional fees and other payments to independent contractors . . . . .	13	13,200
14	Occupancy, rent, utilities, and maintenance . . . . .	14	
15	Printing, publications, postage, and shipping . . . . .	15	35
16	Other expenses (describe in Schedule O) . . . . .	16	24,488
17	<b>Total expenses.</b> Add lines 10 through 16 . . . . . ►	17	37,723
18	Excess or (deficit) for the year (Subtract line 17 from line 9) . . . . .	18	3,209
19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return) . . . . .	19	5,731
20	Other changes in net assets or fund balances (explain in Schedule O) . . . . .	20	
21	Net assets or fund balances at end of year Combine lines 18 through 20 . . . . .	21	8,940



**Part V Other Information** (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V) Check if the organization used Schedule O to respond to any question in this Part V . . . . .

	<b>Yes</b>	<b>No</b>
33 Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O	33	No
34 Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O. See instructions	34	No
35a Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)?	35a	No
b If "Yes," to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O	35b	
c Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III	35c	No
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36	No
37a Enter amount of political expenditures, direct or indirect, as described in the instructions ► 37a	37b	No
b Did the organization file <b>Form 1120-POL</b> for this year?	38a	No
38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return?	38b	
b If "Yes," complete Schedule L, Part II and enter the total amount involved	39a	
39 Section 501(c)(7) organizations Enter	39b	
a Initiation fees and capital contributions included on line 9	40a	
b Gross receipts, included on line 9, for public use of club facilities	40b	
40a Section 501(c)(3) organizations Enter amount of tax imposed on the organization during the year under section 4911 ► 0 , section 4912 ► 0 , section 4955 ► 0	40c	
b Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	40d	
c Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ► 0	40e	No
d Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Enter amount of tax on line 40c reimbursed by the organization ► 0		
e All organizations At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T		
41 List the states with which a copy of this return is filed ►		
The organization's books are in care of ► ANGELA ROBERTS Telephone no ► (408) 266-9658		
42a Located at ► 950 S BASCOM AVENUE 1113 SAN JOSE , CA ZIP + 4 ► 95128		
b 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)? If "Yes," enter the name of the foreign country ►	42b	No
See the instructions for exceptions and filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)	42c	No
c At any time during the calendar year, did the organization maintain an office outside the U.S.? If "Yes," enter the name of the foreign country ►		
43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of <b>Form 1041</b> - Check here and enter the amount of tax-exempt interest received or accrued during the tax year ► 43		
44a Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44a	No
b Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44b	No
c Did the organization receive any payments for indoor tanning services during the year?	44c	No
d If "Yes," to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	44d	
45a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	45a	No
45b Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions)	45b	No

	<input type="checkbox"/> Yes	<input type="checkbox"/> No
46 Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I . . . . .	<input type="checkbox"/> 46	<input type="checkbox"/> No

**Part VI Section 501(c)(3) Organizations Only**

All section 501(c)(3) organizations must answer questions 47- 49b and 52, and complete the tables for lines 50 and 51. Check if the organization used Schedule O to respond to any question in this Part VI . . . . .

	<input type="checkbox"/> Yes	<input type="checkbox"/> No
47 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 . . . . .	<input type="checkbox"/> 47	<input type="checkbox"/>
48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E . . . . .	<input type="checkbox"/> 48	<input type="checkbox"/>
49a Did the organization make any transfers to an exempt non-charitable related organization? . . . . .	<input type="checkbox"/> 49a	<input type="checkbox"/>
b If "Yes," was the related organization a section 527 organization? . . . . .	<input type="checkbox"/> 49b	<input type="checkbox"/>
50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None"		

(a) Name and title of each employee	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
NONE				

f Total number of other employees paid over \$100,000 ► \_\_\_\_\_

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None"

(a) Name and business address of each independent contractor	(b) Type of service	(c) Compensation
NONE		

d Total number of other independent contractors each receiving over \$100,000. ► \_\_\_\_\_

52 Did the organization complete Schedule A? **NOTE.** All section 501(c)(3) organizations must attach a completed Schedule A . . . . .  Yes  No

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

<b>Sign Here</b>	*****	2020-08-09
	Signature of officer	Date
	ANGELA ROBERTS Executive Director	
	Type or print name and title	

<b>Paid Preparer Use Only</b>	Print/Type preparer's name Kathleen Campbell	Preparer's signature	Date	Check <input checked="" type="checkbox"/> if self-employed	PTIN P01273345
	Firm's name ► Kathleen Campbell CPA	Firm's EIN ►			
	Firm's address ► 950 South Bascom Ave Ste 1113 San Jose, CA 95128	Phone no (408) 482-9480			

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

## Additional Data

**Software ID:** 19009920  
**Software Version:** 2019v5.0  
**EIN:** 68-0486946  
**Name:** WOMEN IN CONSULTING

### Form 990EZ, Part III - Statement of Program Service Accomplishments

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.	Expenses (Required for section 501 (c)(3) and 501(c)(4) organizations; optional for others.)
<p><b>28</b> MONTHLY/QUARTERLY MEETINGS EACH MEETING INCORPORATES APPROXIMATELY ONE HOUR OF INFORMAL NETWORKING TIME FOLLOWED BY A PROGRAM (ALSO APPROXIMATELY ONE HOUR IN LENGTH) TOPICS FOR THE PROGRAM REVOLVE AROUND SKILL-BUILDING OR KNOWLEDGE ACQUISITION RELEVANT TO BEING AN INDEPENDENT CONSULTANT EXAMPLES INCLUDE MARKETING SERVICES PROVIDED AND EVALUATION OF ORGANIZATIONAL STRUCTURES MEETINGS ARE OPEN TO ANYONE WHO IS INTERESTED IN ATTENDING TO LEARN MORE ABOUT INDEPENDENT CONSULTING (Grants \$ 10,160)      If this amount includes foreign grants, check here . . . ► <input type="checkbox"/></p>	<p><b>28a</b></p>

# Form 990EZ, Part III - Statement of Program Service Accomplishments

<b>Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.</b>		<b>Expenses (Required for section 501 (c)(3) and 501(c)(4) organizations; optional for others.)</b>
<b>29</b> WEB SITE & E-MAIL LISTSERVE THE WEB SITE INCLUDES A SEARCHABLE MEMBERSHIP DATABASE WITH DESCRIPTIONS OF EACH MEMBER'S CONSULTING PRACTICE THE WEB SITE ALSO INCLUDES LINKS TO TOPICS RELEVANT TO CONSULTANTS SUCH AS SAMPLE DOCUMENTS (CONTRACTS, INVOICES), A LIBRARY OF PAST MEETING NOTES, BOOK REVIEWS, RECOMMENDED RESOURCES FOR CONSULTANTS AND NOTICES OF UPCOMING MEETINGS OVER 200 CONSULTANTS UTILIZE THIS MEMBER ONLY PROVIDED SERVICE THE LISTSERVE PROVIDES AN OPPORTUNITY FOR OVER 200 CONSULTANTS TO ASK QUESTIONS TO THE GROUP AT LARGE ABOUT REAL-TIME CONSULTING ISSUES, SOLICIT RECOMMENDATIONS ON RESOURCE NEEDS OR POST CONSULTING OPPORTUNITIES  (Grants \$ 5,943)	<b>29a</b>	
If this amount includes foreign grants, check here . . . ► <input type="checkbox"/>		

**SCHEDULE O**  
(Form 990 or 990-EZ)

Department of the Treasury

**Supplemental Information to Form 990 or 990-EZ**

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

- ▶ Attach to Form 990 or 990-EZ.
- ▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

**2019****Open to Public  
Inspection**

Name of the organization

WOMEN IN CONSULTING

Employer identification number

68-0486946

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Other Revenue 1	MASTERMIND/MENTOR GROUPS \$1493

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Revenue 2	SPONSORSHIP \$300

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Revenue 3	BEST PRACTICES \$110

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 1002	Office Expenses \$1249

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 1012	Insurance \$2082

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 1	MEETINGS \$10160

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 2	WEB EXPENSES \$5943

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 3	BANK FEES \$2521

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 4	ADVERTISING \$1263

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 5	SW SUBSCRIPTION \$648

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 6	MEMBER REFUNDS \$225

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 7	MEMBER BENEFITS - SURVEY HOST \$200

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 8	CONFERENCE CALL SERVICE \$100

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 9	BOARD MEETINGS \$87

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Expenses 11	FILING FEES \$10

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Assets 1005	Accounts Receivable - Beginning \$1594 Accounts Receivable - Ending \$1351

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Total Liabilities 1001	Accounts Payable and Accrued Expenses - Beginning \$7072 Accounts Payable and Accrued Expenses - Ending \$1205

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Total Liabilities 1	CREDIT CARDS PAYABLE - Beginning \$0 CREDIT CARDS PAYABLE - Ending \$4833