

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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/Form990 for instructions and the latest information.

2022

Open to Public Inspection

A For the 2022 calendar year, or tax year beginning **APR 1, 2022** and ending **MAR 31, 2023**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization THE WOMEN'S FOUNDATION OF COLORADO		D Employer identification number 84-1039305
	Doing business as		E Telephone number 303-285-2960
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	1901 EAST ASBURY AVENUE		G Gross receipts \$ 6,751,368.
	City or town, state or province, country, and ZIP or foreign postal code DENVER, CO 80208		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions
F Name and address of principal officer: LAUREN Y. CASTEEL SAME AS C ABOVE		H(c) Group exemption number	
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			
J Website: WWW.WFCO.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: 1986
			M State of legal domicile: CO

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: CATALYZING COMMUNITY TO ADVANCE AND ACCELERATE ECONOMIC OPPORTUNITIES FOR COLORADO WOMEN AND THEIR		
	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)	3	23
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	23
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	15
	6 Total number of volunteers (estimate if necessary)	6	190
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	5,617,907.	5,839,459.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0.	0.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,169,050.	821,057.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	-202,297.	-194,492.
		6,584,660.	6,466,024.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	2,116,817.	2,762,112.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	1,548,918.	2,077,242.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	562,071.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	631,493.	905,023.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	4,297,228.	5,744,377.	
19 Revenue less expenses. Subtract line 18 from line 12	2,287,432.	721,647.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	34,098,337.	32,423,293.
	22 Net assets or fund balances. Subtract line 21 from line 20	542,419.	840,252.
	33,555,918.	31,583,041.	

Part II Signature Block

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

Sign Here	Signature of officer		Date		
	JENNIFER KILPATRICK, INTERIM CFO				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN
	KYLE FRITCH, CPA	KYLE FRITCH, CPA	08/21/23		P01313374
Preparer Use Only	Firm's name	Firm's EIN		Phone no.	
	EIDE BAILLY LLP	45-0250958		970-223-8825	
	Firm's address				
	2950 E. HARMONY RD., STE. 290				
	FORT COLLINS, CO 80528-3429				

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission: CATALYZING COMMUNITY TO ADVANCE AND ACCELERATE ECONOMIC OPPORTUNITIES FOR COLORADO WOMEN AND THEIR FAMILIES.

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

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 1,160,825. including grants of \$ 1,028,298.) (Revenue \$) DONOR-DRIVEN GRANTMAKING AND PHILANTHROPY - THE WOMEN'S FOUNDATION OF COLORADO (WFCO) HOLDS A NUMBER OF GIVING VEHICLES THAT ASSIST INDIVIDUALS AND GROUPS OF INDIVIDUALS IN THEIR PHILANTHROPIC GOALS TO PROMOTE PHILANTHROPY BY AND FOR WOMEN. THESE FUNDS INCLUDE DONOR-ADVISED FUNDS, FIELD OF INTEREST FUNDS, GROUP-ADVISED FUNDS, AND GIVING CIRCLES. WFCO STAFF CONDUCTS DUE DILIGENCE ON EACH GRANTMAKING RECOMMENDATION MADE BY FUND HOLDERS WHICH IS MONITORED BY THE BOARD. ON OCCASION, FUND ADVISORS CO-INVEST IN WFCO'S COMMUNITY INVESTMENTS AND GRANT PUBLIC POLICY SUPPORT.

4b (Code:) (Expenses \$ 942,827. including grants of \$ 674,500.) (Revenue \$) COMMUNITY INVESTMENTS AND GRANTS - WFCO IMPROVES ECONOMIC OUTCOMES FOR WOMEN AND THEIR FAMILIES THROUGHOUT COLORADO BY INVESTING IN ORGANIZATIONS THAT HELP WOMEN EARN LIVABLE WAGES AND ADVANCE TOWARD ECONOMIC SECURITY. WITH GRANTS MADE THROUGH THE WFCO ENDOWMENT AND SEVERAL DONOR-ADVISED FUNDS, WFCO INVESTED IN DIRECT SERVICES THAT PROVIDE JOB TRAINING PROGRAMS, SUPPORT FOR SECURING AND MAINTAINING EMPLOYMENT, AND HOLISTIC SERVICES TO MEET THE NEEDS OF WOMEN AND THEIR FAMILIES.

4c (Code:) (Expenses \$ 620,101. including grants of \$ 267,600.) (Revenue \$) PUBLIC POLICY SUPPORT - WFCO ADVOCATES FOR PUBLIC POLICIES THAT IMPROVE OPPORTUNITIES FOR COLORADO WOMEN AND FAMILIES TO ACHIEVE ECONOMIC SECURITY BY ADDRESSING ROOT CAUSES OF POVERTY AND ADVANCING EDUCATION AND JOB TRAINING, ACCESS TO WORK SUPPORTS SUCH AS CHILD CARE, AND PAY EQUITY. IN PURSUIT OF THESE PUBLIC POLICY PRIORITIES, WFCO AWARDS GRANTS TO PUBLIC POLICY ORGANIZATIONS WITH ALIGNED GOALS OF SUPPORTING PROGRESS FOR WOMEN AND GIRLS ON THE PATH TO ECONOMIC SECURITY. WFCO ALSO EDUCATES COMMUNITY MEMBERS ABOUT OUR PUBLIC POLICY PRIORITIES AND HOW TO ENGAGE IN ADVOCACY.

4d Other program services (Describe on Schedule O.) (Expenses \$ 1,461,328. including grants of \$ 791,714.) (Revenue \$)

4e Total program service expenses 4,185,081.

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)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? 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? <i>If "Yes," complete Schedule C, Part I</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? <i>If "Yes," complete Schedule C, Part II</i>	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 Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		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? <i>If "Yes," complete Schedule D, Part I</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? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	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? <i>If "Yes," complete Schedule D, Part VI</i>	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? <i>If "Yes," complete Schedule D, Part VII</i>		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? <i>If "Yes," complete Schedule D, Part VIII</i>		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? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		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)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		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? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		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? <i>If "Yes," complete Schedule G, Part I.</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? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals 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, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) 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
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) 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 the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <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, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, 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>		
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 on Schedule O for Part VI, lines 11b and 19?	X	

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No response boxes. Includes questions 2a through 17 regarding employee counts, tax returns, business income, foreign accounts, prohibited transactions, and charitable contributions.

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 on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 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 on Schedule O.		
	1a 23		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 23		
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, 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
7a	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
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or 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, 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 on Schedule O		X

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
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?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was 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 or key employees of the organization If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		X
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b	If "Yes," 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 take 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 CO
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
JENNIFER KILPATRICK - 303-285-2960
1901 EAST ASBURY AVENUE, DENVER, CO 80208

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

Check if Schedule O contains a response or note to any line in this Part VII

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

1a 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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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.
- See the instructions for the order in which to list the persons above.

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 (list any hours for related organizations below line)	(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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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) LAUREN Y. CASTEEL PRESIDENT/CHIEF EXECUTIVE OFFICER	40.00			X			246,553.	0.	19,793.	
(2) JOHN DOBEY CHIEF FINANCIAL OFFICER	40.00			X			169,628.	0.	13,639.	
(3) RENEE FERRUFINO VP OF DEVELOPMENT	40.00				X		147,557.	0.	13,271.	
(4) LOUISE MYRLAND VP OF PROGRAMS	40.00				X		142,527.	0.	13,098.	
(5) LISA CHRISTIE VP OF COMMUNICATIONS	40.00				X		116,043.	0.	12,220.	
(6) FAYE TATE CHAIR	1.00	X		X			0.	0.	0.	
(7) TANIA ZIEGLER SECRETARY	1.00	X		X			0.	0.	0.	
(8) SONYA MARQUES-CORREIA TREASURER	1.00	X		X			0.	0.	0.	
(9) JOYCE VIGIL PAST CHAIR	1.00	X		X			0.	0.	0.	
(10) COURTNEY ALLEN-LUSSENHOP BOARD MEMBER	1.00	X					0.	0.	0.	
(11) DANIELLE SHOOTS BOARD MEMBER	1.00	X					0.	0.	0.	
(12) DEBBIE CHANDLER BOARD MEMBER	1.00	X					0.	0.	0.	
(13) ELIZABETH WYLIE BOARD MEMBER	1.00	X					0.	0.	0.	
(14) JENNIFER COTTRELL BOARD MEMBER	1.00	X					0.	0.	0.	
(15) GRACIE GALLEGRO BOARD MEMBER	1.00	X					0.	0.	0.	
(16) SANDY COOK BOARD MEMBER	1.00	X					0.	0.	0.	
(17) GERRI GOMEZ HOWARD BOARD MEMBER	1.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) HELEN GAIR BOARD MEMBER	1.00	X						0.	0.	0.
(19) RAYMOND FOXWORTH BOARD MEMBER	1.00	X						0.	0.	0.
(20) KATHERINE GOLD BOARD MEMBER	1.00	X						0.	0.	0.
(21) JULIE GROVES BOARD MEMBER	1.00	X						0.	0.	0.
(22) DEBBIE HAMMONS BOARD MEMBER	1.00	X						0.	0.	0.
(23) SHANNON JONES BOARD MEMBER	1.00	X						0.	0.	0.
(24) RAYNARD GRAY BOARD MEMBER	1.00	X						0.	0.	0.
(25) ADRIENNE MANSANARES BOARD MEMBER	1.00	X						0.	0.	0.
(26) SUE SHARKEY BOARD MEMBER	1.00	X						0.	0.	0.
1b Subtotal								822,308.	0.	72,021.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								822,308.	0.	72,021.

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 5

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		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? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. 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
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 0

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c	1,005,692.				
	d	Related organizations	1d					
	e	Government grants (contributions)	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	4,833,767.				
	g	Noncash contributions included in lines 1a-1f	1g	\$ 174,078.				
	h	Total. Add lines 1a-1f		5,839,459.				
Program Service Revenue	2 a	_____	Business Code					
	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)		820,394.			820,394.	
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties						
	6 a	Gross rents	6a	(i) Real				
				(ii) Personal				
	b	Less: rental expenses ...	6b					
	c	Rental income or (loss)	6c					
	d	Net rental income or (loss)						
	7 a	Gross amount from sales of assets other than inventory	7a	(i) Securities	663.			
				(ii) Other				
	b	Less: cost or other basis and sales expenses	7b	0.				
	c	Gain or (loss)	7c	663.				
d	Net gain or (loss)		663.			663.		
8 a	Gross income from fundraising events (not including \$ <u>1,005,692.</u> of contributions reported on line 1c). See Part IV, line 18	8a		90,025.				
			8b	285,344.				
c	Net income or (loss) from fundraising events		-195,319.			-195,319.		
9 a	Gross income from gaming activities. See Part IV, line 19	9a						
			9b					
c	Net income or (loss) from gaming activities							
10 a	Gross sales of inventory, less returns and allowances	10a						
			10b					
c	Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a	MISCELLANEOUS	Business Code	900099	827.		827.	
	b	_____						
	c	_____						
	d	All other revenue						
	e	Total. Add lines 11a-11d		827.				
12	Total revenue. See instructions		6,466,024.	0.	0.	626,565.		

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).

Check if Schedule O contains a response or note to any line 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 domestic organizations and domestic governments. See Part IV, line 21 ...	2,762,112.	2,762,112.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	507,735.	218,250.	227,342.	62,143.
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	1,328,256.	697,128.	354,247.	276,881.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	109,575.	57,813.	25,535.	26,227.
10 Payroll taxes	131,676.	67,123.	40,453.	24,100.
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	89,322.		89,322.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	295,943.	150,599.	111,821.	33,523.
12 Advertising and promotion	16,881.	8,854.	4,836.	3,191.
13 Office expenses	40,375.	11,945.	25,621.	2,809.
14 Information technology	140,540.	91,718.	33,528.	15,294.
15 Royalties				
16 Occupancy	77,883.	39,005.	24,280.	14,598.
17 Travel	81,641.	46,861.	29,260.	5,520.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a LOSS ON UNCOLLECTIBLE P	91,020.			91,020.
b _____				
c _____				
d _____				
e All other expenses _____	71,418.	33,673.	30,980.	6,765.
25 Total functional expenses. Add lines 1 through 24e	5,744,377.	4,185,081.	997,225.	562,071.
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

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	111,920.	2	56,639.
	3 Pledges and grants receivable, net	532,385.	3	386,618.
	4 Accounts receivable, net	326,610.	4	289,471.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	84,264.	9	78,302.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 67,680.		
	b Less: accumulated depreciation	10b 56,121.	18,623.	10c 11,559.
	11 Investments - publicly traded securities	30,668,416.	11	28,564,897.
	12 Investments - other securities. See Part IV, line 11		12	660,505.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	2,356,119.	15	2,375,302.
16 Total assets. Add lines 1 through 15 (must equal line 33)	34,098,337.	16	32,423,293.	
Liabilities	17 Accounts payable and accrued expenses	331,494.	17	680,762.
	18 Grants payable	10,925.	18	59,490.
	19 Deferred revenue	200,000.	19	100,000.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		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		25	
	26 Total liabilities. Add lines 17 through 25	542,419.	26	840,252.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	17,582,539.	27	16,828,269.
	28 Net assets with donor restrictions	15,973,379.	28	14,754,772.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	33,555,918.	32	31,583,041.
33 Total liabilities and net assets/fund balances	34,098,337.	33	32,423,293.	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	6,466,024.
2	Total expenses (must equal Part IX, column (A), line 25)	2	5,744,377.
3	Revenue less expenses. Subtract line 2 from line 1	3	721,647.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	33,555,918.
5	Net unrealized gains (losses) on investments	5	-2,694,524.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	31,583,041.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b	Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____		

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

(Complete only if you checked the box on line 5, 7, or 8 of Part I 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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	3195106.	3621245.	6060843.	5617907.	5839459.	24334560.
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	3195106.	3621245.	6060843.	5617907.	5839459.	24334560.
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)						5251073.
6 Public support. Subtract line 5 from line 4.						19083487.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	3195106.	3621245.	6060843.	5617907.	5839459.	24334560.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	753,711.	720,396.	554,196.	1173423.	820,394.	4022120.
9 Net income from unrelated business activities, whether or not the business is regularly carried on			9,511.			9,511.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)			1,333.	342.	827.	2,502.
11 Total support. Add lines 7 through 10						28368693.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 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 2022 (line 6, column (f), divided by line 11, column (f))	14	67.27	%
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	70.82	%
16a 33 1/3% support test - 2022. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2021. 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 - 2022. 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 VI 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 - 2021. 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 VI 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"/>

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

(Complete only if you checked the box on line 10 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 year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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 year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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 on 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 VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 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 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2022. 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 - 2021. 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 Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		
2a		
2b		
3a		
3b		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). **See instructions.**
 All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2022 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2022			
a From 2017			
b From 2018			
c From 2019			
d From 2020			
e From 2021			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018			
b Excess from 2019			
c Excess from 2020			
d Excess from 2021			
e Excess from 2022			

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990 or Form 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Name of the organization

THE WOMEN ' S FOUNDATION OF COLORADO

Employer identification number

84-1039305

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization THE WOMEN'S FOUNDATION OF COLORADO	Employer identification number 84-1039305
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ 250,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ 1,237,300.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ 250,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ 700,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ 250,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	<hr/> <hr/> <hr/>	\$ 125,300.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization THE WOMEN'S FOUNDATION OF COLORADO	Employer identification number 84-1039305
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	<hr/> <hr/> <hr/>	\$ <u>154,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization THE WOMEN'S FOUNDATION OF COLORADO	Employer identification number 84-1039305
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	

Name of organization THE WOMEN'S FOUNDATION OF COLORADO	Employer identification number 84-1039305
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.
Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes," on 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," on 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," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then

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

Name of organization THE WOMEN'S FOUNDATION OF COLORADO	Employer identification number 84-1039305
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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 campaign activity expenditures \$ _____
- 3 Volunteer hours for political campaign activities

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-.

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

Schedule C (Form 990) 2022

LHA

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												
1a	Total lobbying expenditures to influence public opinion (grassroots lobbying)	76,135.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	81,194.													
c	Total lobbying expenditures (add lines 1a and 1b)	157,329.													
d	Other exempt purpose expenditures	5,497,726.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	5,655,055.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	432,753.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	108,188.													
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 separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) Total
2a Lobbying nontaxable amount	315,074.	360,687.	360,839.	432,753.	1,469,353.
b Lobbying ceiling amount (150% of line 2a, column(e))					2,204,030.
c Total lobbying expenditures	138,872.	116,432.	109,145.	157,329.	521,778.
d Grassroots nontaxable amount	78,769.	90,172.	90,210.	108,188.	367,339.
e Grassroots ceiling amount (150% of line 2d, column (e))					551,009.
f Grassroots lobbying expenditures	69,235.	43,608.	53,230.	76,135.	242,208.

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 on 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?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

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 expenditures next year?	4
5 Taxable amount of lobbying and political expenditures. See instructions	5

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (See instructions); and Part II-B, line 1. Also, complete this part for any additional information.

SCHEDULE C, PART II-A, LINE 1C:

LOBBYING EXPENSES REPORTED ON SCHEDULE C, PART II-A, LINE 1C ARE MADE UP OF ALLOCATED COSTS FROM SEVERAL OF THE ORGANIZATION'S OPERATIONAL EXPENSE CATEGORIES. THEREFORE, THE TOTAL LOBBYING EXPENSE REPORTED ON SCHEDULE C, PART II-A, LINE 1C DOES NOT SHOW UP ON THE STATEMENT OF FUNCTIONAL EXPENSES ON FORM 990, PART IX, LINE 11D.

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization THE WOMEN'S FOUNDATION OF COLORADO Employer identification number 84-1039305

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor property and grant fund usage.

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

Form with multiple questions (1-9) regarding conservation easements, including checkboxes for various purposes, a table for tracking easements at the end of the tax year, and yes/no questions about monitoring and reporting.

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

Form with questions (1a, 1b, 2) regarding the reporting of art and historical treasures, including dollar amounts for revenue and assets.

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 make 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 program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 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" on 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 XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	19,490,371.	19,802,809.	15,062,746.	17,345,972.	17,366,579.
b Contributions	1,300,560.	1,000.	305,360.	90,328.	459,139.
c Net investment earnings, gains, and losses	-1,133,961.	531,079.	5,342,587.	-1,644,114.	584,962.
d Grants or scholarships	695,837.	749,917.	757,983.		
e Other expenditures for facilities and programs		50,000.	111,787.	729,440.	1,064,708.
f Administrative expenses	39,509.	44,600.	38,114.		
g End of year balance	18,921,624.	19,490,371.	19,802,809.	15,062,746.	17,345,972.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 33.7800 %
 - b Permanent endowment 56.3500 %
 - c Term endowment 9.8700 %
- The percentages on 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:
- | | Yes | No |
|-----------------------------|-----|----|
| (i) Unrelated organizations | | X |
| (ii) Related organizations | | X |
- b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. 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				
b Buildings				
c Leasehold improvements				
d Equipment		57,455.	56,121.	1,334.
e Other		10,225.		10,225.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				11,559.

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. 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)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

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

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) INVESTMENT IN BUILDING	2,235,000.
(2) DEPOSITS	74,652.
(3) CASH SURRENDER VALUE OF LIFE INSURANCE	65,650.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	2,375,302.

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	3,709,708.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
	a Net unrealized gains (losses) on investments	2a	-2,694,524.	
	b Donated services and use of facilities	2b	11,750.	
	c Recoveries of prior year grants	2c		
	d Other (Describe in Part XIII.)	2d		
	e Add lines 2a through 2d	2e	-2,682,774.	
3	Subtract line 2e from line 1		3	6,392,482.
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	89,322.	
	b Other (Describe in Part XIII.)	4b	-15,780.	
	c Add lines 4a and 4b	4c	73,542.	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	6,466,024.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	5,682,585.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
	a Donated services and use of facilities	2a	11,750.	
	b Prior year adjustments	2b		
	c Other losses	2c		
	d Other (Describe in Part XIII.)	2d	15,780.	
	e Add lines 2a through 2d	2e	27,530.	
3	Subtract line 2e from line 1		3	5,655,055.
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	89,322.	
	b Other (Describe in Part XIII.)	4b		
	c Add lines 4a and 4b	4c	89,322.	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	5,744,377.

Part XIII Supplemental Information.

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, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART V, LINE 4:

THE FOUNDATION'S ENDOWMENT (THE ENDOWMENT) CONSISTS OF NINE INDIVIDUAL FUNDS ESTABLISHED AND RESTRICTED BY DONORS TO PROVIDE ANNUAL FUNDING FOR SPECIFIC ACTIVITIES. THE ENDOWMENT ALSO INCLUDES CERTAIN NET ASSETS WITHOUT DONOR RESTRICTIONS DESIGNATED FOR ENDOWMENT BY THE BOARD OF TRUSTEES.

PART X, LINE 2:

THE FOUNDATION IS ORGANIZED AS COLORADO NONPROFIT CORPORATION AND HAS BEEN RECOGNIZED BY THE INTERNAL REVENUE SERVICE (IRS) AS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(A) OF THE INTERNAL REVENUE CODE AS ORGANIZATIONS DESCRIBED IN SECTION 501(C)(3). THE FOUNDATION HAS BEEN

Part XIII Supplemental Information (continued)

DETERMINED TO NOT BE A PRIVATE FOUNDATION. THE FOUNDATION IS ANNUALLY REQUIRED TO FILE A RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX (FORM 990) WITH THE IRS. IN ADDITION, THE ENTITIES ARE SUBJECT TO INCOME TAX ON NET INCOME THAT IS DERIVED FROM BUSINESS ACTIVITIES THAT ARE UNRELATED TO THEIR EXEMPT PURPOSES. THE FOUNDATION DETERMINED THEY ARE NOT SUBJECT TO UNRELATED BUSINESS INCOME TAX AND HAVE NOT FILED AN EXEMPT ORGANIZATION BUSINESS INCOME TAX RETURN (FORM 990-T) WITH THE IRS.

THE FOUNDATION BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN AFFECTING ITS ANNUAL FILING REQUIREMENTS, AND AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS. THE ENTITIES WOULD RECOGNIZE FUTURE ACCRUED INTEREST AND PENALTIES RELATED TO UNRECOGNIZED TAX BENEFITS AND LIABILITIES IN INCOME TAX EXPENSE IF SUCH INTEREST AND PENALTIES ARE INCURRED.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

SPECIAL EVENT EXPENSES NETTED WITH REVENUE ON FORM 990 -15,780.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENT EXPENSES NETTED WITH REVENUE ON FORM 990 15,780.

Part II Fundraising Events. Complete if the organization answered "Yes" on 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.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		ANNUAL LUNCHEON (event type)	(event type)	NONE (total number)	
Revenue	1	Gross receipts	1,095,717.		1,095,717.
	2	Less: Contributions	1,005,692.		1,005,692.
	3	Gross income (line 1 minus line 2)	90,025.		90,025.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs	6,252.		6,252.
	7	Food and beverages			
	8	Entertainment	78,592.		78,592.
	9	Other direct expenses	200,500.		200,500.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			285,344.
11	Net income summary. Subtract line 10 from line 3, column (d)			-195,319.	

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1	Gross revenue			
	2	Cash prizes			
Direct Expenses	3	Noncash 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. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No

b If "Yes," explain: _____

**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" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

**Open to Public
Inspection**

Name of the organization **THE WOMEN'S FOUNDATION OF COLORADO** Employer identification number **84-1039305**

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 Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
9 TO 5 207 EAST BUFFALO STREET SUITE 211 MILWAUKEE, WI 53202	34-1246311	501(C)(3)	50,000.	0.			PUBLIC POLICY/PUBLIC POLICY GRANT FROM A DONOR ADVISED FUND
ADAM'S PURPOSE 4628 ANDES WAY DENVER, CO 80249	84-3747706	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND
AFRICA DEVELOPMENT PROMISE 1031 33RD STREET, SUITE 174 DENVER, CO 80205	38-3909756	501(C)(3)	10,000.	0.			DIRECT SERVICE GRANT FROM BEYOND OUR BORDERS SPECIAL INTEREST FUND
ALIANZA NORCO 3220 MESA VERDE ST FORT COLLINS, CO 80525	83-2325518	501(C)(3)	59,570.	0.			DIRECT SERVICE
AMIGOS DE SANTA CRUZ 2226 EASTLAKE AVE E, #319 SEATTLE, WA 98102	91-2155843	501(C)(3)	10,500.	0.			DIRECT SERVICE GRANT FROM BEYOND OUR BORDERS SPECIAL INTEREST FUND
AMERICAN FRIENDS OF BEAN VOYAGE 2874 RESERVE VIEW BLVD, BLDG2-APT 2 LAKELAND, FL 33810	83-3945930	501(C)(3)	10,000.	0.			DIRECT SERVICE GRANT FROM BEYOND OUR BORDERS SPECIAL INTEREST FUND

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **104.**

3 Enter total number of other organizations listed in the line 1 table **0.**

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

Schedule I (Form 990) 2022

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BLUE VENTURES CONSERVATION (CAF AMERICA) - 225 REINEKERS LANE SUITE 375 - ALEXANDRIA, VA 22314	43-1634280	501(C)(3)	10,000.	0.			DIRECT SERVICE GRANT FROM BEYOND OUR BORDERS SPECIAL INTEREST FUND
CAPITAL SISTERS INTERNATIONAL 601 16TH ST, STE C 310 GOLDEN, CO 80401	20-0458807	501(C)(3)	18,000.	0.			DIRECT SERVICE GRANT FROM BEYOND OUR BORDERS SPECIAL INTEREST FUND
CASA DE PAZ PO BOX 111351 AURORA, CO 80042	81-2239384	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
CENTER FOR COMMUNITY WEALTH BUILDING - 2900 N DOWNING ST #1B - DENVER, CO 80205	85-2257483	501(C)(3)	59,570.	0.			WOMEN AND GIRLS OF COLOR FUND
CENTER FOR WORK EDUCATION AND EMPLOYMENT - 1175 OSAGE ST #300 - DENVER, CO 80204	74-2202303	501(C)(3)	55,710.	0.			WOMEN AND GIRLS OF COLOR FUND
CENTRO DE LA FAMILIA 1645 S MURRAY BLVD COLORADO SPRINGS, CO 80916	84-1435999	501(C)(3)	59,570.	0.			WOMEN AND GIRLS OF COLOR FUND
COLLABORATIVE HEALING INITIATIVE WITHIN COMMUNITIES - 10115 E COLFAX AVE - AURORA, CO 80010	82-1803800	501(C)(3)	69,570.	0.			WOMEN AND GIRLS OF COLOR FUND/DIRECT SERVICE GRANT FROM DONOR ADVISED FUND
CLAYTON EARLY LEARNING 3801 MARTIN LUTHER KING BLVD DENVER, CO 80205	84-0432238	501(C)(3)	46,800.	0.			PUBLIC POLICY
CLEO PARKER ROBINSON DANCE 7995 E MISSISSIPPI AVE UNIT B10 DENVER, CO 80247	83-0586140	501(C)(3)	10,000.	0.			GRANT FROM A DONOR ADVISED FUND

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COBALT FOUNDATION PO BOX 22485 DENVER, CO 80222	84-6050191	501(C)(3)	82,000.	0.			GRANT FROM A DONOR ADVISED FUND/STAFF DISCRETIONARY
COLOR PO BOX 40991 DENVER, CO 80204	84-1569021	501(C)(3)	22,000.	0.			STAFF DISCRETIONARY/GRANT FROM A DONOR ADVISED FUND/WOMEN AND GIRLS OF COLOR FUND
COLORADO CHILDREN'S CAMPAIGN 1580 LINCOLN ST #420 DENVER, CO 80203	74-2374672	501(C)(3)	56,200.	0.			PUBLIC POLICY
COLORADO CIRCLES FOR CHANGE 430 W 9TH AVE DENVER, CO 80204	84-1313876	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
COLORADO FISCAL INSTITUTE 1905 SHERMAN STREET, SUITE 225 DENVER, CO 80203	46-1281109	501(C)(3)	46,200.	0.			PUBLIC POLICY/PUBLIC POLICY GRANT FROM A DONOR ADVISED FUND
COLORADO PUBLIC RADIO 7409 S ALTON CT CENTENNIAL, CO 80112	74-2324052	501(C)(3)	5,500.	0.			GRANT FROM A DONOR ADVISED FUND
CONEJOS CLEAN WATER 304 RIVER ST ATONITO, CO 81120	27-2768961	501(C)(3)	14,400.	0.			WOMEN AND GIRLS OF COLOR FUND
CULTIVANDO PO BOX 1040 COMMERCE CITY, CO 80022	84-1499624	501(C)(3)	20,500.	0.			GRANT FROM A DONOR ADVISED FUND/WOMEN AND GIRLS OF COLOR FUND
CYSTIC FIBROSIS FOUNDATION 400 S COLORADO BLVD STE 840 DENVER, CO 80246	71-0920635	501(C)(3)	10,000.	0.			GRANT FROM A DONOR ADVISED FUND

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
DENVER FILM SOCIETY (GREATER PURPOSE MEDIA) - 2510 E COLFAX AVE - DENVER, CO 80206	84-0771070	501(C)(3)	15,500.	0.			WOMEN AND GIRLS OF COLOR FUND/GRANT FROM A DONOR ADVISED FUND
DENVER HEALTH FOUNDATION 777 BANNOCK ST #MC0111 DENVER, CO 80204	84-1085196	501(C)(3)	10,000.	0.			GRANT FROM A DONOR ADVISED FUND
DENVER INDIAN FAMILY RESOURCE (CHECK FOR OTHER GRANTS THAN WGOF - 1633 FILLMORE ST, STE GL2 - DENVER, CO 80206	84-1568837	501(C)(3)	74,570.	0.			WOMEN AND GIRLS OF COLOR FUND
DENVER WALDORF SCHOOL ASSN 2100 S PENNSYLVANIA ST DENVER, CO 80210	84-0717615	501(C)(3)	16,000.	0.			GRANT FROM A DONOR ADVISED FUND
EAGLE VALLEY COMMUNITY FOUNDATION 56 EDWARDS VILLAGE BLVD STE 219 EDWARDS, CO 81632	47-1915583	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
ECO-CYCLE, INC. P O BOX 19006 BOULDER, CO 80308-2006	84-0730811	501(C)(3)	25,000.	0.			GRANT FROM A DONOR ADVISED FUND
FIRST SOUTHWEST COMMUNITY FUND P O BOX 1139 ALAMOSA, CO 81101	47-3061703	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
FOOD TO POWER 917 E MORENO AVE STE 130 COLORADO SPRINGS, CO 80903	46-3665741	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
FORT LEWIS COLLEGE FOUNDATION 1000 RIM DR DURANGO, CO 81301-3908	23-7122114	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FULL CIRCLE OF LAKE COUNTY PO BOX 662 LEADVILLE, CO 80461	84-1386727	501(C)(3)	59,570.	0.			WOMEN AND GIRLS OF COLOR FUND
GLOBAL GREENGRANTS FUND 2840 WILDERNESS PL STE A BOULDER, CO 80301	84-1612422	501(C)(3)	45,000.	0.			DIRECT SERVICE GRANT FROM BEYOND OUR BORDERS SPECIAL INTEREST FUND/GRANT FROM A DONOR
HISPANIC WOMEN OF WELD COUNTY PO BOX 516 GREELEY, CO 80632	84-1350213	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND
INTEGRATED COMMUNITY PO BOX 880587 STEAMBOAT SPRINGS, CO 80488	46-1325467	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
KAIZEN FOOD RESCUE 2900 S SHOSHONE ST ENGLEWOOD, CO 80110	83-4107744	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
KIDS ABOVE EVERYTHING (CURLS ON THE BLOCK) - 2840 FAIRFAX ST, STE 260 - DENVER, CO 80207	81-3757873	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND
LATINA SAFEHOUSE PO BOX 11174 DENVER, CO 80219	32-0298603	501(C)(3)	15,500.	0.			WOMEN AND GIRLS OF COLOR FUND
MAMA BIRD DOULA SERVICES 15200 E GIRARD AVE, STE 3100 AURORA, CO 80014	88-0761760	501(C)(3)	37,500.	0.			WOMEN AND GIRLS OF COLOR FUND
MJCF COALITION 673 N GRANT ST DENVER, CO 80203	87-2314154	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MUSEUM OF CONTEMPORARY ART DENVER 1485 DELGANY ST DENVER, CO 80202	84-1366092	501(C)(3)	20,000.	0.			GRANT FROM A DONOR ADVISED FUND
NATIONAL JEWISH HEALTH PO BOX 17169 DENVER, CO 80217-0169	74-2044647	501(C)(3)	20,000.	0.			GRANT FROM A DONOR ADVISED FUND
NATIONAL WOMEN'S HEALTH NETWORK 1413 K ST NW #400 WASHINGTON, DC 20005	52-1081261	501(C)(3)	20,000.	0.			GRANT FROM A DONOR ADVISED FUND
NATIVE LOVE PO BOX 544 IGNACIO, CO 81137	86-3315453	501(C)(3)	25,000.	0.			WOMEN AND GIRLS OF COLOR FUND
NONVIOLENCE INTERNATIONAL PO BOX 39127, FRIENDSHIP STATION NW WASHINGTON, DC 20016	52-1645787	501(C)(3)	15,000.	0.			GRANT FROM A DONOR ADVISED FUND
OPENCOLLECTIVE FOUNDATION/OKIONU BIRTH FOUNDATION - 440 N BARRANCA AVE #3717 - COVINA, CA 91723	81-4004928	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND
OMNI INSTITUTE 899 LOGAN ST STE 600 ATTN: FINANCE DEPT - DENVER, CO 80203	84-1307563	501(C)(3)	12,775.	0.			RESEARCH
ONWARD A LEGACY FOUNDATION PO BOX 26 CORTEZ, CO 81321	26-0045741	501(C)(3)	25,000.	0.			WOMEN AND GIRLS OF COLOR FUND
PEACEWORKS INC PO BOX 836 BAILEY, CO 80421-0836	74-2472469	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PEOPLE AND POLLINATORS ACTION NETWORK - P O BOX 355 - NIWOT, CO 80544	47-2260229	501(C)(3)	40,000.	0.			GRANT FROM A DONOR ADVISED FUND
ROCKY MOUNTAIN PLANNED PARENTHOOD INC. - 7155 E. 38TH AVENUE - DENVER, CO 80207	84-0404253	501(C)(3)	44,000.	0.			GRANT FROM A DONOR ADVISED FUND
POLITE TUMOR 349 N WASHINGTON STREET DENVER, CO 80203	81-4814298	501(C)(3)	30,000.	0.			GRANT FROM A DONOR ADVISED FUND
PORCHLIGHT 11100 W 8TH AVE STE 200 LAKEWOOD, CO 80215	83-2789396	501(C)(3)	10,000.	0.			GRANT FROM A DONOR ADVISED FUND
POSADA 501 BELMONT AVE PUEBLO, CO 81004	74-2473501	501(C)(3)	55,960.	0.			WOMEN AND GIRLS OF COLOR FUND
PROJECT HELPING 8811 E HAMPDEN AVE, SUITE 214 DENVER, CO 80231	45-2442366	501(C)(3)	7,500.	0.			GRANT FROM A DONOR ADVISED FUND
PROJECT WORTHMORE 1609 HAVANA ST AURORA, CO 80010	45-0933835	501(C)(3)	50,000.	0.			GRANT FROM A DONOR ADVISED FUND
KIDS ABOVE EVERYTHING/QUEENSHIPP 2840 FAIRFAX ST, STE 260 DENVER, CO 80207	81-3757873	501(C)(3)	17,000.	0.			WOMEN AND GIRLS OF COLOR FUND/GRANT FROM A DONOR ADVISED FUND
COMMUNITY INITIATIVES/RADICAL MONARCHS - 1000 BROADWAY, STE 480 - OAKLAND, CA 94607	94-3255070	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
RE:VISION 3800 MORRISON RD DENVER, CO 80219	26-1204343	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
REDLINE CONTEMPORARY ART CENTER 2350 ARAPAHOE STREET DENVER, CO 80205-2613	26-0317963	501(C)(3)	10,000.	0.			GRANT FROM A DONOR ADVISED FUND
RISE 5280 18957 E RANDOLPH PL DENVER, CO 80249	83-1241959	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
ROCKY MOUNTAIN INSTITUTE 2490 JUNCTION PL STE 200 BOULDER, CO 80301	74-2244146	501(C)(3)	20,000.	0.			GRANT FROM A DONOR ADVISED FUND
ROCKY MOUNTAIN PLANNED PARENTHOOD 7155 E. 38TH AVENUE DENVER, CO 80207	84-0404253	501(C)(3)	15,000.	0.			GRANT FROM A DONOR ADVISED FUND
SAME CAFE 2023 E COLFAX AVE DENVER, CO 80206	20-4765519	501(C)(3)	10,000.	0.			GRANT FROM A DONOR ADVISED FUND
SAN LUIS VALLEY GREAT OUTDOORS 610 STATE AVE ALAMOSA, CO 81101	82-2360438	501(C)(3)	13,000.	0.			WOMEN AND GIRLS OF COLOR FUND
SAN LUIS VALLEY IMMIGRATION RESOURCE CENTER - P O BOX 1534 - ALAMOSA, CO 81101	74-3064080	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
CNDC/SHERIDAN RISING TOGETHER FOR EQUITY - 789 N SHERMAN ST STE 250 - DENVER, CO 80203-3539	84-1493585	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SHOW AND TELL CORPORATION 3131 S VAUGHN WAY UNIT 214 AURORA, CO 80014	84-4013721	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
SOUL 2 SOUL PO BOX 7632 DENVER, CO 80207	81-1006094	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
SOUTHWEST ENERGY EFFICIENT PROJECT 2334 N BROADWAY, STE A BOULDER, CO 80304	84-1593046	501(C)(3)	43,500.	0.			GRANT FROM A DONOR ADVISED FUND
STAR GIRLZ EMPOWERMENT INC 10758 WHEELING DR COMMERCE CITY, CO 80022	46-5461875	501(C)(3)	17,000.	0.			WOMEN AND GIRLS OF COLOR FUND/GRANT FROM A DONOR ADVISED FUND
THE BELL POLICY CENTER 1905 SHERMAN STREET #900 DENVER, CO 80203	84-1550841	501(C)(3)	35,900.	0.			PUBLIC POLICY/PUBLIC POLICY GRANT FROM A DONOR ADVISED FUND
THE CHILDREN'S MUSEUM 2121 CHILDREN'S MUSEUM DRIVE DENVER, CO 80211	84-0658142	501(C)(3)	10,000.	0.			GRANT FROM A DONOR ADVISED FUND
THE COLORADO CENTER ON LAW AND POLICY - 789 SHERMAN ST. #300 - DENVER, CO 80203	84-1264154	501(C)(3)	42,500.	0.			PUBLIC POLICY
THE COMPOUND OF COMPASSION 3819 S QUINTERO CIR AURORA, CO 80013	82-4631021	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
THE FAMILY CENTER/LA FAMILIA (TFC/LF) - 309 HICKORY ST UNIT 5 - FORT COLLINS, CO 80524	84-1318219	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE GATHERING PLACE 1535 HIGH ST DENVER, CO 80218	84-1021059	501(C)(3)	65,710.	0.			WOMEN AND GIRLS OF COLOR FUND/GRANT FROM A DONOR ADVISED FUND
THE I WILL PROJECTS 2 WHITE DOVE CT PUEBLO, CO 81001-1871	46-0837450	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND
THE INITIATIVE 6825 E TENNESSEE AVE, #475 DENVER, CO 80224	84-1068953	501(C)(3)	59,570.	0.			WOMEN AND GIRLS OF COLOR FUND
THE LEARNING COUNCIL PO BOX 1744 PAONIA, CO 81428	84-1377794	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
THE NATURE CONSERVANCY 4245 N FAIRFAX DR, SUITE 100 ARLINGTON, VA 22203	53-0242652	501(C)(3)	7,000.	0.			GRANT FROM A DONOR ADVISED FUND
THE SENIOR HUB 10190 BANNOCK ST STE 105 NORTHGLENN, CO 80260	74-2412032	501(C)(3)	60,670.	0.			WOMEN AND GIRLS OF COLOR FUND
TU CASA 202 CARSON AVE ALAMOSA, CO 81101-2342	74-2227742	501(C)(3)	20,000.	0.			WOMEN AND GIRLS OF COLOR FUND
UJYALO FOUNDATION 3424 S JERICHO CT AURORA, CO 80013	46-2715690	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND
UNION OF CONCERNED SCIENTISTS TWO BRATTLE SQUARE CAMBRIDGE, MA 02138	04-2535767	501(C)(3)	50,000.	0.			GRANT FROM A DONOR ADVISED FUND

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED FOR A NEW ECONOMY 7190 COLORADO BLVD, STE 400 DENVER, CO 80022	26-0019190	501(C)(3)	21,000.	0.			WOMEN AND GIRLS OF COLOR FUND/STAFF DISCRETIONARY
UNIVERSITY OF COLORADO FOUNDATION 1800 GRANT ST STE 725 DENVER, CO 80203	84-6049811	501(C)(3)	81,500.	0.			GRANT FROM A DONOR ADVISED FUND
UNIVERSITY OF DENVER KORBEL SCHOOL P O BOX 910585 DENVER, CO 80291-0585	84-0404231	501(C)(3)	25,000.	0.			GRANT FROM A DONOR ADVISED FUND
URBAN SANCTUARY NONPROFIT 2745 WELTON DENVER, CO 80205	84-5141674	501(C)(3)	15,000.	0.			WOMEN AND GIRLS OF COLOR FUND
VAIL VALLEY FOUNDATION PO BOX 6550 AVON, CO 81620	74-2215035	501(C)(3)	9,598.	0.			GRANT FROM A DONOR ADVISED FUND
VERMONT DAY SCHOOL 6701 SHELBURNE RD SHELBURNE, VT 05482	47-2399104	501(C)(3)	10,000.	0.			GRANT FROM A DONOR ADVISED FUND
VOCES UNIDAS FOR JUSTICE 2519 AIRPORT RD COLORADO SPRINGS, CO 80910	27-1888868	501(C)(3)	20,000.	0.			WOMEN AND GIRLS OF COLOR FUND
VUELA FOR HEALTH 3532 FRANKLIN ST, STE J DENVER, CO 80205	84-1444277	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
WARREN VILLAGE 1323 GILPIN ST DENVER, CO 80218	84-0644270	501(C)(3)	10,000.	0.			GRANT FROM A DONOR ADVISED FUND

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WESTERN COLORADO ALLIANCE 2481 COMMERCE BLVD GRAND JUNCTION, CO 81505	84-0837218	501(C)(3)	48,350.	0.			WOMEN AND GIRLS OF COLOR FUND
WIND BENEATH MY WINGS P O BOX 4083 CLIFTON PARK, NY 12065	02-0549182	501(C)(3)	7,000.	0.			GRANT FROM A DONOR ADVISED FUND
YOUNG ASPIRING AMERICANS FOR SOCIAL AND POLITICAL ACTIVISM - P O BOX 202092 - DENVER, CO 80220-8823	27-1970080	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
YOUTH EMPOWERMENT AGENCY 18955 ROBINS DR DENVER, CO 80249	30-0803887	501(C)(3)	10,000.	0.			WOMEN AND GIRLS OF COLOR FUND
YOUTH SEEN 4495 HALE PKWY, STE 101 DENVER, CO 80206	82-2882960	501(C)(3)	14,700.	0.			WOMEN AND GIRLS OF COLOR FUND/STAFF DISCRETIONARY
ONEMORGAN COUNTY 218 MAIN ST FORT MORGAN, CO 80701	35-2358103	501(C)(3)	54,490.	0.			WOMEN AND GIRLS OF COLOR FUND

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on 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 noncash assistance

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

THE FOUNDATION REQUESTS AN APPLICATION AND FINAL REPORT FOR EACH PROJECT FUNDED. IN ADDITION, THE FOUNDATION MIGHT PERFORM A SITE VISIT, MAKES PERIODIC CALLS AND ENGAGES IN EMAIL CORRESPONDENCE REGARDING UPDATES TO ENSURE GRANT FUNDS ARE USED PROPERLY. BY REQUIRING RIGOROUS REPORTING AND MAKING A PERSONAL CONNECTION WITH EACH GRANTEE, THE FOUNDATION ENSURES FUNDS ARE BEING USED FOR PROPER PURPOSES. THE FOUNDATION USES A MODIFIED VERSION OF THE COLORADO COMMON GRANT APPLICATION AND REPORT THAT CLOSELY ALIGNS WITH THE STRATEGIC FUNDING AREAS AND ALLOWS THE FOUNDATION TO GATHER

Part IV Supplemental Information

SPECIFIC AND TIMELY INFORMATION ON PROGRAMS AND ORGANIZATIONS.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT: GLOBAL GREENGRANTS FUND

(H) PURPOSE OF GRANT OR ASSISTANCE: DIRECT SERVICE GRANT FROM BEYOND OUR BORDERS SPECIAL INTEREST FUND/GRANT FROM A DONOR ADVISED FUND

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

THE WOMEN'S FOUNDATION OF COLORADO

Employer identification number

84-1039305

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|---|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2022

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) LAUREN Y. CASTEEL PRESIDENT/CHIEF EXECUTIVE OFFICER	(i)	236,577.	0.	9,976.	19,724.	69.	266,346.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) JOHN DOBEY CHIEF FINANCIAL OFFICER	(i)	155,919.	0.	13,709.	13,570.	69.	183,267.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) RENEE FERRUFINO VP OF DEVELOPMENT	(i)	138,709.	0.	8,848.	11,805.	1,466.	160,828.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) LOUISE MYRLAND VP OF PROGRAMS	(i)	136,628.	0.	5,899.	11,402.	1,696.	155,625.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2022

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization **THE WOMEN'S FOUNDATION OF COLORADO** Employer identification number **84-1039305**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	13	167,803.	SALES PRICE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (GIVE AWAYS)	X	1	6,275.	ESTIMATED PURCHASE P
26 Other (_____)				
27 Other (_____)				
28 Other (_____)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29** **0**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):

THE FOUNDATION IS REPORTING THE TOTAL NUMBER OF CONTRIBUTORS IN PART I, COLUMN (B).

**SCHEDULE O
(Form 990)**

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 Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

THE WOMEN'S FOUNDATION OF COLORADO

Employer identification number

84-1039305

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

FAMILIES.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

COMMUNITY ENGAGEMENT - TO INSPIRE AND MOTIVATE INDIVIDUALS TO JOIN THE
MOVEMENT TO STRENGTHEN THE COMMUNITY BY IMPROVING ECONOMIC
OPPORTUNITIES AND OUTCOMES FOR COLORADO WOMEN AND THEIR FAMILIES, THE
WOMEN'S FOUNDATION OF COLORADO GATHERS AND SHARES RESEARCH TO INFORM
OUR PROGRAMMATIC AND POLICY WORK, CONNECTS WITH COMMUNITY MEMBERS AT
ITS ANNUAL LUNCHEON AND COMMUNITY EDUCATION EVENTS THROUGHOUT THE
STATE.

EXPENSES \$ 1,461,328. INCLUDING GRANTS OF \$ 791,714. REVENUE \$ 0.

FORM 990, PART VI, SECTION A, LINE 1A:

THE EXECUTIVE COMMITTEE SHALL BE COMPRISED OF THE CHAIR OF THE BOARD, THE
CHAIR-ELECT, THE IMMEDIATE-PAST CHAIR, THE SECRETARY AND THE TREASURER OF
THE FOUNDATION. THE CHAIR OF THE BOARD MAY APPOINT OTHER MEMBERS OF THE
BOARD TO BE MEMBERS OF THE EXECUTIVE COMMITTEE AS APPROPRIATE. THE
EXECUTIVE COMMITTEE SHALL BE STAFFED BY THE PRESIDENT AND CEO. THE CHAIR OF
THE BOARD SHALL SERVE AS THE CHAIRPERSON OF THE EXECUTIVE COMMITTEE. THE
EXECUTIVE COMMITTEE MAY MEET TO CONDUCT BUSINESS BETWEEN MEETINGS OF THE
BOARD. A MAJORITY OF THE MEMBERS OF THE EXECUTIVE COMMITTEE SHALL
CONSTITUTE A QUORUM FOR THE TRANSACTION OF BUSINESS AT ANY MEETING OF THE
EXECUTIVE COMMITTEE, AND THE VOTE OF A MAJORITY OF THE EXECUTIVE COMMITTEE
MEMBERS PRESENT IN PERSON AT A MEETING AT WHICH A QUORUM IS PRESENT SHALL

BE THE ACT OF THE EXECUTIVE COMMITTEE, EXCEPT AS PROVIDED BELOW. EXCEPT AS

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

Schedule O (Form 990) 2022

Name of the organization THE WOMEN'S FOUNDATION OF COLORADO	Employer identification number 84-1039305
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OTHERWISE LIMITED BY THESE BYLAWS OR BY LAW, THE EXECUTIVE COMMITTEE SHALL BE RESPONSIBLE FOR OVERSEEING THE IMPLEMENTATION OF THE POLICIES AND PRIORITIES OF THE BOARD. THE EXECUTIVE COMMITTEE SHALL ALSO HAVE THE AUTHORITY TO TAKE EMERGENCY ACTION ON BEHALF OF THE BOARD IF THE EXECUTIVE COMMITTEE DETERMINES THAT SUCH ACTION IS NECESSARY TO PROTECT THE INTEGRITY OR FINANCIAL INTERESTS OF THE FOUNDATION OR IS OTHERWISE IN THE BEST INTERESTS OF THE FOUNDATION AND THAT IT IS IMPOSSIBLE OR IMPRACTICAL FOR THE FULL BOARD TO CONSIDER AND DECIDE UPON THE MATTER IN A TIMELY MANNER. SUCH ACTION REQUIRES AN AFFIRMATIVE VOTE OF A MAJORITY OF THE EXECUTIVE COMMITTEE MEMBERSHIP. WHEN THE EXECUTIVE COMMITTEE TAKES SUCH EMERGENCY ACTION ON BEHALF OF THE FULL BOARD, IT SHALL PROMPTLY NOTIFY ALL MEMBERS OF THE BOARD AND PROVIDE A REPORT ON THAT ACTION AND THE RATIONALE FOR IT AT THE NEXT MEETING OF THE BOARD.

FORM 990, PART VI, SECTION B, LINE 11B:

THE WOMEN'S FOUNDATION OF COLORADO PLACES INITIAL RESPONSIBILITY FOR REVIEW OF THE FORM 990 WITH THE AUDIT AND FINANCE COMMITTEE AS DESIGNATED IN THE AUDIT AND FINANCE COMMITTEE CHARTER. THE FORM 990 IS THEN DISTRIBUTED TO THE FULL BOARD FOR REVIEW IN ADVANCE OF ITS REGULARLY SCHEDULED BOARD MEETING. PRIOR TO, AND AT THE BOARD MEETING, THE BOARD MEMBERS ARE PROVIDED AN OPPORTUNITY TO ASK ANY QUESTIONS REGARDING THE FORM 990 AND THE FINANCIAL STATEMENTS PRIOR TO APPROVAL BY THE BOARD.

FORM 990, PART VI, SECTION B, LINE 12C:

THE WOMEN'S FOUNDATION OF COLORADO DISTRIBUTES ITS CONFLICT OF INTEREST POLICY TO ALL EMPLOYEES AND BOARD MEMBERS. EACH BOARD MEMBER AND EMPLOYEES IS ALSO PROVIDED A CONFLCIT OF INTEREST STATEMENT, WHICH AFFORDS THE INDIVIDUAL AN OPPORTUNITY TO DISCLOSE ANY RELATIONSHIPS, POSITIONS, OR

Name of the organization

THE WOMEN'S FOUNDATION OF COLORADO

Employer identification number

84-1039305

CIRCUMSTANCES WHICH COULD POTENTIALLY CONSTITUTE A CONFLICT OF INTEREST AS DEFINED IN THE FOUNDATION'S CONFLICT OF INTEREST POLICY. FOR EACH EMPLOYEE, A SIGNED FORM IS OBTAINED, AND RETAINED IN THE EMPLOYEE'S PERSONNEL FILE. FOR EACH BOARD MEMBER A SIGNED FORM IS RETAINED IN A FILE LOCATED AT THE WOMEN'S FOUNDATION OF COLORADO OFFICE ALONG WITH OTHER BOARD MEMBER INFORMATION. IT IS THE RESPONSIBILITY OF THE CHIEF FINANCIAL OFFICER TO VERIFY THAT ALL EMPLOYEES AND BOARD MEMBERS HAVE SIGNED CONFLICT OF INTEREST STATEMENT ON FILE. WHENEVER A POTENTIAL CONFLICT EXISTS, THE BOARD MEMBERS DETERMINES THE APPROPRIATE RESPONSE.

FORM 990, PART VI, SECTION B, LINE 15A:

THE EXECUTIVE COMMITTEE OF THE BOARD IS RESPONSIBLE FOR DETERMINING THE COMPENSATION OF THE PRESIDENT AND CEO AND THE PRESIDENT AND CEO IS RESPONSIBLE FOR DETERMINING THE BASE COMPENSATION OF KEY EMPLOYEES. THE DETERMINATION OF BASE SALARY OF THE PRESIDENT AND CEO AND KEY EMPLOYEES TAKES INTO ACCOUNT MARKET RATES AS DETERMINED BY ANNUAL SALARY SURVEYS, OTHER RECOGNIZED PUBLISHED SALARY DATA, OR BLEND AS DEEMED APPROPRIATE.

FORM 990, PART VI, SECTION C, LINE 19:

THE WOMEN'S FOUNDATION OF COLORADO MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC AS FOLLOWS: POSTING THE INFORMATION ON ITS WEBSITE AT WWW.WFCO.ORG; PROVIDING COPIES UPON WRITTEN REQUEST.

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

Department of the Treasury
Internal Revenue Service

▶ **File a separate application for each return.**
▶ **Go to www.irs.gov/Form8868 for the latest information.**

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Type or print	Name of exempt organization or other filer, see instructions. THE WOMEN'S FOUNDATION OF COLORADO	Taxpayer identification number (TIN) 84-1039305
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. 1901 EAST ASBURY AVENUE	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. DENVER, CO 80208	

Enter the Return Code for the return that this application is for (file a separate application for each return) 0 | 1

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 1041-A	08
Form 4720 (individual)	03	Form 4720 (other than individual)	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12
Form 990-T (corporation)	07		

JENNIFER KILPATRICK

- The books are in the care of ▶ **1901 EAST ASBURY AVENUE - DENVER, CO 80208**

Telephone No. ▶ **303-285-2960** Fax No. ▶ _____

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

1 I request an automatic 6-month extension of time until **FEBRUARY 15, 2024**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

- ▶ calendar year _____ or
- ▶ tax year beginning **APR 1, 2022**, and ending **MAR 31, 2023**.

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return Change in accounting period

3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.