Return of	Organization	Exempt	From	Income	Tax
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Form 99

(Rev. January 2020)

Department of the Treasury

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.



A For th	the 2019 calendar year, or tax year beginning JUL 1, 2019 and endin	atest information.	Inspection
B Check it applicat	f C Name of organization	D Employer identifie	cation number
X Addr	ge CAUSE EFFECTIVE, INC.		
Nam	ge Doing business as	13-3083978	
Initia retur	Number and street (or P.O. box if mail is not delivered to street address) Boom		
Final return termi	1 PENN PLAZA 6242	212-643-7093	
ated Amer	City or town, state or province, country, and ZIP or foreign postal code NEW YORK, NY 10119	G Gross receipts \$	809,404
returr Appli		H(a) Is this a group re	
tion pend	F Name and address of principal officer: JUDY LEVINE	for subordinates	
I Tax-ex	xempt status: X 501(c)(3) 501(c) ( ) ◀ (insert no.) 4947(a)(1) or	H(b) Are all subordinates in	
	xempt status: [X ] 501(c)(3) 501(c) ( ) ◀ (insert no.) 4947(a)(1) or ite: ► WWW.CAUSEEFFECTIVE.ORG		list. (see instructions)
	forganization Trust Association	H(c) Group exemption	
Part I	Summary	Year of formation: 1981	State of legal domicile: NY
1	Briefly describe the organization's mission or most significant activities: T0 TRANSFOR	M NONDROFTER DY	
lce	PARTNERING WITH MISSION-DRIVEN LEADERS TO ACHIEVE SOCIAL CHANGE.	M NONFROFITS BI	
L 2	Check this box  if the organization discontinued its operations or disposed of		
- S	Number of voting members of the governing body (Part VI, line 1a)	more than 25% of its net ass	
8 4	Number of independent voting members of the governing body (Part VI, line 1a)		11
× 5	Total number of individuals employed in calendar year 2019 (Part V, line 2a)	4	11
e itie	Total number of volunteers (estimate if pecessan)		12
Activities & Governance 2 9 5 5 6 0	Total number of volunteers (estimate if necessary)		11
× b	Total unrelated business revenue from Part VIII, column (C), line 12 Net unrelated business taxable income from Form 990-T, line 39		0.
			0.
. 8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
Bevenue	Program service revenue (Part VIII, line 2g)	407,494.	480,795.
8 10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	453,161.	303,179.
œ 11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	35,788.	130.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	896,691.	25,300.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	809,404.
14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		0.
15 16a b 17	Professional fundraising fees (Part IX, column (A), line 11e)	128,190.	652,820.
b b	Total fundraising expenses (Part IX, column (D), line 25)		0.
ш́ 17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	253,252.	218,529.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	980,042.	871,349.
19	Revenue less expenses. Subtract line 18 from line 12	-83,351.	-61,945.
000		Beginning of Current Year	
Assets Balanc	Total assets (Part X, line 16)	357,079.	End of Year 311,358.
Ser 21	Total liabilities (Part X, line 26)	160,373.	
	Net assets or fund balances. Subtract line 21 from line 20	196,706.	176,597.
Part II	Signature Block	190,700.	134,761.

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 efficer	INE Executive		2 10 2J	
Paid	Print/Type preparer's name JAMES J. REILLY	Preparer's signature James Reilly	Date 2/15/202	Check PTIN if self-employed P00183769	
Preparer Use Only	Firm's address ONE DAMEERY PARK PLAZA			irm's EIN 13-3628255	_
May the I 932001 01-2	RS discuss this return with he reprier an weat	V ? F e i Iru tion)	op	Eorm 990 (2)	<b>No</b>

	rt III Statement of Program Service Accomplishments		
	Check if Schedule O contains a response or note to any line in this Part III		L
1	Briefly describe the organization's mission:		
	CAUSE EFFECTIVE TRANSFORMS NONPROFITS BY PARTNERING WITH		
	MISSION-DRIVEN LEADERS TO ACHIEVE SOCIAL CHANGE. WE WORK WITH LEADERSHIP TO DEVELOP, EMPLOY & EXPAND EFFECTIVE FUNDRAISING,		
	GOVERNANCE & ORGANIZATIONAL STRATEGIES TO ADVANCE EQUITY & JUSTICE.		
2	Did the organization undertake any significant program services during the year which were not listed on the		
2	prior Form 990 or 990-EZ?		Yes X No
	If "Yes," describe these new services on Schedule O.	∟	
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?		Yes X No
Ŭ	If "Yes," describe these changes on Schedule O.	······	
4	Describe the organization's program service accomplishments for each of its three largest program services, as me	easured by expe	nses.
•	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others,		
	revenue, if any, for each program service reported.		, and
4a	(Code:) (Expenses \$375, 342. including grants of \$) (Revenue	\$	252,725.
Ĩ	CONSULTING - LAST YEAR WE COUNSELED 128 NONPROFITS THROUGH CUSTOMIZED	•	/
	BOARD TRAININGS, INTENSIVE COACHING, OR YEAR-LONG FUNDRAISING		
	RESIDENCIES. OVER 2,000 NONPROFIT LEADERS WERE INSPIRED AND INFLUENCED		
	BY CAUSE EFFECTIVE'S COACHING AND TRAINING TO DIVERSIFY REVENUE AND		
	ADDRESS RISKS TO ORGANIZATIONAL RESILIENCE.		
	(Code:) (Expenses \$151, 380. including grants of \$) (Revenue		
4b	(Code: ) (Expenses \$ 151,380 including grants of \$ ) (Revenue		
70		\$	50,454.
ты	WORKSHOPS - LAST YEAR WE LED OVER 36 WORKSHOPS AND TRAININGS HELPING	\$	50,454.
чы	WORKSHOPS - LAST YEAR WE LED OVER 36 WORKSHOPS AND TRAININGS HELPING BOARD MEMBERS AND STAFF WORK TOGETHER TO UNCOVER CORE STRENGTHS,	\$	50,454.
JU.	WORKSHOPS - LAST YEAR WE LED OVER 36 WORKSHOPS AND TRAININGS HELPING BOARD MEMBERS AND STAFF WORK TOGETHER TO UNCOVER CORE STRENGTHS, UNLEASH POTENTIAL, AND ACHIEVE SUSTAINABILITY ON TOPICS SUCH AS	\$	50,454.
-10	WORKSHOPS - LAST YEAR WE LED OVER 36 WORKSHOPS AND TRAININGS HELPING BOARD MEMBERS AND STAFF WORK TOGETHER TO UNCOVER CORE STRENGTHS, UNLEASH POTENTIAL, AND ACHIEVE SUSTAINABILITY ON TOPICS SUCH AS RECRUITING BOARD MEMBERS AS CHANGE AGENTS AND HELPING BOARDS OVERCOME	\$	50,454.
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 000	
990	(2019)

CAUSE EFFECTIVE, INC.

I         Is the organization described in section 501(c)(3) or 4947(g)(1) (other than a private foundation?         Yes. No.           If the organization majorite in complete Schedule B, Schedule C, Cher M         If the organization anguine thread or angular statements of an opposition to candidates for public of CON Version E-Schedule C, Part M         If the organization anguine thread organization engage in bibbying activities on behalf of or in opposition to candidates for angular statements as oftende in Revenue Broadcaue B(C) Part M         If the organization asserts for No.           If the organization asserts to POIC(K), SOID(K), SOID(K	Par	t IV Checklist of Required Schedules			<u></u>
I be the organization described in section 501 (c)(3) or 4947(q)(1) (other than a private foundation)?         I is it is organization engine to complete Schedule D, Schedule D, Schedule D, Schedule D, Schedule D, Schedule D, Chart II         I is it is organization engine to indirect political campaign activities on behavior of or in opposition to candidate for different political campaign activities on behavior of or in opposition to candidate for different political campaign activities on behavior of or in opposition to candidate for different political campaign activities on behavior of or in opposition to candidate for different political campaign activities on behavior of or in opposition to candidate for different political campaign activities on the sectors 501(b) different political campaign activities on the assection 501(b) different political campaign activities on accounts 11 with condition share the right to provide activities on the distribution or investment of anomatics in activities of accounts 11 with condition share the right to different political campaign activities on accounts 11 with condition share the right to different political campaign activities on accounts 11 with condition share the right to different political campaign activities on accounts 11 with condition share the right to account the soft with doring the soft political campaign activities on accounts 11 with condition accounts?           9         Viat the organization report an amount in part thick doring the similar account the light to account the light to account 11 with condition accounts?         7         X           9         X         0         X         0 <td< th=""><th></th><th></th><th></th><th>Yes</th><th>No</th></td<>				Yes	No
If Yes, "complete Schedule A       1       1         2       15 the organization required to complete Schedule B, Schedule of Contribution?       2         3       Did the organization required to complete Schedule C, Pert I       3       3         4       Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(r)) election in effect during the userule or solution or investments. Did the organization engages (Pert II)       4       3         5       Is the organization actions of Did(k). 501(c)(6) or 501(c)(6) or granication that nearwas membraship duas, assessments, or similar annuals as defined in the organization actions convest membraship duas, assessments, or the similar annuals as defined in the organization action convestment in thath and or accounts? If Yes, "complete Schedule D, Part II       6       7       7       7         4       Did the organization maximum contain collectors of vorks of a striktor introl and accessment in bach thand or accounts? If Yes, "complete Schedule D, Part II       6       7 <td< td=""><td>1</td><td>Is the organization described in section <math>501(c)(3)</math> or <math>4947(a)(1)</math> (other than a private foundation)?</td><td></td><td></td><td></td></td<>	1	Is the organization described in section $501(c)(3)$ or $4947(a)(1)$ (other than a private foundation)?			
2         Is the organization request in complete Schedule 0, Certiful Schedule 0, Part 1         3         X           3         Debt the organization request indice or indice organization request in key set indices, or there a section 501(f) election in effect during the target 1/ Yes, "complete Schedule 0, Part 1         3         X           4         Section 501(fc)(3) organizations. Did the organization request in key set indices, or there a section 501(f) election in effect during the target 1/ Yes, "complete Schedule 0, Part 1         5         X           5         In the organization a section 501(fc)(4) 501(fc)(5), or 501(fc)(6) or	•	-	1	x	
3       Data arguitation engage in direct or indirecting control and any approximation to approximate the public official "Priva," complete Schedule C, Part I       3       X         4       Section 501(p) arguitations. But the capacitation engage in tabbying activities, or have a section 501(p) election in effect during the tax yeart // Yes," complete Schedule C, Part I       4       X         5       Is the organization a section 501(p) arguitation for the organization flat receives membership dues, assessments, or similar amounts as defined in Revenue Proceedure 99-197 // Yes," complete Schedule D, Part II       5       X         6       Dot the organization control and areas, or historic structures? If Yes," complete Schedule D, Part II       6       X         7       Z       Z       Z       Z       Z       Z         8       Dot the organization marking and areas, or historic structures? If Yes," complete Schedule D, Part II       7       Z         8       Dot the organization any or on advised of art, historic at trustures, or other similar assets? If Yes," complete Schedule D, Part II       8       Z         9       Did the organization any of the Iolong quesions is Yes, then complete Schedule D, Part II       10       Z         11       Ho organization any of the Iolong quesions is Yes, then complete Schedule D, Part VII. VII, VII, X, X       10       Z         10       Did the organization report an amount for intestinsecuris in Part X, Iine 107 if Yes, "complete Schedu	2			х	
public office? If Yins,** complete Schedule C, Part I         3         X           4         Section 501(c)(3) organizations. Ditt the organization engue in obbying activities, or have a section 501(b) election in effect during the taxy yea? If Yins,** complete Schedule C, Part II         4         X           5         Is the organization a socients on S01(c)(6), or 501(c)(6) organization that receives membership dues, assessments, or similar announts as defined in Revenue Procedule 86-1691 // Yins,** complete Schedule C, Part II         6         X           6         Did the organization maritan any chore advised funds or any similar funds or accounts? If Yins,** complete Schedule D, Part II         6         X           7         Did the organization convection of a mounts in such Indido at accounts? If Yins,** complete Schedule D, Part II         7         X           8         Did the organization import an amount in Part X, line 21, or sectory or custodial account liability, serve as a custodian for amounts not listel in Part X, is provide card to complete. Schedule D, Part II         10         X           9         Did the organization, directly or through a related organization, investments - orbit eschedule D, Part II         10         X           11         If the organization report an amount for land, building, and equipment in Part X, line 10? If Yres,* complete Schedule D, Part VI         10         X           13         If the organization report an amount for investments - other securitis in Part X, line 12? If Yres,* complete Schedule D, Part X					<u> </u>
Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(b) electron in effect during the tax year? II "vgs: complete Schedule C, Part II         I           5 Is the organization action for the Reveue Proceeding to 51:07 (F)(3) organization that needware membernality dues, assessments, or similar amounts as defined in Reveue Proceeding that or accounts for which donos have the right to provide advised on the distribution or investment of amounts in such funds or accounts for which donos have the right to provide advised on the distribution or investment of amounts in such funds or accounts for which donos have the right to provide advised on the distribution or investment of amounts in such funds or accounts influe assect P) II "Yes," complete Schedule D, Part II         7         X           8 Do the organization maintain activities of the organization maintain activities of the organization report an amount in Part X. Ine 21, for escrew or custodial account liability, serve as a custodian for amounts not listed in Part X or provide credit conselling, debt management, credit repair, or debt negotiation services?         7         X           10 Did the organization report an amount for fund, buildings, and equipment in Part X, line 10? II "Yes," complete Schedule D, Part IV         10         X           11 B         X         10         X         10         X           2 Did the organization report an amount for investments - other securities in Part X, line 12, Int is 5% or more of its total assets reported in Part X, line 16? II "Yes," complete Schedule D, Part XI         10         X           2 Did the organization report an amount for investments - other	5		2		x
during the tax year? If Yes,* complete Schedule C, Part II.         4         X           5         Is the organization a sector Solic(a), SOI(c)(a), SOI(c	л	Section 501(c)(3) organizations. Did the organization engage in lobbying activities or have a section 501(h) election in effect	<b>–</b>		
5         is the organization a section SOT (k)(k), SOT (k)(k), or SOT (k)(k),	-				x
similar amounts as defined in Revenue PR-codure 89.197 # "Yes," complete Schedule C, Part II         5         X           Did the organization maintain any doner advised funds or any similar funds or accounts? If "Yes," complete Schedule D, Part I         6         X           To be the organization mointain eases, or historica structures? If "Yes," complete Schedule D, Part I         6         X           Bo the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historica line saw, or historical treasures, or other similar asset? If "Yes," complete Schedule D, Part II         8         X           Bo the organization report an amount in Part X, line 21, for secrow or custodial account liability, serve as a custodian for amounts on listed in Part X, or provide cardit comparization, derivery to provide cardit comparization servers?         9         X           Bo the organization report an amount in Part X, line 21, for secrow or custodial account liability, serve as a custodian for amounts on through a related organization, hold assets in chonor-restricted endowments or in quasi endowments? If "Yes," complete Schedule D, Part V         10         X           Bo the organization report an amount for land, buildings, and equipment in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 11/1 * Yes, "complete Schedule D, Part V         11a         X           Bo the organization report an amount for rivestments - offer securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 11/1 * Yes, "complete Schedule D, Part X         11a         X	5		<b>-</b>		
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 for which donors have the injection provide advice on the distribution or investment of amounts in such funds or accounts for the service one space.       6       X         7 Did the organization receive or hold a conservation easement. including easements to preserve open space.       7       X         8 Did the organization receive or hold a conservation easement. including easements to preserve open space.       7       X         8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If *Yes,* complete Schedule D, Part II       8       X         9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for a mounts not listed in Part X, ine 21, for escrow or custodial account liability. Serve as a custodian for a gain admonunts in Y*es,* complete Schedule D, Part V       10       X         10 the organization report an amount for levels of eschedule D, Part V       10       X       10         11 If the organization report an amount for levels of eschedule D, Part V       11a       X         11 If the organization report an amount for levels meters - organized in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167, If *Yes,* complete Schedule D, Part X       11a       X         12 Did the organization report an amount for othere assets in Part X, line 13, that is 5% or	5		6		x
provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I     6     X       7     Did the organization receiver on hold a conservation essement, including essements to preserve open space, the environment, historic and areas, or historic attructures? If "Yes," complete Schedule D, Part II     7     X       8     Did the organization report an amount in Part X, line 21, for escrew or custolial account liability, serve as a custolian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?     9     X       9     Did the organization report an amount for law bindings, and equipment in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 167 if "yes," complete Schedule D, Part II     10     X       10     Did the organization report an amount for investments - other securities in Part X, line 10? if "yes," complete Schedule D, Part VI     11     X       11     If the organization report an amount for investments - other securities in Part X, line 10? if "yes," complete Schedule D, Part VII     11     X       12     Did the organization report an amount for investments - other securities in Part X, line 167 if "yes," complete Schedule D, Part VII     11     X       13     bit the organization report an amount for investments - organization report an amount for inves	6		5		<u> </u>
7       Did the organization receive or hold a conservation assement, including assements to preserve open space.       7       x         8       Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part II       8       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?       9       x         10       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 organization, hold assets in donor-restricted endowments or in quasi endowments? If "Yes," complete Schedule D, Part V       9       x         10       Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI       11a       x         11       Did the organization report an amount for investments - organ related In Part X, line 12, that is 5% or more of its total assets reported In Part X, line 16? If "Yes," complete Schedule D, Part VI       11a       x         11       Did the organization report an amount for other assets In Part X, line 25? If "Yes," complete Schedule D, Part X       11a       x         11       Did the organization report an amount for investments - organ related In Part X, line 16? If "Yes," complete Schedule D, Part X       11a       x	0		6		v
the environment, historic and areas, or historic structures? // */es,* complete Schedule D, Part II       7       X         3       Did the organization report an amount in Part X, line 21, for escrew or custodial account liability, serve as a custodian for amounts no listed in Part X, or provide credit consensing, detu management, credit repair, or debt negolitation services?       8       X         9       Did the organization report an amount in Part X, line 21, for escrew or custodial account liability, serve as a custodian for amounts no listed in Part X, or provide credit consensing, detu management, credit repair, or debt negolitation services?       9       X         10       Did the organization report an amount for law states in donor restricted endowments or in quasi endowments? If */es,* complete Schedule D, Part V       10       X         11       If the organization report an amount for investments - other securities in Part X, line 10? If */es,* complete Schedule D, Part VI       11a       X         12       Did the organization report an amount for investments - orbare securities in Part X, line 10? If */es,* complete Schedule D, Part VII       11a       X         13       Did the organization report an amount for investments - program reliated in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 10? If */es,* complete Schedule D, Part XI       11a       X         14       Did the organization report an amount for investments - program reliated in Part X, line 13? If */es,* complete Schedule D, Part X       11a       X	-				
9       Did the organization maintain collections of works of at, historical treasures, or other similar assets? If "Yes," complete       8       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 regin, or debt negotiation services?       9       X         10       Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? If "Yes," complete Schedule D, Part V       10       X         11       The organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V       10       X         12       Did the organization report an amount for investments - other securities in Part X, line 12? If "Yes," complete Schedule D, Part V       11       X         13       Did the organization report an amount for investments - other securities in Part X, line 13? If "Yes," complete Schedule D, Part V       11       X         14       Vine 16? If "Yes," complete Schedule D, Part V       11       X         14       Did the organization report an amount for investments - other securities in Part X, line 15? If "Yes," complete Schedule D, Part X       11       X         15       Did the organization report an amount for investments - program related in Part X, line 15? If "Yes," complete Schedule D, Part X       111       X	1		<u>_</u>		v
Schedule D, Part III       8       X         9       Did the organization report an amount in Part X, line 21, 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?       9       X         9       Did the organization, directly or through a related organization, hold assets in donor restricted endowments or in quasi endowments? // Y'es, 'complete Schedule D, Part V       9       X         11       If the organization, directly or through a related organization, hold assets in donor restricted endowments or in quasi endowments? // Y'es, 'complete Schedule D, Part V       10       X         11       If the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes, 'complete Schedule D, Part VII       11a       X         12       Did the organization report an amount for investments - organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes, 'complete Schedule D, Part VIII       11a       X         13       Did the organization report an amount for other assets in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes, 'complete Schedule D, Part X       11d       X         14       Did the organization separate or consolidated financial statements for the tax year?       11d       X         14 </td <td>•</td> <td></td> <td></td> <td></td> <td></td>	•				
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?       9       X         10       Did the organization, directly or through a related organization, hold assets in donorrestricted endowments or in quasi endowments? (Fryes, * complete Schedule D, Part V.       10       X         11       If the organization is mover to any of the following questions is "Yes," then complete Schedule D, Part V.       11       X       11       X         2       Did the organization report an amount for land, buildings, and equipment in Part X, line 10? (Fryes, * complete Schedule D, Part V)       11       X       11       X         2       Did the organization report an amount for investments - rongan related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? (Fryes, * complete Schedule D, Part X)       11       X         2       Did the organization report an amount for other assets in Part X, line 25? (Fryes, * complete Schedule D, Part X)       11       X         4       Did the organization report an amount for other assets in Part X, line 25? (Fryes, * complete Schedule D, Part X)       11       X         4       Did the organization isbuilty for uncertain tax positions under FIN 48 (ASC 740)? (Fryes, * complete Schedule D, Part X)       114       X         4       Did the organization isbuilty for	8				
amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?     9     X       If Yes, " complete Schedule D, Part IV     10     X       Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? If 'Yes," complete Schedule D, Part V     10     X       11 If the organization report an amount for land, buildings, and equipment in Part X, line 10? If 'Yes," complete Schedule D, Part VII     11     X       12 Did the organization report an amount for investments - other securities in Part X, line 10? If 'Yes," complete Schedule D, Part VII     11     X       13 Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VII     11     X       14 Did the organization report an amount for investments - other asset in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part X     11     X       14 Did the organization is backet, independent audited financial statements for the tax year?     114     X       15 Did the organization is backet, independent audited financial statements for the tax year?     114     X       15 Did the organization included in consolidated, independent audited financial statements for the tax year?     114     X       14 Did the organization included in consolidated, independent audited financial statements for the tax year?     114     <	•		8		
# "Yes," complete Schedule D, Part V       9       X         10       Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endownets? If "Yes," complete Schedule D, Part V       10       X         11       If the organization is answer to any of the following questions is "Yes," then complete Schedule D, Parts V, III, VII, VI, VI, VII, VII, VX, or X as applicable.       11       X         12       Did the organization report an amount for investments - other securities in Part X, line 10? // "Yes," complete Schedule D, Part VI       11       X       11         13       Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? // "Yes," complete Schedule D, Part VII       11       X         14       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? // "Yes," complete Schedule D, Part VIII       114       X         15       Did the organization report an amount for other liabilities in Part X, line 25? // "Yes," complete Schedule D, Part X       116       X         16       Did the organization sibation subart positions under TN4 & INS TOP // "Yes," complete Schedule D, Part X       116       X         172       Did the organization ascharte, independent audited financial statements for the tax year?       117       X         18	9				
In the organization directly or through a related organization, hold assets in donorrestricted endowments       1         If the organization report an amount for land, buildings, and equipment in Part X, line 10? If "yes," complete Schedule D, Parts VI.       11         If the organization report an amount for investments - other securities in Part X, line 10? If "yes," complete Schedule D, Part VI.       11         If the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "yes," complete Schedule D, Part VII.       11         Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "yes," complete Schedule D, Part VII.       11         Did the organization report an amount for investments - other assets in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "yes," complete Schedule D, Part VII.       11         Did the organization report an amount for other lasset in Part X, line 25? If "Yes," complete Schedule D, Part X.       11         If Did the organization asparate or consolidated financial statements for the tax year?       11       X         12       Did the organization asparate or consolidated, independent audited financial statements for the tax year?       11       X         13       X       11       X       11       X         14       Did the organization naschoul describe on the tax year include E					
or in quasi endowments? If "Yes," complete Schedule D, Part V     10     X       11     If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, IX, or X     10     X       12     Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI     11a     X       13     Did the organization report an amount for investments - other securities in Part X, line 12? If "Yes," complete Schedule D, Part VI     11a     X       14     Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII     11a     X       15     Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X     11d     X       16     Did the organization report an amount for other assets in Part X, line 25? If "Yes," complete Schedule D, Part X     11e     X       17     Did the organization sibility for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X     11e     X       18     Did the organization assets in Part X, line 15%, then organization assets reported in Part X, line 25% ("Graphet Schedule D, Part X     11e     X       19     Did the organization asset AR XII     Did the organization asset AR XIII     11d     X       12a			9		
11       If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, VIII, IX, or X as applicable.       11       1	10				
as applicable.       a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI       11a       x         b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VI       11b       x         c Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII       11c       x         d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X       11c       x         e Did the organization report an amount for other labilities in Part X, line 25? If "Yes," complete Schedule D, Part X       11e       x         e Did the organization is aparate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X       11e       x         12a       Did the organization onaintain an office, employees, or agerts outside of the United States?       11d       x         13 Is the organization naintain an office, employees, or agerts outside of the United States?       12a       x         14b       Did the organization naintain an office, employees, or agerts outside of the United States?       12a       x         14b       If the organization naintain an office, employ			10		
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Part VI       11a       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>II'</i> Yes," complete Schedule D, Part VII       11b       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>II'</i> Yes," complete Schedule D, Part VIII       11c       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>II'</i> Yes," complete Schedule D, Part X       11d       X         e       Did the organization separate or consolidated financial statements for the tax year include a footnote that addresses the organization separate or consolidated financial statements for the tax year?       11f       X         12a       Did the organization separate, independent audited financial statements for the tax year?       11f       X         12a       Did the organization aschol described in section 170(PU(N)/QI I'''''''''''''''''''''''''''''''''''					
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? // *Yes," complete Schedule D, Part VII       11b       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? // *Yes," complete Schedule D, Part VIII       11c       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? // *Yes," complete Schedule D, Part X       11c       X         e Did the organization report an amount for other liabilities in Part X, line 25? // *Yes," complete Schedule D, Part X       11t       X         f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization included in consolidated, independent audited financial statements for the tax year?       11t       X         12a       Did the organization included in consolidated, independent audited financial statements for the tax year?       11t       X         13       Is the organization aschool described in section 170(b)(1/A(ii)?)       11* Yes," complete Schedule D, Part X       12a       X         14a       X       11d       X       11d       X       11d       X         15       Did the organization aschool described in section 170(b)(1/A(ii)?)       11* Yes," complete Schedule D, Parts XI and XII is optional	а				
assets reported in Part X, line 16? /f "Yes," complete Schedule D, Part VII       11b       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? /f "Yes," complete Schedule D, Part VII       11c       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? /f "Yes," complete Schedule D, Part X       11c       X         e Did the organization report an amount for other labitities in Part X, line 25? /f "Yes," complete Schedule D, Part X       11e       X         e Did the organization's separate or consolidated financial statements for the tax year include a foothole that addresses the organization is liability for uncertain tax positions under FIN 48 (ASC 740)? /f "Yes," complete Schedule D, Part X       11f       X         12a       Did the organization included in consolidated, independent audited financial statements for the tax year?       11f       X         12a       X and XI       12a       X       12a       X         14a       Did the organization aschol described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule D, Part X and XII is sho organization aschol described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E       13       X         14a       Did the organization aschol described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E       13       X         14b       X			<u>11a</u>	X	
c       Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII       11c       X         d       Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X       11d       X         e       Did the organization report an amount for other assets in Part X, line 25? If "Yes," complete Schedule D, Part X       11e       X         f       Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X       11e       X         f       Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization notuced in consolidated, independent audited financial statements for the tax year?       11f       X         12a       Did the organization askneed "No" to line 12a, then completing Schedule D, Parts XI and XII is optional       12a       X         13       Is the organization aschool described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E       14a       X         14       Did the organization naviewa aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States?       14a       X         15       Did the organization report on Part IX, column (A), line 3, more than	b				
assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII       11c       X         d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X       11d       X         e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X       11e       X         f Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X       11e       X         12a       Did the organization is liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X       11t       X         12a       Did the organization included in consolidated, independent audited financial statements for the tax year?       11t       X         12a       M as the organization as school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule D, Part X       12a       X         14a       X       12a       X       12a       X			11b		
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Part X, line 16? /f "Yes," complete Schedule D, Part X       11d       X         e Did the organization report an amount for other liabilities in Part X, line 25? /f "Yes," complete Schedule D, Part X       11e       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)? /f "Yes," complete Schedule D, Part X       11ft       X         12a       Did the organization obtain separate, independent audited financial statements for the tax year?       /f "Yes," complete Schedule D, Part X and XII       12a       X         b Was the organization answerd "No" to line 12a, then completing Schedule D, Part X and XII is optional       12e       X         13       Is the organization maintain an office, employees, or agents outside of the United States?       14a       X         b Did the organization report on Part IX, column (A), line 3, 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       14b       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? /f "Yes," complete Schedule G, Part I       16       X         14       Did the organization report on Part IX, column (A), l			110		
Did the organization report an amount for other liabilities in Part X, line 25? // "Yes," complete Schedule D, Part X       11e       X         f       Did the organization's isability for uncertain tax positions under FIN 48 (ASC 740)? // "Yes," complete Schedule D, Part X       11ft       X         12a       Did the organization is liability for uncertain tax positions under FIN 48 (ASC 740)? // "Yes," complete Schedule D, Part X       11ft       X         12a       Did the organization separate, independent audited financial statements for the tax year?       // "Yes," complete       12a         b       Was the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional       12b       X         13       Is the organization naminain an office, employees, or agents outside of the United States?       14a       X         b       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? // "Yes," complete Schedule F, Parts II and IV       14b       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of gagregate grants or other assistance to or for any foreign organization? // "Yes," complete Schedule F, Parts II and IV       16       X         16       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of gagregate grants or other assistance to or for any foreign organization? // "Yes," complete Schedule F, Parts II and IV       16       X	d				
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12a       Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete       12a       X         b       Was the organization included in consolidated, independent audited financial statements for the tax year?       12b       X         13       Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule D, Parts XI and XII is optional       13c       X         14a       Did the organization association animation an office, employees, or agents outside of the United States?       14a       X         b       Did the organization particle schedule F, Parts I and IV       14a       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 report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign individuals? If "Yes," complete Schedule F, Parts II and IV       16       X         17       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? If "Yes," complete Schedule G, Part I       16       X         18       Did the organization report more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I       16       X         19       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line	f				
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Page 3

Form 990 (2	2019)		EFFECTIVE,	
Part IV	Checklist of	f Required	d Schedules	(continued)

CAUSE EFFECTIVE, INC.

			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? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23		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? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		x
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
v		24c		
-1	any tax-exempt bonds?			
	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
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? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schedule L. Part I	25b		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? If "Yes," complete Schedule L, Part II	26		x
27		20		
21	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? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV			
	instructions, for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If			
	"Yes," complete Schedule L, Part IV	28a		x
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If			
-	"Yes," complete Schedule L, Part IV	28c		x
20		29		x
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If</i> "Yes," <i>complete Schedule M</i>	29		
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		x
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
		34		x
<b>-</b> -	Part V, line 1			x
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	<u>35a</u>		
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity	1.		
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		x
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?			
		38	х	
Par	t V Statements Regarding Other IRS Filings and Tax Compliance	30		
	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 1a	4		
<b>b</b>	Enter the number of Forms Handlin line 1a. Enter -0- if not applicable	2		
D				
	Did the organization comply with backup with follong rules in ripportable, ay ments to vendor van in son able gluming			
	(gambling) winnings to prize whener?	1c	х	

Form	990 (2019) CAUSE EFFECTIVE, INC. 13-308397	8	Р	age <b>5</b>
Par	t V Statements Regarding Other IRS Filings and Tax Compliance (continued)			
			Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,			
	filed for the calendar year ending with or within the year covered by this return 2a 12			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Х	
	<b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to $e$ -file (see instructions)			v
	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		<u> </u>
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a			x
h.	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	<u>4a</u>		
D	If "Yes," enter the name of the foreign country			
Fo	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).	5a		x
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a 5b		x
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	50 50		
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit			
u	any contributions that were not tax deductible as charitable contributions?	6a		x
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts			
-	were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		x
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required			
	to file Form 8282?	7c		x
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d			
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		x
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		x
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? $\dots$	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
	sponsoring organization have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a		<u> </u>
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter:			
	Initiation fees and capital contributions included on Part VIII, line 12	-		
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	-		
11	Section 501(c)(12) organizations. Enter:			
a h	Gross income from members or shareholders <b>11a</b>			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b			
122	amounts due or received from them.) [11b] Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	120		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	<b>Note:</b> See the instructions for additional information the organization must report on Schedule O.	100		
b	Enter the amount of reserves the organization is required to maintain by the states in which the			
	organization is licensed to issue qualified health plans			
с	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or			
	excess parachute payment(s) during the year?	15		x
	If "Yes," see instructions and file Form 4720, Schedule N.			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		X
	If "Yes," complete Form 47			
	laxpayer Copy	Form	990	(2019)
932005	01-20-20			

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	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	<u></u>		X
Sec	ction 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 1a1	L		
	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.			
b	Enter the number of voting members included on line 1a, above, who are independent 1b 11	L		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			
	officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision			
	of officers, directors, trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6	Did the organization have members or stockholders?	6		X
7a				
	more members of the governing body?	7a		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?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
а	· · · · · · · · · · · · · · · · · · ·	<u>8a</u>	Х	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
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	9		X
sec	ction B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			
			Yes	No
	Did the organization have local chapters, branches, or affiliates?	10a		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?	10b		
	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Х	
	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a		12a	X	
b	, , , , , , , , , , , , , , , , , , , ,	12b	Х	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe		v	
	in Schedule O how this was done	12c	X X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	A	
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?		v	
	The organization's CEO, Executive Director, or top management official	15a	X	x
b	Other officers or key employees of the organization	15b		
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a	10		v
	taxable entity during the year?	16a		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	101		
200	exempt status with respect to such arrangements?	16b		
17	List the states with which a copy of this Form 990 is required to be filed $\blacktriangleright$ NY			
	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)	availa	ble
18	for public inspection. Indicate how you made these available. Check all that apply.			
10	X Own website X Another's website X Upon request Other (explain on Schedule O)	م الم	-:	
		a tinano	ciai	
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, an			
19	statements available to the public during the tax year.			
	statements available to the public during the tax year. State the name, address, and plaphone number of the person who possesses the organization's books and records			
19	statements available to the public during the tax year.			

Form 990 (2	(019) CAUSE EFFECTIVE, INC.	13-3083978	Page 7
Part VII	Compensation of Officers, Directors, Trustees, Key Employees, Highest Cor	npensated	
	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 Comple	te this table for all persons required to be listed. Report compensation for the calendar year ending w	ith or within the organization	's tax year.
● List a	I of the organization's current officers, directors, trustees (whether individuals or organizations), rega	ardless of amount of compen	sation.

Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List all of the organization's current key employees, if any. See instructions for definition of "key employee."

• List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

 List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See 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. Т

(A)	(B)				C)	-		(D)	(E)	(F)
Name and title	Average	(de		Posi	sition	۱ than c	ne	Reportable	Reportable	Estimated
	hours per	box	, unles	ss per	rson is	s both	n an	compensation	compensation	amount of
	week		cer an	a a di	irecto	or/trust	.ee)	from	from related	other
	(list any	ector						the	organizations	compensation
	hours for	or dir	e.			ated		organization	(W-2/1099-MISC)	from the
	related	stee	truste			pens		(W-2/1099-MISC)		organization
	organizations	ial tru	onal		ploye	ee com				and related
	below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations
(1) LISA ZANETTA ADDAMS-PILGRIM	4.00		_		-	<u>+ </u>				
CHAIR		х		X				0.	0.	0.
(2) MARK CASTLE	4.00									
TREASURER		x		х				0.	0.	0.
(3) AMY WOLF	4.00									
SECRETARY		х		х				0.	0.	0.
(4) GABRIELLA POLUR	1.00									
BOARD MEMBER		x						0.	0.	0.
(5) NYELETI HONWANA	1.00									
BOARD MEMBER		x						0.	0.	0.
(6) MICHAEL ROCHON	1.00									
BOARD MEMBER		х						0.	0.	0.
(7) CLAIRE SCANLON	1.00									
BOARD MEMBER		х						0.	0.	0.
(8) DIDI LACHER	1.00									
BOARD MEMBER		х						0.	0.	0.
(9) CHARKO PATTERSON	1.00									
BOARD MEMBER		Х						0.	٥.	٥.
(10) THOMAS SCHIER	1.00									
BOARD MEMBER		Х						0.	0.	0.
(11) KARON JOYNER	1.00									
BOARD MEMBER		Х						٥.	٥.	0.
(12) JUDY LEVINE	40.00									
PRESIDENT/EXECUTIVE DIRECTOR		_		X				79,792.	0.	12,836.
		-								
		<u> </u>								
		-								
		$\vdash$	┝┤		$\vdash$	$\left  - \right $				
	<b>Yn</b>	D						Cop		
			$\Box$						/ <b>V</b>	Form <b>990</b> (2019

Form 990 (2019) CAUSE EFFECT:	IVE, INC.								13-308	3978		Р	age <b>8</b>
Part VII Section A. Officers, Directors, Trus	tees, Key Emp	ploy	ees,	anc	d Hig	ghes	st C	ompensated Employee	s (continued)				
(A) Name and title	(B) Average hours per week (list any hours for related	box offic	not c , unle: cer ar	Pos heck i ss per	more rson i	than o s both r/trus	n an tee)	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC		am comp fro	(F) timate ount other oensa om th anizat	of ation 1e
	organizations below line)	Individual trustee or director	In stitutional trustee	Officer	Key employee	Highest compensated employee	Former				and	l relat	ted
										+			
1b Subtotal c Total from continuation sheets to Part VI								79,792.		0.		12,	836. 0.
							► o re	79, 792. eceived more than \$100,	000 of reportable	0.		12,	836.
compensation from the organization												<u> </u>	0
3 Did the organization list any former officer,												Yes	No
line 1a? <i>If</i> "Yes," <i>complete Schedule J for</i> s 4 For any individual listed on line 1a, is the su	<i>uch individual</i> Im of reportabl	 e co	mpe	ensa	ition	and	oth	ner compensation from t	he organization	-	3		X
<ul><li>and related organizations greater than \$150</li><li>Did any person listed on line 1a receive or a</li></ul>										-	4		X
rendered to the organization? If "Yes." com											5		x
Section B. Independent Contractors				-									
1 Complete this table for your five highest co the organization. Report compensation for	-									ensatio	on fro	m	
(A) Name and business	address	NO	NE					(B) Description of s	ervices	Co	(C mper	<b>)</b> Isatio	'n
2 Total number of independent contractors (ii \$100,000 of compensation front the organity		ot lin	niteo	d to f	thos	e lis	ted	above) who received mo	ore than				
932008 01-20-20	vha	ノ	y	8	3	,		Cob	'Y	F	orm	9 <b>90</b> (	(2019)

		Check if Schedule O conta	ins a response	or note to any lin		(5)		
					<b>(A)</b> Total revenue	(B) Related or exempt function revenue	<b>(C)</b> Unrelated business revenue	(D) Revenue exc from tax u sections 512
ts Is	1 a	Federated campaigns	1a					
iran Jun	b	Membership dues						
s, G	с	Fundraising events						
Giff.	d	Related organizations						
ns, ( Simi	е	Government grants (contributio		36,300.				
er S	f	All other contributions, gifts, grant		444 405				
Oth		similar amounts not included abov		444,495.				
Contributions, Gifts, Grants and Other Similar Amounts	y h	Noncash contributions included in lines 1a Total. Add lines 1a-1f		<b></b>	480,795.			
5 (0				Business Code				
e	2 a	MANAGEMENT CONSULTING		541610	252,725.	252,725.		
	b	WORKSHOPS		900099	50,454.	50,454.		
Sei	с							
ram leve	d							
Program Service Revenue	е							
ב		All other program service rever		-	202 480			
		Total. Add lines 2a-2f			303,179.			
	3	Investment income (including or other similar amounts)		130.				
	4	Income from investment of tax						
	5	Royalties						
	-		(i) Real	(ii) Personal				
	6 a	Gross rents 6a	25,300	•				
	b	Less: rental expenses 6b	0					
	с	Rental income or (loss) 6c	25,300					
		Net rental income or (loss)			25,300.			25,
	7 a	Gross amount from sales of	(i) Securities	(ii) Other				
		assets other than inventory <b>7a</b>						
Ð	d	Less: cost or other basis and sales expenses <b>7b</b>						
venue	· ·	and sales expenses 7b Gain or (loss) 7c						
		Net gain or (loss)						
Other Re		Gross income from fundraising eve						
Oth	_	including \$						
		contributions reported on line						
		Part IV, line 18		1				
		Less: direct expenses						
		Net income or (loss) from funde		►				
	9 a	Gross income from gaming act						
	<b>L</b>	Part IV, line 19 Less: direct expenses						
		Net income or (loss) from gami						
		Gross sales of inventory, less r						
		and allowances		a				
	b	Less: cost of goods sold						
		Net income or (loss) from sales						
s				Business Code				
Miscellaneous Revenue	11 a							
ellanec evenue	b							
Scel								
Νiε		All other revenue						
		Total. Add lines 11a-11c	<b>-   X  </b>	<b>NAA</b>	809.44.		0.	25,
	12	Total revenue. See instructions			009,414.	<u> </u>	U.	Form <b>990</b>

CAUSE EFFECTIVE, INC.

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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	Check if Schedule O contains a response not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21		·		·
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,	0.9 250	66,624	29, 202	2 22
6	trustees, and key employees	98,250.	66,624.	28,293.	3,33
6	persons (as defined under section 4958(f)(1)) and				
-	persons described in section 4958(c)(3)(B)	466,650.	317,035.	133,893.	15,72
7 8	Other salaries and wages	400,050.	517,055.	135,095.	15,72
0	section 401(k) and 403(b) employer contributions)				
9	Other employee benefits	37,479.	25,067.	11,070.	1,34
0	Payroll taxes	50,441.	33,736.	14,899.	1,80
1	Fees for services (nonemployees):				
а	Management				
b	Legal				
С	Accounting	28,841.	8,546.	20,295.	
d	Lobbying				
е	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g	Other. (If line 11g amount exceeds 10% of line 25,	10 170	9 563	4 610	
~	column (A) amount, list line 11g expenses on Sch O.)	13,173.	8,563.	4,610.	
	Advertising and promotion	8,395.	3,768.	3,957.	67
3 4	Office expenses		5,700.		
<del>-</del> 5	Royalties				
6	Occupancy	112,781.	76,622.	32,360.	3,79
7	Travel	8,039.	4,185.	3,180.	67
8	Payments of travel or entertainment expenses	,	, .	, .	
-	for any federal, state, or local public officials				
9	Conferences, conventions, and meetings				
0	Interest				
1	Payments to affiliates				
2	Depreciation, depletion, and amortization	1,919.		1,919.	
3	Insurance	2,900.	1,970.	832.	9
4	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 0.)	16,376.	12,872.	2,532.	97
a b	REPAIRS AND MAINTENANCE	14,686.	7,194.	5,816.	1,67
D C	OTHER	7,430.	4,114.	2,936.	38
d	DUES AND SUBSCRIPTIONS	3,989.	1,998.	1,504.	48
	All other expenses	,		,	
5	Total functional expenses. Add lines 1 through 24e	871,349.	572,294.	268,096.	30,95
6	Joint costs. Complete this line only if the organization				·
	reported in column (B) joint co <b>ute from</b> a combined				
	educational campaign and fundraising sonon to		er Co		
	Check here $\blacktriangleright$ if following SOP 8-2 (, 5C 9 8-77 J)				

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CAUSE EFFECTIVE, INC.

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

		Check if Schedule O contains a response or not			<b>(A)</b> Beginning of year		(B) End of year
	1	Cash - non-interest-bearing			152,999.	1	40,294.
	2	Savings and temporary cash investments			4,535.	2	211,106.
	3	Pledges and grants receivable, net			160,540.	3	23,601.
	4	Accounts receivable, net				4	
	5	Loans and other receivables from any current or					
		trustee, key employee, creator or founder, subst					
		controlled entity or family member of any of thes				5	
	6	Loans and other receivables from other disqualif	-				
		under section 4958(f)(1)), and persons described			6		
s	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use				8	
As	9				21,681.	9	19,338.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	231,049.			
	b	Less: accumulated depreciation	.a.	214,030.	17,324.	10c	17,019.
	11	Investments - publicly traded securities		11			
	12	Investments - other securities. See Part IV, line 1				12	
	13	Investments - program-related. See Part IV, line 1		13			
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11			15		
	16	Total assets. Add lines 1 through 15 (must equa	357,079.	16	311,358.		
	17	Accounts payable and accrued expenses			33,396.	17	17,951.
	18	Grants payable		18			
	19	Deferred revenue	34,850.	19	5,475.		
	20	Tax-exempt bond liabilities		20			
	21	Escrow or custodial account liability. Complete F	Part IV o	f Schedule D		21	
ŝ	22	Loans and other payables to any current or form	er office	er, director,			
Liabilities		trustee, key employee, creator or founder, subst	antial co	ontributor, or 35%			
iabi		controlled entity or family member of any of thes	····· -		22		
-	23	Secured mortgages and notes payable to unrela				23	
	24	Unsecured notes and loans payable to unrelated	I third p	arties		24	
	25	Other liabilities (including federal income tax, pay					
		parties, and other liabilities not included on lines	17-24).	Complete Part X			
		of Schedule D		······ -	92,127.	25	153,171.
	26	Total liabilities. Add lines 17 through 25	<u></u>	<b>N</b>	160,373.	26	176,597.
s		Organizations that follow FASB ASC 958, che	ck here				
JCe		and complete lines 27, 28, 32, and 33.			70 217		25 200
alar	27			·····	70,317. 126,389.	27	25,299.
а В	28			·····	120,309.	28	109,462.
Ĕ		Organizations that do not follow FASB ASC 9	58, cheo	ck here 🕨 🛄			
Net Assets or Fund Balances	00	and complete lines 29 through 33.			00		
ŝts	29	Capital stock or trust principal, or current funds				29	
SSG	30	Paid-in or capital surplus, or land, building, or eq				30	
∋t A	31	Retained earnings, endowment, accumulated inc			196,706.	31	134,761.
ž	32	Total net assets or fund balances			357,079.	32	311,358.
	33	Total liabilities and net assets/fund balances			337,079.	33	- <b>000</b> (ap. (a)

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Form 990 (2019)

# **Taxpayer Copy** 11 2019.05050 CAUSE EFFECTIVE, INC.

4377GD\_1

Form 990 (2019)

Part X Balance Sheet

Part XI       Reconciliation of Net Assets         Check if Schedule O contains a response or note to any line in this Part XI       1         1       Total expenses (must equal Part VIII, column (A), line 25)       2       671, 343.         2       Revenue less expenses. Subtract IIne 2 from line 1       3       -61, 945.         4       Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))       4       196, 706.         5       Net unrealized gains (losses) on investments       5       5         6       0       7       7         7       10       134, 761.       8         9       Other changes in net assets or fund balances (explain on Schedule O)       8       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       134, 761.         Part XII       Financial Statements and Reporting       10       134, 761.         Check if Schedule O contains a response or note to any line in this Part XII       10       134, 761.         Part XII       Financial Statements and Reporting       10       134, 761.         Check if Schedule O contains a response or note to any line in this Part XII       10       134, 761.         Part XII       Financial Statements and Rep	Form	1990 (2019) CAUSE EFFECTIVE, INC.	13-30839	78	Pad	<sub>ge</sub> 12
1       Total revenue (must equal Part VII, column (A), line 12)       1       809,404.         2       Total expenses (must equal Part IX, column (A), line 25)       2       871,349.         3       Revenue less expenses. Subtract line 2 from line 1       3       -61,945.         4       Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))       4       196,706.         5       Net unrealized gains (losses) on investments       6       -       -         6       7       Investment expenses       7       -         7       8       -						
2       Total expenses (must equal Part IX, column (A), line 25)       2       871,349.         3       Revenue less expenses. Subtract line 2 from line 1       3       -61,945.         4       Het assets or fund balances at beginning of year (must equal Part X, line 32, column (A))       4       196,706.         5       Net unrealized gains (losses) on investments       6       7       196,706.         6       7       7       6       6       7         7       8       7       6       6       7         9       0ther changes in net assets or fund balances (explain on Schedule O)       9       0.       10         10       Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))       10       134,761.         7       10       134,761.       7       10       134,761.         7       10       134,761.       7       2       2       X         11       Accounting method used to prepare the Form 990:       Cash       X Accrual       Other       1       2       X         11       Accounting method used to prepare the Form 990:       Cash       X Accrual       Other       2       2       X         11       Accounting method used to prepar		Check if Schedule O contains a response or note to any line in this Part XI				
2       Total expenses (must equal Part IX, column (A), line 25)       2       871,349.         3       Revenue less expenses. Subtract line 2 from line 1       3       -61,945.         4       Het assets or fund balances at beginning of year (must equal Part X, line 32, column (A))       4       196,706.         5       Net unrealized gains (losses) on investments       6       7       196,706.         6       7       7       6       6       7         7       8       7       6       6       7         9       0ther changes in net assets or fund balances (explain on Schedule O)       9       0.       10         10       Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))       10       134,761.         7       10       134,761.       7       10       134,761.         7       10       134,761.       7       2       2       X         11       Accounting method used to prepare the Form 990:       Cash       X Accrual       Other       1       2       X         11       Accounting method used to prepare the Form 990:       Cash       X Accrual       Other       2       2       X         11       Accounting method used to prepar						
3       Revenue less expenses. Subtract line 2 from line 1       3       -61,945.         4       Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))       4       196,706.         5       5       6       7       7         6       0onated services and use of facilities       6       7         7       8       7       8         9       Other changes in net assets or fund balances (explain on Schedule O)       9       0.         10       1.34, 761.       7       8         Part XIII       Financial Statements and Reporting       10       1.34, 761.         Check if Schedule O contains a response or note to any line in this Part XII       7       7         1       Accounting method used to prepare the Form 990:       Cash       X       Accrual       Other         1       Accounting method used to prepare the Form 990:       Cash       X       Accrual       Other       2a       X         If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.       2a       X       X         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       Both consolidated and separate basis       Consolidated basis	1	Total revenue (must equal Part VIII, column (A), line 12)	1		809,	404.
3       Revenue less expenses. Subtract line 2 from line 1       3       -61,945.         4       Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))       4       196,706.         5       Net unrealized gains (losses) on investments       5       6         6       7       7       6         7       8       7       7         8       9       0.       9       0.         10       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       134,761.         Part XIII       Financial Statements and Reporting       10       134,761.         Check if Schedule O contains a response or note to any line in this Part XII       1       124,761.         Part XIII       Financial statements compiled or reviewed by an independent accountant?       Yes       No         1       Accounting method used to prepare the Form 990:       Cash       X Accrual       Other       2a       X         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       Both consolidated and separate basis, consolidated basis       Both consolidated and separate basis, con	2	Total expenses (must equal Part IX, column (A), line 25)	2		871,	349.
5 Net unrealized gains (losses) on investments   6   7   1   Accounting method used to prepare the Form 990:   Check if Schedule O contains a response or note to any line in this Part XII   Part XII   Financial Statements and Reporting   Check if Schedule O contains a response or note to any line in this Part XII   Part XII   Firey spring the displayment of the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.   2a   2a   2a   X   If "Yees," 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:   Separate basis   Consolidated basis, or both:   X   If "Yees," 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:   Separate basis   Consolidated basis   If "Yees," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:   Separate basis   Consolidated basis   Both consolidated and separate basis   Consolidated basis   Both consolidated mass and separate basis   Consolidated basis   Both consolidated mass are seponsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?   If "Yees," did the organization dhanced its atterments and selection of an independent accoun	3		3		-61,	945.
6 Donated services and use of facilities   7 8   7 7   8 Prior period adjustments   9 Other changes in net assets or fund balances (explain on Schedule O)   9 0.   10 134,761.   Part XII Financial Statements and Reporting Check if Schedule O contains a response or note to any line in this Part XII Check if Schedule O contains a response or note to any line in this Part XII Check if Schedule O contains a response or note to any line in this Part XII Check if Schedule O contains a response or note to any line in this Part XII Check if Schedule O contains a response or note to any line in this Part XII I Accounting method used to prepare the Form 990: Cash X Accrual Other If "Yees," check a box below to indicate whether the financial statements or the year were compiled or reviewed on a separate basis, consolidated basis, or both: Separate basis, consolidated basis, or both: Separate basis, or both: Separate basis, or both: Separate basis Consolidated basis Both consolidated and separate basis Both consolidated and separate basis Separate basis, or both: Separate basis Consolidated basis Both consolidated and separate basis Both consolidated and separate basis Separate basis, or both: Separate basis Consolidated basis Both consolidated and separate basis Both consolidated and separate basis Consolidated basis, or both: Separate basis Consolidated basis Both consolidated and separate basis Consolidated basis Consolidated basis Consolidated basis Consolidated basis Consolidated basis Separate basis Consolidated basis Consolidated basis Consolidated basis </td <td>4</td> <td>Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))</td> <td>4</td> <td></td> <td>196,</td> <td>706.</td>	4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4		196,	706.
7 Investment expenses 7   8 Prior period adjustments 9   9 Other changes in net assets or fund balances (explain on Schedule O) 9   10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))   10 It assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))   11 Financial Statements and Reporting   Check if Schedule O contains a response or note to any line in this Part XII   Check if Schedule O contains a response or note to any line in this Part XII   1 Accounting method used to prepare the Form 990:   1 Cash   1 Accounting method used to prepare the Form 990:   2a X   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: Separate basis Consolidated basis Consolidated basis Both consolidated and separate basis    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:   if soparate basis Consolidated basis   b Were the organization induces 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 "Yes," to line 2a or 2b, does the organization nequired to undergo an audit or audits as set forth in the Single Au	5	Net unrealized gains (losses) on investments	5			
7 Investment expenses 7   8 Prior period adjustments 9   9 Other changes in net assets or fund balances (explain on Schedule O) 9   10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))   10 It assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))   11 Financial Statements and Reporting   Check if Schedule O contains a response or note to any line in this Part XII   Check if Schedule O contains a response or note to any line in this Part XII   1 Accounting method used to prepare the Form 990:   1 Cash   1 Accounting method used to prepare the Form 990:   2a X   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: Separate basis Consolidated basis Consolidated basis Both consolidated and separate basis    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:   if soparate basis Consolidated basis   b Were the organization induces 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 "Yes," to line 2a or 2b, does the organization nequired to undergo an audit or audits as set forth in the Single Au	6	Donated services and use of facilities	6			
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))       134, 761.         Part XII       Financial Statements and Reporting       134, 761.         Part XII       Financial Statements and Reporting       Yes         1       Accounting method used to prepare the Form 990:       Cash       X Accrual       Other         If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.       2a       X         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       Both consolidated and separate basis       2b       X         b       Were the organization's financial statements and tedpendent accountant?       2b       X       Image: Consolidated basis, or both:       2b	7		7			
10       Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))       134,761.         Part XII       Financial Statements and Reporting	8		8			
column (B)       10       134,761.         Part XII       Financial Statements and Reporting	9	Other changes in net assets or fund balances (explain on Schedule O)	9			0.
Part XII       Financial Statements and Reporting         Check if Schedule O contains a response or note to any line in this Part XII       Image: Check if Schedule O contains a response or note to any line in this Part XII         1       Accounting method used to prepare the Form 990:       Cash       X       Accrual       Other         If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.       2a       X         If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, or both:       2a       X         Separate basis       Consolidated basis, or both:       2b       X         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:       2b       X         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:       2b       X         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:       2b       X         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 process during the tax year, explain on Schedule O.       2c       X         3a As a result of a federal award, was the orga	10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,				
Check if Schedule O contains a response or note to any line in this Part XII       Yes         1       Accounting method used to prepare the Form 990:       Cash       X       Accrual       Other       Image: Check if Schedule O.         2a       Were the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.       2a       X         If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, or both:       Separate basis       Consolidated basis       Both consolidated and separate basis         b       Were the organization's financial statements audited by an independent accountant?       2b       X         If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis       2b       X         b       Were the organization's financial statements audited by an independent accountant?       2b       X         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:       2b       X         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?       2c       X         If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O. <td< td=""><td></td><td></td><td>10</td><td></td><td>134,</td><td>761.</td></td<>			10		134,	761.
1       Accounting method used to prepare the Form 990:       Cash       X       Other	Pa	rt XII Financial Statements and Reporting				
1       Accounting method used to prepare the Form 990:       Cash       X       Accrual       Other       Image: Cash in the prepare the complex of the prepare the complex of the prepare the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.       2a       X         2a       Were the organization's financial statements compiled or reviewed by an independent accountant?       2a       X         If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, or both:       2b       X         Separate basis       Consolidated basis       Both consolidated and separate basis       2b       X         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:       2b       X         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:       2b       X         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:       2b       X         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?       2c       X         If the organization changed either its oversight process or selection process during the		Check if Schedule O contains a response or note to any line in this Part XII				
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.       2a       X         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:       2a       X         Separate basis       Consolidated basis       Both consolidated and separate basis       2b       X         If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis       2b       X         Separate basis       Consolidated basis       Both consolidated and separate basis       2b       X         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:       2b       X         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:       2b       X         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?       2c       X         If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.       3a       As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit       3a       X <tr< td=""><td></td><td></td><td></td><td></td><td>Yes</td><td>No</td></tr<>					Yes	No
2a       Were the organization's financial statements compiled or reviewed by an independent accountant?       2a       X         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:       2b       X         Separate basis       Consolidated basis       Both consolidated and separate basis       2b       X         b       Were the organization's financial statements audited by an independent accountant?       2b       X         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:       2b       X         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:       2b       X         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:       2b       X         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?       2c       X         If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.       3a       3a       X         If the organization changed either its oversight process or selection process during the tax year, explain on Sc	1	Accounting method used to prepare the Form 990: Cash X Accrual Other				
Image: Second		If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule	0.			
<ul> <li>separate basis, consolidated basis, or both:</li> <li>Separate basis</li> <li>Consolidated basis</li> <li>Both consolidated and separate basis</li> <li>Were the organization's financial statements audited by an independent accountant?</li> <li>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:</li> <li>X Separate basis</li> <li>Consolidated basis</li> <li>Both consolidated and separate basis</li> <li>Consolidated basis</li> <li>Both consolidated and separate basis</li> <li>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?</li> <li>If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.</li> <li><b>3a</b> As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?</li> <li>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</li> </ul>	2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		Х
<ul> <li>Separate basis</li> <li>Consolidated basis</li> <li>Both consolidated and separate basis</li> <li>Were the organization's financial statements audited by an independent accountant?</li> <li>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:         <ul> <li>X Separate basis</li> <li>Consolidated basis</li> <li>Both consolidated and separate basis</li> </ul> </li> <li>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?</li> <li>If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.</li> <li>As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?</li> <li>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</li> </ul>		If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a			
b       Were the organization's financial statements audited by an independent accountant?       2b       X         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:       X       Image: Consolidated basis		separate basis, consolidated basis, or both:				
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:       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:       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:       If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis       If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis       If "Yes," check a box below to indicate whether the financial statements and separate basis       If "Yes," check a box below to indicate whether the financial statements and separate basis       If "Yes," consolidated basis       If "Yes," consolidated basis       If "Yes," consolidated basis       If the organization of its financial statements and selection of an independent accountant?       If "Yes," consolidated basis       If the organization of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit       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       If "Yes," did the organization undergo the required audit or audits?		Separate basis Consolidated basis Both consolidated and separate basis				
consolidated basis, or both:       X         X       Separate basis       Consolidated basis       Both consolidated and separate basis         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?       2c       X         If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.       Image: Comparize the comparization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?       Image: Comparization 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       Image: Comparize the comparized to undergo the required audit or audits as the organization did not undergo the required audit       Image: Comparized to undergo the required audit or audits? If the organization did not undergo the required audit or audits as the organization did not undergo the required audit or audits as the organization did not undergo the required audit or audits as the organization did not undergo the required audit or audits as the organization did not undergo the required audit or audits as the organization did not undergo the required audit or audits as the organization did not undergo the required audit or audits as the organization did not undergo the required audit or audits as the organization did not undergo the required audit or audits as the organization did not undergo the required audit or audits as the organization did not undergo the required audit orga udits as the organization did not undergo the required audit org	b	Were the organization's financial statements audited by an independent accountant?		2b	X	<u> </u>
X       Separate basis       Consolidated basis       Both consolidated and separate basis       Image: Consolidated basis       Consolidated basis       Consolidated and separate basis       Consolidated basis		If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	basis,			
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?       2c       X         If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.       Image: Compilation of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?       3a       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       3b       Image: Compilation of the compilation						
review, or compilation of its financial statements and selection of an independent accountant?       2c       X         If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.       3a       As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit       3a       X         Act and OMB Circular A-133?       3a       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       3b		X Separate basis Consolidated basis Both consolidated and separate basis				
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O. 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? 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	С		•			
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit       3a       X         Act and OMB Circular A-133?       3a       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       3b				2c	X	
Act and OMB Circular A-133?       3a       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       3b       3b						
b       If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits.         or audits, explain why on Schedule O and describe any steps taken to undergo such audits       3b	3a		gle Audit			
or audits, explain why on Schedule O and describe any steps taken to undergo such audits				3a		X
	b					
		or audits, explain why on Schedule O and describe any steps taken to undergo such audits				<u> </u>

Form **990** (2019)



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(Form 990 or 990-EZ)

### **Public Charity Status and Public Support**

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

OMB No. 1545-0047
2010

	Department of the Treasury Internal Revenue Service				Attach to Form 990 or I			formation		Open to Public Inspection			
Nan	ne of i	the organizati	-		ov/Form990 for instructi	ons and u	ie ialest ii	normation.	Employer	r identification number			
Nan		the of gamzati		EFFECTIVE, INC	1					13-3083978			
Pa	art I	Reason			(All organizations must c	omplete th	is part.) Se	e instruction		10 00000,0			
The	organ	•			(For lines 1 through 12, c								
1			-		ion of churches described	-	-	1)(A)(i).					
2	$\square$				(Attach Schedule E (Forr			·//·//·					
3	$\square$				ganization described in s			ii).					
4	$\square$	•	•	•	onjunction with a hospital			•	)(iii). Enter	the hospital's name,			
-		city, and stat	-	·	, .				~ /	1 /			
5		•	-	or the benefit of a c	ollege or university owned	d or operat	ed by a go	overnmental u	nit describe	ed in			
		An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)											
6		A federal, sta	te, or local go	vernment or govern	mental unit described in	section 1	70(b)(1)(A)	(v).					
7	X	An organizati	ion that norma	Illy receives a subst	antial part of its support f	rom a gove	ernmental	unit or from tl	ne general p	public described in			
		section 170(	<b>b)(1)(A)(vi).</b> (C	omplete Part II.)									
8		A community	rtrust describe	ed in section 170(b	b)(1)(A)(vi). (Complete Par	t II.)							
9		An agricultur	al research org	ganization describe	d in section 170(b)(1)(A)	(ix) operat	ed in conju	unction with a	land-grant	college			
		or university	or a non-land-g	grant college of agri	culture (see instructions).	Enter the	name, city	, and state of	the college	eor			
		university:											
10		-		•	re than 33 1/3% of its sup	-			-	-			
				-	ect to certain exceptions,					-			
					e (less section 511 tax) fro	om busine	sses acqui	red by the org	ganization a	after June 30, 1975.			
		See section 509(a)(2). (Complete Part III.)											
11		An organization organized and operated exclusively to test for public safety. See section 509(a)(4). An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or											
12		-	-	-	-	-			•				
				-	ed in section 509(a)(1) of automating argonization					Jneck the box in			
-		-	-		of supporting organization supervised, or controlled		-		-	aivina			
а					egularly appoint or elect a	•			•••••				
			•	complete Part IV, S		a majonty c				apporting			
b	<b>,</b>	¬ -		-	ed or controlled in connec	tion with it	s supporte	ed organizatio	n(s), by hay	vina			
~				-	ganization vested in the s			-		-			
			-		, Sections A and C.				<b>3</b>				
с	;			-	ng organization operated	in connec	tion with, a	and functiona	lly integrate	ed with,			
		its support	ed organizatio	n(s) (see instruction	s). You must complete	Part IV, Se	ections A,	D, and E.	, ,				
c	I 🗌	] Type III no	n-functionally	y integrated. A sup	porting organization oper	rated in co	nnection v	vith its suppo	rted organiz	zation(s)			
		that is not	functionally int	tegrated. The organ	ization generally must sat	tisfy a distr	ribution red	quirement and	an attentiv	veness			
		requiremen	nt (see instruct	ions). You must co	omplete Part IV, Section	s A and D,	and Part	V.					
е	•	Check this	box if the orga	anization received a	a written determination fro	om the IRS	that it is a	Туре I, Туре	II, Type III				
		functionally	/ integrated, or	r Type III non-functi	onally integrated supporti	ng organiz	ation.						
f		er the number	• •	•									
<u> </u>		vide the follow (i) Name of supp		n about the support (ii) EIN	ted organization(s). (iii) Type of organization	(iv) Is the org	anization listed	(v) Amount o	fmonetany	(vi) Amount of other			
	,	organizatior			(described on lines 1-10	in your govern Yes	ing document? No	support (see in	-	support (see instructions)			
					above (see instructions))	165			· · ·				
			-	-					_				
				avr	bave	r (		$\mathbf{h}$	<b>/</b>				
Tota	al												

LHA For Paperwork Reduction Act Notice, see the Instructions for form 990 or 990-EZ. 932021 09-25-1 Sobedule A (Form 990 or 990-EZ) 2019 13

### Schedule A (Form 990 or 990 EZ) 2019 CAUSE EFFECTIVE, INC.

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Page **2** 

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.)

Se	ction A. Public Support						
Cale	endar year (or fiscal year beginning in) 🕨	<b>(a)</b> 2015	<b>(b)</b> 2016	<b>(c)</b> 2017	<b>(d)</b> 2018	(e) 2019	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	262,157.	497,965.	482,493.	407,494.	480,795.	2,130,904.
2	Tax revenues levied for the organ-						
	ization'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	262,157.	497,965.	482,493.	407,494.	480,795.	2,130,904.
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)						328,758.
	Public support. Subtract line 5 from line 4.						1,802,146.
Se	ction B. Total Support						
Cale	endar year (or fiscal year beginning in) 🕨	(a) 2015	<b>(b)</b> 2016	(c) 2017	<b>(d)</b> 2018	(e) 2019	(f) Total
7	Amounts from line 4	262,157.	497,965.	482,493.	407,494.	480,795.	2,130,904.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	26,274.	34,258.	42,777.	36,036.	25,430.	164,775.
9	Net income from unrelated business						
	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)	10.					10.
11	Total support. Add lines 7 through 10						2,295,689.
12	Gross receipts from related activities,	etc. (see instruction	ns)			12	
13	First five years. If the Form 990 is for	the organization's	first, second, third	, fourth, or fifth tax	x year as a sectior	n 501(c)(3)	
	organization, check this box and stop	here					
Se	ction C. Computation of Public	c Support Perc	centage				
14	Public support percentage for 2019 (li	ine 6, column (f) div	ided by line 11, co	olumn (f))		14	78.50 %
	Public support percentage from 2018					15	78.30 %
16a	a 33 1/3% support test - 2019. If the c	organization did not	check the box on	line 13, and line 1	4 is 33 1/3% or m	ore, check this box	and
	stop here. The organization qualifies	as a publicly suppo	rted organization				► X
k	<b>33 1/3% support test - 2018.</b> If the c	organization did not	check a box on li	ne 13 or 16a, and	line 15 is 33 1/3%	or more, check this	s box
	and stop here. The organization quali	ifies as a publicly su	upported organiza	tion			►
17a	a 10% -facts-and-circumstances test	- 2019. If the orga	anization did not cl	heck a box on line	13, 16a, or 16b, a	and line 14 is 10% c	r more,
	and if the organization meets the "fact	ts-and-circumstanc	es" test, check thi	s box and <b>stop h</b>	<b>ere.</b> Explain in Pa	rt VI how the organ	ization
	meets the "facts-and-circumstances"	test. The organizati	on qualifies as a p	ublicly supported	organization		
k	o 10% -facts-and-circumstances test	- 2018. If the orga	anization did not cl	heck a box on line	13, 16a, 16b, or 1	7a, and line 15 is 1	0% or
	more, and if the organization meets th	ne "facts-and-circum	nstances" test, che	eck this box and	<b>stop here.</b> Explair	n in Part VI how the	
	organization meets the "facts-and-circ	umstances" test. T	he organization qu	alifies as a publicl	ly supported orga	nization	
18	Private foundation. If the organization	n did not check a b	ox on line 13, 16a	, 16b, 17a, or 17b,	, check this box a	nd see instructions	
					Sche	edule A (Form 990	or 990-F7) 2019

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### Schedule A (Form 990 or 990-EZ) 2019 CAUSE EFFECTIVE, INC. Part III Support Schedule for Organizations Described in Section 509(a)(2)

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(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.)

Cale	ction A. Public Support ndar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	9 (f) Total
	Gifts, grants, contributions, and	(4) 2010	(1) 2010	(0) 2011			
-	membership fees received. (Do not						
	include any "unusual grants.")						
2	Gross receipts from admissions,						
	merchandise sold or services per-						
	formed, 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 bus-						
	iness under section 513						
4	Tax revenues levied for the organ-						
	ization'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						
	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						
с	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
Sec	tion B. Total Support				1	-	
Cale	ndar year (or fiscal year beginning in) 🕨	<b>(a)</b> 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	(e) 2019	9 <b>(f)</b> Total
	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						
	Add lines 10a and 10b					_	
11	Net income from unrelated business activities not included in line 10b,						
	whether or not the business is						
	regularly carried on					-	
12	Other income. Do not include gain or loss from the sale of capital						
	assets (Explain in Part VI.)						
	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First five years. If the Form 990 is for						
500	check this box and stop here		contago				<u> </u>
	Public support percentage for 2019 (li			aluma (f))		15	
	Public support percentage from 2018					16	
	tion D. Computation of Inves						
	Investment income percentage for 20			ne 13. column (f))		17	C
	Investment income percentage from 2					18	
	33 1/3% support tests - 2019. If the						
.54	more than 33 1/3%, check this box an	-					
h	33 1/3% support tests - 2010 If the						
						_	
U							
	line 18 is not more than 33 1/39, che <b>Private foundation.</b> If the organization		b x c lin v 14, 19			stuctions	

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

### Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? 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.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.
- 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)? If "Yes," describe in Part VI when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
- 4a Was any supported organization not organized in the United States ("foreign supported organization")? // "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.
- b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? 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.
- 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)? 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.
- **5a** Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes." answer (b) and (c) 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).
- 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?
- 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? If "Yes." provide detail in Part VI.
- 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? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 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))? If "Yes," provide detail in Part VI.
- b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.
- c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 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)? es," answer 10b below.
- **b** Did the organization have any xcess b determine whether the organiz 932024 09-25-19

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dule A (Form 990 or 990-EZ) 2019

1

2

3a

3b

3c

4a

4b

4c

5a

5b

5c

6

7

8

9a

9b

9c

10a

10b

Yes No

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11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c)			
	below, the governing body of a supported organization?	11a		
b	A family member of a person described in (a) above?	11b		
с	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a. b. or c. provide detail in Part VI.	11c		
	tion B. Type I Supporting Organizations			
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to			
	regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the			
	tax year? 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 directors or trustees were allocated among the supported			
	organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
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? 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.	2		
Sec	tion 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)? If "No," describe in Part VI how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
200	the supported organization(s).	1		
Sec	tion D. All Type III Supporting Organizations		Y.	
4	Did the exercise provide to each of its supported exercise is by the last day of the fifth month of the		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?	1		
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? If "No," explain in Part VI how	•		
2	the organization maintained a close and continuous working relationship with the supported organization(s). By reason of the relationship described in $(0)$ did the exception of the relationship beyong	2		
3	By reason of the relationship described in (2), 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? If "Yes," describe in <b>Part VI</b> the role the organization's			
		3		
Sec	supported organizations played in this regard. tion 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 instruction	ns).		
а	The organization satisfied the Activities Test. <i>Complete</i> <b>line 2</b> <i>below.</i>	,		
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
с	The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see in	nstructions		
2	Activities Test. Answer (a) and (b) below.		Yes	No
а	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? 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.	2a		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more			
	of the organization's supported organization(s) would have been engaged in? 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.	2b		
	Parent of Supported Organizations. Answer (a) and (b) below.			
3				
3 a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or			
		3a		
а	trustees of each of the supported organizations? Provide details in Part VI.	3a		
а		3a 3b		

	(Form 990 or 990-EZ) 2019			
Part V	Type III Non-Function	onally Integrated	509(a)(3) Suppo	rting Organizations

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 1 other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Sect	other Type III non-functionally integrated supporting organizations must co		(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		
	ion 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):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
с	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other			
	factors (explain in detail in <b>Part VI</b> ):			
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 1-1/2% 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 .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 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	Check here if the current year is the organization's first as a non-functional		d Type III supporting orga	nization (see

instructions)

Schedule A (Form 990 or 990-EZ) 2019



932026 09-25-19

	t V Type III Non-Functionally Integrated 509		nizations (continued)	13-3003976 Page /		
Sect	ion D - Distributions			Current Year		
1	Amounts paid to supported organizations to accomplish exe	mpt purposes				
2	Amounts paid to perform activity that directly furthers exemp	ot purposes of supported				
	organizations, in excess of income from activity					
3	Administrative expenses paid to accomplish exempt purpose	es of supported organizations	6			
4	Amounts paid to acquire exempt-use assets					
5	Qualified set-aside amounts (prior IRS approval required)					
6	Other distributions (describe in Part VI). See instructions.					
7	Total annual distributions. Add lines 1 through 6.					
8	Distributions to attentive supported organizations to which the	ne organization is responsive				
	(provide details in <b>Part VI</b> ). See instructions.					
9	Distributable amount for 2019 from Section C, line 6					
10	Line 8 amount divided by line 9 amount					
		(i)	(ii)	(iii)		
Sect	ion E - Distribution Allocations (see instructions)	Excess Distributions	Underdistributions Pre-2019	Distributable Amount for 2019		
1	Distributable amount for 2019 from Section C, line 6					
2	Underdistributions, if any, for years prior to 2019 (reason-					
	able cause required explain in <b>Part VI</b> ). See instructions.					
3	Excess distributions carryover, if any, to 2019					
a	From 2014					
b	From 2015					
C	From 2016					
d	From 2017					
e	From 2018					
f	Total of lines 3a through e					
g	Applied to underdistributions of prior years					
h	Applied to 2019 distributable amount					
i	Carryover from 2014 not applied (see instructions)					
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.					
4	Distributions for 2019 from Section D,					
	line 7: \$					
a	Applied to underdistributions of prior years					
b	Applied to 2019 distributable amount					
C	Remainder. Subtract lines 4a and 4b from 4.					
5	Remaining underdistributions for years prior to 2019, if					
	any. Subtract lines 3g and 4a from line 2. For result greater					
	than zero, explain in Part VI. See instructions.					
6	Remaining underdistributions for 2019. Subtract lines 3h					
	and 4b from line 1. For result greater than zero, explain in					
	Part VI. See instructions.					
7	Excess distributions carryover to 2020. Add lines 3j					
	and 4c.					
8	Breakdown of line 7:					
	Excess from 2015					
	Excess from 2016					
	Excess from 2017					
	Excess from 2018					
e	Excess from 2019	(Form 000 or 000 EZ) 0010				

**Taxpayer Copy** 

Schedule A (Form 990 or 990-EZ) 2019

932027 09-25-19

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Schedule A	Form 990 or 990-EZ) 2019 CAUSE EFFECTIVE, INC.	13-3083978	Page <b>8</b>
Part VI	<b>Supplemental Information.</b> Provide the explanations required by Part II, line 10; Part II, line 1 Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, I line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any ac (See instructions.)	ines 1 and 2; Part IV, Section Part V, Section B, line 1e; F	on C,



### Schedule B

(Form 990, 990-EZ, or 990-PF) Department of the Treasury Internal Revenue Service

### Name of the organization

Organization type (check one):

### Schedule of Contributors

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

OMB No. 1545-0047

## 2019

Employer identification number

13-3083978

CAUSE	EFFECTIVE	INC.
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Filers of:	Section:
Form 990 or 990-EZ	X 501(c)( <sup>3</sup> ) (enter number) organization
	4947(a)(1) nonexempt charitable trust <b>not</b> 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 or 990-EZ), 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, 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 for an *exclusively* set is charitable, etc., but the parts unless the **General Rule** applies to this organization because it received *nonexclusively* set is charitable, etc., but 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 for an *exclusively* set is the set of the parts unless to 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 for an *exclusively* set of the parts unless to the parts unless the general Rule applies to this organization because it received *nonexclusively* set of the parts unless the general Rule applies to this organization because it received *nonexclusively* set of the parts unless the general Rule applies to this organization because it received *nonexclusively* set of the parts unless the general Rule applies to this organization because it received *nonexclusively* set of the parts unless the general Rule applies to the parts unless

**Caution:** An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), 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, 990-EZ, or 990-PF).

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

Schedule B (Form 990, 990-EZ, or 990-PF) (2019)

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### Schedule B (Form 990, 990-EZ, or 990-PF) (2019)

Name of organization

Employer identification number

CAUSE EFFECTIVE, INC.

13-3083978

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	THE NEW YORK COMMUNITY TRUST 909 THIRD AVENUE, 22ND FLOOR NEW YORK, NY 10022	\$120,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2	NEW YORK WOMEN'S FOUNDATION 39 BROADWAY #2300 NEW YORK, NY 10006	\$80,500.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3	THE CURTIS W. MCGRAW FDN PO BOX 627 PRINCETON, NJ 08542	\$10,000.	Person     X       Payroll     Image: Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4	DYSON FOUNDATION 25 HALCYON ROAD MILLBROOK, NY 12545	\$33,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5	JOHN AND MARTHA WOLF 1177 22ND STREET NW WASHINGTON, DC 20037	\$35,000.	Person     X       Payroll     Image: Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6	HYDE & WATSON FOUNDATION 31-F MOUNTAIN BLUE WARREN, NJ 07059 ARREN, NJ 07059	<b>CODV</b>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
923452 11-06		chedule B (Form	990, 990-EZ, or 990-PF) (2019)



Schedule E	3 (Form	990,	990-EZ,	or 990-PF)	(2019)
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Name of organization

Page **2** 

Employer identification number

CAUSE EFFECTIVE, INC.

13-3083978

Part I	Contributors (see instructions). Use duplicate copies of Part I if addi	tional space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	BNY MELLON 240 GREENWICH STREET NEW YORK, NY 10007	\$11,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8	JP MORGAN CHASE FOUNDATION 383 MADISON AVENUE, 41ST FLOOR NEW YORK, NY 10017	\$22,400.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
9	ALTMAN FOUNDATION 8 WEST 40TH STREET, 19TH FLOOR NEW YORK, NY 10018	\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
923452 11-06	Taxpayer	CODV chedul B (Form	Person Payroll Noncash (Complete Part II for noncash contributions.)

2019.05050 CAUSE EFFECTIVE, INC.

SE EFI	FECTIVE, INC.		13-3083978
nrt II	Noncash Property (see instructions). Use duplicate copies of Pa	art 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
		\$	
(a) No. rom art I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. rom Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. From Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	Taxnave	r-Conv	,

Schedule B (Form 990, 990-EZ, or 990-PF) (2019)

<sup>09180215 152490 4377</sup>GD

<sup>2019.05050</sup> CAUSE EFFECTIVE, INC. 4377GD\_1

Page 4

Name of or	ganization		Employer identification number		
CALLER FFI	FECTIVE, INC.		13-3083978		
Part III	Exclusively religious, charitable, etc., contribut from any one contributor. Complete columns (a	) through (e) and the following line entr	tion 501(c)(7), (8), or (10) that total more than \$1,000 for the year		
	completing Part III, enter the total of exclusively religious, Use duplicate copies of Part III if additional	charitable, etc., contributions of \$1,000 or le	ss for the year. (Enter this info. once.) ► \$		
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held		
Parti					
F		(e) Transfer of gift			
-	Transferee's name, address, a	nd ZIP + 4	Relationship of transferor to transferee		
(a) No.					
(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					
from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held		
-	(e) Transfer of gift				
			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				
	Tov				
		Jayen			
923454 11-06-	.19	25	chedu B (Form 990, 990-EZ, or 990-PF) (2019		

2019.05050 CAUSE EFFECTIVE, INC. 4377GD\_1

<sup>09180215 152490 4377</sup>GD

Department of the Treasury Internal Revenue Service

Name of the organization

(Form	990)
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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.



Employer identification number

►Go to v	vww.irs.gov/Form990 fo	or instructions and	the latest inform	nation.

	CAUSE EFFECTIVE, INC.			13-3083978
Par	t I Organizations Maintaining Donor Advise	d Funds or Other Similar Funds	or Accou	unts. Complete if the
	organization answered "Yes" on Form 990, Part IV, lin			·
	5	(a) Donor advised funds	<b>(b)</b> Fu	unds and other accounts
1	Total number at end of year			
2	Aggregate value of contributions to (during year)			
3	Aggregate value of grants from (during year)			
4	Aggregate value at end of year			
5	Did the organization inform all donors and donor advisors in v	writing that the assets held in donor advise	ed funds	
-	are the organization's property, subject to the organization's			Yes No
6	Did the organization inform all grantees, donors, and donor a			
	for charitable purposes and not for the benefit of the donor o			
				Yes No
Par				
1	Purpose(s) of conservation easements held by the organization			
	Preservation of land for public use (for example, recrea		a historical	ly important land area
	Protection of natural habitat			historic structure
	Preservation of open space			
2	Complete lines 2a through 2d if the organization held a qualif	ied conservation contribution in the form o	of a conserv	vation easement on the last
	day of the tax year.			Held at the End of the Tax Year
а	Total number of conservation easements		2a	
b				
с	Number of conservation easements on a certified historic stru			
d	Number of conservation easements included in (c) acquired a			
	listed in the National Register			
3	Number of conservation easements modified, transferred, rel			n during the tax
	year ►		0	C C
4	Number of states where property subject to conservation eas	sement is located		
5	Does the organization have a written policy regarding the per			
	violations, and enforcement of the conservation easements it			Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting,			
	•			
7	Amount of expenses incurred in monitoring, inspecting, hand	lling of violations, and enforcing conservat	ion easeme	ents during the year
	▶\$			
8	Does each conservation easement reported on line 2(d) abov	e satisfy the requirements of section 170(h	n)(4)(B)(i)	
	and section 170(h)(4)(B)(ii)?			Yes No
9	In Part XIII, describe how the organization reports conservation	on easements in its revenue and expense	statement a	and
	balance sheet, and include, if applicable, the text of the footn	ote to the organization's financial stateme	nts that de	scribes the
	organization's accounting for conservation easements.			
Par	t III Organizations Maintaining Collections of	Art, Historical Treasures, or Ot	her Simil	ar Assets.
	Complete if the organization answered "Yes" on Form	990, Part IV, line 8.		
1a	If the organization elected, as permitted under FASB ASC 95	8, not to report in its revenue statement ar	nd balance	sheet works
	of art, historical treasures, or other similar assets held for put	lic exhibition, education, or research in fu	rtherance o	f public
	service, provide in Part XIII the text of the footnote to its finar	ncial statements that describes these items	S.	
b	If the organization elected, as permitted under FASB ASC 95	8, to report in its revenue statement and b	alance she	et works of
	art, historical treasures, or other similar assets held for public	exhibition, education, or research in furth	erance of p	ublic service,
	provide the following amounts relating to these items:			
	(i) Revenue included on Form 990, Part VIII, line 1		►	\$
	···· · · · · · · · · · · · · · · · · ·			\$
2	If the organization received or held works of art, historical treat	asures, or other similar assets for financial	gain, provi	de
	the following amounts required to be reported under FASB A	SC 958 relating to these items:		
а	Revenue included on Form		►	\$
b	Assets included in Form 990, Lart	VOR ( 'Or		\$
LHA	For Paperwork Reduction Act No. ce. ser the instruction	fo or 1 990.	JV	Schedule D (Form 990) 2019
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		26		

2019.05050 CAUSE EFFECTIVE, INC.

Part IIII       Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)         3       Using the organization accussion, and other records, check any of the following that make significant use of its collection terms (check all that apply): <ul> <li>Debite exhibition</li> <li>Continued, all that apply:</li> <li>Conting the second of thus granutation's collections and explain how they further the organization's exempt purpose in Part XIII.</li> </ul> 5       Debite exhibition       d       Loan or exchange program         6       Other       Other       The assets decision of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.         7       Debite organization angent, further, custodian or other intermediate asset of the organization angent, further, custodian or other intermediaty for contributions or other assets not included on Form 900, Part X, Ine 21.       Yes       No         6       Det the organization and custodiant and part X, Ine 21.       Exercise and X, Ine 21.       Yes       No         7       It the organization include an anount on Form 990, Part X, Ine 21.       Yes       No       Intervention         8       Det the organization include an anount on Form 990, Part X, Ine 21.       Yes       No       Intervention         9       Det the organization include an anount on Form 990, Part X, Ine 21.       Yes       No       Intervention <th>Sche</th> <th></th> <th>CTIVE, INC.</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>13-308</th> <th></th> <th>Pa</th> <th>age <b>2</b></th>	Sche		CTIVE, INC.						13-308		Pa	age <b>2</b>
collection terms (check all that apply):       a       b <th>Par</th> <th>t III Organizations Maintaining C</th> <th>ollections of Ar</th> <th>t, Histo</th> <th>rical Tre</th> <th>easures, or</th> <th>r Othei</th> <th>r Similar</th> <th>Assets</th> <th>(contin</th> <th>ued)</th> <th></th>	Par	t III Organizations Maintaining C	ollections of Ar	t, Histo	rical Tre	easures, or	r Othei	r Similar	Assets	(contin	ued)	
a Public exhibition d	3	Using the organization's acquisition, accessi	on, and other record	s, check	any of the	following that	make si	ignificant ι	ise of its			
b       Scholary research       e       Other         c       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 donatons of art, historical treasures, or other similar assets       to be solid to raise hunds rather than to be maintained as part of the organization answered 'Ves' on Form 980, Part IV, line 9, or respondent and anot on Form 980, Part X, line 21.         14       Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 980, Part X, line 21.       Yes       No         b       If 'Ves', explain the arrangement in Part XIII and complete the following table:       Amount       te         c       Beginning balance       10       11       14       te         c       Beginning balance       16       16       16       16         c       Did the organization include an amount on Form 990, Part X, line 21, for secrew or custodial account liability?       Yes       No         b       If 'Yes', explain the arrangement in Part XIII. Check here if the explanation has been provided or Part XIII       Provide the set on Part XIII         d       Additions during the year       (a) Current year       (b) Prior year       (c) Two years back (d) Four years back de) Four years back (d) Four years back de) four years back de) four years back de) four years back d		collection items (check all that apply):										
c Preservation for future generations   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's collections and explain how they further the organization's exempt purpose in Part XIII.   6 Derint W   6 Event W   7 Percent W   7 Percent W   7 Percent W   8 Percent W   8 Percent W   90. Part X, line 21.   19 Is the organization angent, trustee, custodian or other intermediary for contributions or other assets not included on Form 980, Part X, line 21.   19 Is the organization angent, trustee, custodian or other intermediary for contributions or other assets not included on Form 980, Part X, line 21.   10 Is the organization include an amount on Form 990, Part X, line 21, tor escrow or custodial account liability?   10 Is the organization include an amount on Form 990, Part X, line 21, tor escrow or custodial account liability?   11 Is the organization include an amount on Form 990, Part X, line 21, tor escrow or custodial account liability?   10 Is the organization include an amount on Form 990, Part X, line 21, tor escrow or custodial account liability?   11 Is the organization include an amount on Form 990, Part X, line 21, tor escrow or custodial account liability?   11 Is the organization include an amount on Form 990, Part X, line 21, tor escrow or custodial account liability?   14 Is the organization include an amount on Form 990, Part X, line 10.   15 <td>а</td> <td>Public exhibition</td> <td>d</td> <td>I 🗌 L</td> <td>oan or exc</td> <td>hange progra</td> <td>am</td> <td></td> <td></td> <td></td> <td></td> <td></td>	а	Public exhibition	d	I 🗌 L	oan or exc	hange progra	am					
Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.     During the year, did the organization's collection?     Part W 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.     Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included     on Form 990, Part X2     Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included     on Form 990, Part X2     Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included     on Form 990, Part X2     Editions during the year     Is     Is the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?     Yes     Yes     No     b If 'Yes,' explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XII     Eardowment Funds. Complete if the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?     Yes     Yes     Yes     No     b If 'Yes,' explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XII     Part V Endowment Funds. Complete if the organization includes an amount on Form 990, Part X, line 21, for escrow or custodial account liability?     Provide the estimated percentage of the current year mod balance (ine 1g, column (a)) held as:     Board designated or quasi-endowment V96     Term endowment V96     Derivation in the possession of the organization is checkule R?     Description of property	b	Scholarly research	e	. 🗌 (	Other							
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 is collection?     Part W Excrow and Clustodial 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.     The organization angement runstee, custodian or other intermediary for contributions or other assets not included     on Form 990, Part XP     Is the organization angement in Part XIII and complete the following table:	с	Preservation for future generations										
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.       Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X, line 21.       Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X, line 21.       Is the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?       Is a set organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?       Is a set organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?       Image: Complete if the organization answered 'Yes' on Form 990, Part X, line 10.         Part V       Endowment Funds. Complete if the organization answered 'Yes' on Form 990, Part IV, line 10.       Image: Complete if the organization answered 'Yes' on Form 990, Part IV, line 10.         Ia Beginning of year balance       Ia Contributions       Image: Contributions       Image: Contributions         Ib Ontributions       Image: Contributions       Image: Contributions       Image: Contributions       Image: Contributions         If a Beginning of year balance       Image: Contributions       Image: Contributions       Image: Contributions       Image: Contrel tescontrel tescontes contrel tescontes contributio	4	Provide a description of the organization's co	ollections and explair	n how the	ey further th	ne organizatio	n's exen	npt purpos	se in Part	XIII.		
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 // Ine XIII and complete the following table:       Image: Complete intermediary for contributions or other intermediary for contributions or other assets not included on Form 990, Part X/         b       If 'Yes,'' explain the arrangement in Part XIII and complete the following table:       Image: Complete intermediary for contributions or outset intermediary for control intermediary for escrow or custodial account liability?       Image: Complete intermediary for escrow or custodial account liability?         2a       Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?       Image: Complete intermediary for escrow or custodial account liability?       Image: Complete intermediary for escrow or custodial account liability?         4a       Beginning of year balance       [a] Current year       [b] Prior year       [c] Two years back       [d] Three years back       [d] Fuer years b	5	During the year, did the organization solicit of	or receive donations of	of art, his	torical trea	sures, or othe	er similar	assets		_		_
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?       IVes       No         b       If 'Yes,' explain the arrangement in Part Xill and complete the following table:       Amount       1c         c       Beginning balance       1d       1d         d       Additions during the year       1d       1e         1d       Detributions during the year       1d       1e         2       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 expanziton has been provided on Part XIII?       Pert X       End downent Funds. Complete if the organization answered 'Yes' on Form 990, Part IV, line 10.         Part V       Endownent Funds.       Complete if the organization answered 'Yes' on Form 990, Part IV, line 10.       Image: Stack (e) Four years back (e) Four years back (e) Four years back (e) Four years back for analyzes       Image: Stack four years back four years												No
1a       Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?       IVes       No         b       If 'Yes,'' explain the arrangement in Part XIII and complete the following table:       Image: C	Par			ete if the	organizatio	on answered '	'Yes" on	Form 990	, Part IV, I	ine 9, or		
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       1d         d Additions during the year       1d         e Distributions during the year       1d         a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?       Ves       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 inswered "Yes" on Form 990, Part IV, line 10.         Part V       Endowment Funds. Complete If the organization answered "Yes" on Form 990, Part IV, line 10.       In the year back (e) Four years back (e) Four years back in the provided on Part XIII.         a Beginning of year balance       (a) Current year (b) Prior year (c) Two years back in the prevent part part part part part part part par		reported an amount on Form 990, Pa	rt X, line 21.									
b       If "Yes," explain the arrangement in Part XII and complete the following table:	1a									-		,
c       Beginning balance       Id         d       Additions during the year       Id         e       Distributions during the year       Id         2       Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?       Ves       No         2       Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?       Ves       No         b       If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on ParX XIII as 10.       Image: State St									L	Yes		No
c       Beginning balance       1c         d       Additions during the year       1d         Distributions during the year       1e         1       1d         2a       Distributions during the year       1f         2a       Did the organization include an amount on Form 990, Part X, line 21, for escrew or custodial account liability?       Yes         b       If 'Yes' wight the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII       Image: Status of 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.         1a       Beginning of year balance       1       1         b       Contributions       1       1         c       Main instatue expenditures for facilities       1       1         and programs       1       1       1         c       Administrative expenses       1       1         g       End of year balance       1	b	If "Yes," explain the arrangement in Part XIII	and complete the fol	llowing ta	ıble:							
d Additions during the year       1d         e Distributions during the year       1e         1       1         2       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 Porn 990, Part IV, line 10.         1a Beginning of year balance       (a) Current year       (b) Pror year       (c) Three years back       (e) Four years back         1a Beginning of year balance       (a) Current year       (b) Pror year       (c) Three years back       (e) Four years back         1a Beginning of year balance       (a) Current year       (b) Pror year       (c) Two years back       (e) Four years back         1a Grants or scholarships       (a) Current year       (b) Pror year       (c) Two years back       (e) Four years back         2 Fir dor year balance       (a) Current year end balance (line 1g, column (a)) held as:       Board designated or quasi-endowment ▶										Amount		
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         Part V       Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.       Image: Contributions       Contributions       Image: Contributions       Contributions       Image: Contributions       Contributions       Image: Contributions       Contributions       Image: Contron       Image: Contributions <th>С</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>· – –</th> <th></th> <th></th> <th></th> <th></th>	С							· – –				
f       Ending balance	d											
2a       Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?	е											
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.         1a       Beginning of year balance       (a) Current year       (b) Prior year       (c) Two years back       (d) Three years back       (e) Four years back         b       Contributions       (a) Current year       (b) Prior year       (c) Two years back       (d) Three years back       (e) Four years back         c       Net investment earnings, gains, and losses       (b) Prior year       (c) Two years back       (d) Three years back       (e) Four years back         6       Grants or scholarships       (b) Prior year       (c) Two years back       (d) Three years back       (e) Four years back         f       Administrative expenses       (c) Two years       (c) Two y	f									1		1
Part V       Endowment Funds. Complete if the organization answered 'Yes' on Form 990, Part IV, line 10.         1a       Beginning of year balance       (a) Current year       (b) Prior year       (c) Two years back       (c) Three years back       (e) Four years back         1a       Beginning of year balance       (b) Prior year       (c) Two years back       (c) Three years back       (e) Four years back         b       Contributions       (c) Two years back       (c) Three years back       (e) Four years back         c       Net investment earnings, gains, and losses       (c) Administrative expenditures for facilities       (c) Two years back       (c) Two years		-						ity?	∟	Yes		NO
a Beginning of year balance       (a) Current year       (b) Prior year       (c) Two years back       (d) Three years back       (e) Four years back         b Contributions	_							10				<u> </u>
1a       Beginning of year balance	T ai								aara baak	(a) [aur	veere	hooli
b       Contributions	4.		(a) Current year	(D) Pi	for year	(C) Two year	S Dack	( <b>a)</b> Three y	ears dack	(e) Four	years	Jack
c       Net investment earnings, gains, and losses	1a 5											
d Grants or scholarships	D											
e       Other expenditures for facilities and programs	C In											
and programs	a											
f       Administrative expenses	е											
g End of year balance												
2       Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:         a       Board designated or quasi-endowment ▶%         b       Permanent endowment ▶%         c       Term endowment ▶%         mth 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:         (i)       Unrelated organizations         (ii)       Related organizations         (iii)       Related organizations         3a(ii)       Image: Ima												
a Board designated or quasi-endowment ▶%         b Permanent endowment ▶%         c Term endowment ▶%         d Description Sa(ii), are the related organizations isted as required on Schedule R?         d Descripte 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 (other)         b Buildings	-		ropt year and balance	l n (lino 1 a	column (a	)) hold as:						
b       Permanent endowment ▶      %         c       Term endowment ▶      %         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:	2				, column (a	III HEIU as.						
c       Term endowment ▶%         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: <ul> <li>(i) Unrelated organizations</li> <li>(ii) Related organizations</li> <li>b if "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?</li> <li>4 Describe in Part XII the intended uses of the organization's endowment funds.</li> </ul> <ul> <li>Part VI Land, Buildings, and Equipment.</li> <li>Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.</li> <li>Description of property</li> <li>(a) Cost or other basis (other)</li> <li>(b) Cost or other depreciation</li> <li>(c) Accumulated depreciation</li> <li>(d) Book value basis (other)</li> <li>(e) Cost or other</li> <li>(f) Cost or other</li> <li>(g) Cost or other</li> <li>(h) Cost or other</li></ul>	a h	-										
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: <ul> <li>(i) Unrelated organizations</li> <li>(ii) Related organizations</li> <li>(iii) Related organizations</li> <li>(ii) Related organizations</li> <li>(iii) Related organizations</li> <li>(iiii) Related organizations</li> <li>(iii) Related organization answered "Yes" on Schedule R?</li> <li>(iii) Land, Buildings, and Equipment.</li> <li>Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.</li> <li>(c) Accumulated depreciation</li> <li>(d) Book value</li> <li>(d) Book value</li> <li>(e) Cost or other</li> <li>(f) Book value</li> <li>(h) Cost or other</li> <li>(h) Cost or other</li> <li>(h) Cost or other</li> <li>(h) Book value</li> <li>(h) Book value</li> <li>(h) Related inprovements</li> <li>(h) So ton ther</li> <li>(h) So ton ther</li></ul>	с С											
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       3a(i)       3a(i)       3a(i)       3a(i)       3a(i)       3a(i)       1         b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?       3b       3b       1         4 Describe in Part XII the intended uses of the organization's endowment funds.       Part VI       Land, Buildings, and Equipment.       3b       1         Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.       (d) Book value       1         1a Land	U	· · · · · ·	-									
by: (i) Unrelated organizations (ii) Related organizations 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. 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) basis (other) c Leasehold improvements c Leasehold improvements d Equipment e Other (b) Cost or other 54,400, 48,196, 6,204.	3a			ation that	are held a	nd administer	ed for th	e organiza	ition			
(i)       Unrelated organizations       3a(i)         (ii)       Related organizations       3a(ii)         b       If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?       3b         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 (other)       (c) Accumulated depreciation         1a       Land       1a       1a         b       Buildings       95,526.       84,711.       10,815.         c       Leasehold improvements       915,526.       84,711.       10,815.         d       Equipment       81,123.       81,123.       0.         e       Other       54,400.       48,196.       6,204.	00							io organize		ſ	Yes	No
(ii)       Related organizations       3a(ii)         b       If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?       3b       3b         4       Describe in Part XIII the intended uses of the organization's endowment funds.       3b       3b       3b         Part VI       Land, Buildings, and Equipment.       5       5       6       6       6         Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.       (d) Book value       6         Description of property       (a) Cost or other basis (investment)       (b) Cost or other basis (other)       (c) Accumulated depreciation         1a       Land       5       5       5       5       4       10,815.         b       Buildings       5       5       6       4,711.       10,815.         c       Leasehold improvements       95,526.       84,711.       10,815.       0.         e       Other       54,400.       48,196.       6,204.		-										
b       If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?       3b         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         1a       Land												
4       Describe in Part XII 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 Buildings       (d) Book value         c Leasehold improvements       95,526.       84,711.         d Equipment       81,123.       81,123.       0.         e Other       54,400.       48,196.       6,204.	b											
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	4											
Description of property(a) Cost or other basis (investment)(b) Cost or other basis (other)(c) Accumulated depreciation(d) Book value1a Landb Buildingsc Leasehold improvements95,526.84,711.10,815.d Equipment81,123.81,123.0.e Other54,400.48,196.6,204.	Par											
basis (investment)         basis (other)         depreciation           1a Land		Complete if the organization answere	d "Yes" on Form 990	), Part IV,	line 11a. S	See Form 990	, Part X,	line 10.				
b Buildings         95,526.         84,711.         10,815.           c Leasehold improvements         95,526.         81,123.         81,123.         0.           e Other         54,400.         48,196.         6,204.			(a) Cost or o	other	(b) Cost	t or other	<b>(c)</b> A	ccumulate	d	(d) Bool	value	;
b Buildings         95,526.         84,711.         10,815.           c Leasehold improvements         95,526.         81,123.         81,123.         0.           e Other         54,400.         48,196.         6,204.	1a	Land										
c         Leasehold improvements         95,526.         84,711.         10,815.           d         Equipment         81,123.         81,123.         0.           e         Other         54,400.         48,196.         6,204.												
d Equipment         81,123.         81,123.         0.           e Other         54,400.         48,196.         6,204.	с					95,526.		84,	711.		10,8	315.
e Other						81,123.		81,	123.			0.
						54,400.		48,	196.		6,2	204.
				X. colum	n (B). line 1	0c.)					17,0	)19.

Schedule D (Form 990) 2019



932052 10-02-19

#### 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. (c) Method of valuation: Cost or end-of-year market value (a) Description of security or category (including name of security) (b) Book 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. (b) Book value (a) Description (1) (2) (3) (4) (5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ► 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 (a) Description of liability (b) Book value 1. (1) Federal income taxes ANNUALIZED RENT OBLIGATION 22,568 (2)SECURITY DEPOSIT PAYABLE 2,000 (3) DEFERRED GRANT 128,603 (4) (5) (6) (7) (8)

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 tothe the footnote has been provided in Part XIII

28

932053 10-02-19

(9)

►

153,171.

Schedule D (Form 990) 2019

Schedule D (Form 990) 2019 CAUSE EFFECTIVE, INC.	13-3083978	Page <b>4</b>
Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Ret	urn.	
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	910,215.
2 Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a Net unrealized gains (losses) on investments 2a		
b Donated services and use of facilities 2b 100,811.		
c Recoveries of prior year grants 2c		
d Other (Describe in Part XIII.) 2d		
e Add lines 2a through 2d	2e	100,811.
3 Subtract line 2e from line 1	3	809,404.
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		
b Other (Describe in Part XIII.) 4b		
c Add lines 4a and 4b	4c	0.
5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	809,404.
Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per R	eturn.	
Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.		
1 Total expenses and losses per audited financial statements	1	972,160.
2 Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a Donated services and use of facilities 2a 100,811.		
b Prior year adjustments 2b		
c Other losses 2c		
d Other (Describe in Part XIII.) 2d		
e Add lines 2a through 2d	2e	100,811.
3 Subtract line 2e from line 1	3	871,349.
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		
b Other (Describe in Part XIII.) 4b		
c Add lines 4a and 4b	4c	0.
	5	871,349.
5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) Part XIII Supplemental Information.	3	0/1,349.

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.

Taxpayer Copy

932054 10-02-19

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service Name of the organization

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

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. ▶ Attach to Form 990 or 990-EZ. ▶ Go to www.irs.gov/Form990 for the latest information.



Employer identification number 13-3083978

CAUSE EFFECTIVE, INC.

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

THE ORGANIZATION HAS ITS FORM 990 PREPARED BY AN OUTSIDE ACCOUNTING FIRM

AND HAS ESTABLISHED THE FOLLOWING REVIEW PROCESS TO ENSURE THAT THE

INFORMATION REPORTED IS COMPLETE AND ACCURATE: WHEN THE FORM 990 HAS BEEN

PREPARED, REVIEWED BY MANAGEMENT AND IS READY TO BE FILED WITH THE INTERNAL

REVENUE SERVICE, IT'S SUBMITTED ELECTRONICALLY TO MEMBERS OF THE

ORGANIZATION'S GOVERNING BODY FOR ANY COMMENTS PRIOR TO ITS SUBMISSION.

THE GOVERNING BODY IS PROVIDED WITH THE ONE WEEK TO REVIEW THE PREPARED

FORM 990 AND PROVIDE THEIR COMMENTS. ANY COMMENTS ARE THEN GROUPED,

SUMMARIZED AND PROVIDED TO THE COMPLIANCE OFFICER OR COMMITTEE IN CHARGE OF

FILING THE RETURN FOR THEIR REVIEW. EACH ISSUE IS DOCUMENTED AND ADDRESSED

UNTIL THE RETURN IS FINALIZED AND APPROVED FOR FILING.

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

THE ORGANIZATION CURRENTLY HAS IN PLACE A CONFLICT OF INTEREST POLICY WHICH

IT ANNUALLY MONITORS AND ENFORCES. THE BOARD CURRENTLY MANDATES THAT ALL

MEMBERS OF MANAGEMENT AND THE GOVERNING BODY ANNUALLY SIGN A CONFLICT OF

INTEREST POLICY AND DISCLOSE ANY POTENTIAL OR ACTUAL CONFLICTS THAT MAY

EXIST. THE SIGNED CONFLICT OF INTEREST POLICY IS KEPT ON FILE AND BOARD

MEMBERS MAY NOT VOTE ON AN ISSUE ON WHICH THEY HAVE A CONFLICT.

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

THE ORGANIZATION'S BOARD ESTABLISHED THE COMPENSATION OF THE EXECUTIVE

DIRECTOR AND PERIODICALLY REVIEWS THIS COMPENSATION IN A PROCESS THAT

INCLUDES REVIEW OF APPROPRIATE AND ADEQUATE DATA TO DETERMINE THE

### REASONABLENESS OF COMPENSATION DEVIC CONSIDERED. THE BOOK LIVES A VARIETY LHA For Paperwork Reduction Act No ce set the istraction folloring 990 or 990-EX. Schedule O (Form 990 or 990-EZ) (2019) 932211 09-06-19 30

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2019.05050 CAUSE EFFECTIVE, INC. 4377GD\_1

Name of the organization CAUSE EFFECTIVE, INC.		Employer identification number 13-3083978
OF INFORMATION AND STUDIES THAT ARE AVAILABLE TO	O DETERMINE THAT THE	
APPROPRIATE LEVEL OF COMPENSATION IS BEING PAID	TO ITS EXECUTIVE. THE	
BOARD'S DECISION ON THE AMOUNT OF COMPENSATION	PAID IS DOCUMENTED IN A	
CONTEMPORANEOUSLY WRITTEN FORMAT INCLUDING THE	DATE OF THE DECISION, THE	
BOARD MEMBERS PRESENT DURING THE DECISION AND TH	HOSE WHO VOTED ON IT, ALONG	
WITH THE FULL TERMS OF THE TRANSACTION THAT WAS		
FORM 990, PART VI, SECTION C, LINE 19: THE ORGANIZATION'S FORM 990 IS AVAILABLE FOR PUL	BLIC INSPECTION AS REGULTED	
UNDER SECTION 6104 OF THE INTERNAL REVENUE CODE		
WEBSITE AND OTHER SIMILAR TYPES OF WEBSITES. IN 1023 AS WELL AS THE FINANCIAL STATEMENTS AND CON		
ARE AVAILABLE UPON WRITTEN REQUEST TO 1 PENN PLA		
10119. THE ORGANIZATION'S 990 AND FINANCIAL STA		
ON THE ORGANIZATION'S WEBSITE WWW.CAUSEEFFECTIV	E.ORG.	
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