

Return of Organization Exempt From Income Tax

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

Department of the Treasury
Internal Revenue Service

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

A For the 2004 calendar year, or tax year beginning 05/01, 2004, and ending 04/30/2005

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	Please use IRS label or print or type. See Specific Instructions.	C Name of organization VOLUNTEER CONSULTING GROUP INC. Number and street (or P.O. box if mail is not delivered to street address) Room/suite <u>6 EAST 39TH STREET</u> <u>602</u> City or town, state or country, and ZIP + 4 <u>NEW YORK, NY 10016-0112</u>	D Employer identification number <u>13-2708480</u> E Telephone number <u>(212) 447-1236</u> F Accounting method: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other (specify) ▶
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• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

H and I are not applicable to section 527 organizations.

H(a) Is this a group return for affiliates? Yes No

H(b) If "Yes," enter number of affiliates ▶ N/A

H(c) Are all affiliates included? Yes No
(If "No," attach a list. See instructions.)

H(d) Is this a separate return filed by an organization covered by a group ruling? Yes No

I Group Exemption Number ▶

M Check if the organization is not required to attach Sch. B (Form 990, 990-EZ, or 990-PF).

G Website: ▶ WWW.VCG.ORG / WWW.BOARDNETUSA.ORG

J Organization type (check only one) ▶ 501(c) (3) ◀ (insert no.) 4947(a)(1) or 527

K Check here if the organization's gross receipts are normally not more than \$25,000. The organization need not file a return with the IRS; but if the organization received a Form 990 Package in the mail, it should file a return without financial data. **Some states require a complete return.**

L Gross receipts: Add lines 6b, 8b, 9b, and 10b to line 12 ▶ 1,033,138.

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See page 18 of the instructions.)

	1	Contributions, gifts, grants, and similar amounts received:		
	a	Direct public support	1a	784,610.
	b	Indirect public support	1b	
	c	Government contributions (grants)	1c	
	d	Total (add lines 1a through 1c) (cash \$ <u>784,610.</u> noncash \$ _____)	1d	784,610.
	2	Program service revenue including government fees and contracts (from Part VII, line 93)	2	147,693.
	3	Membership dues and assessments	3	44,500.
	4	Interest on savings and temporary cash investments	4	11,117.
	5	Dividends and interest from securities	5	
Revenue	6a	Gross rents	6a	
	b	Less: rental expenses	6b	
	c	Net rental income or (loss) (subtract line 6b from line 6a)	6c	
	7	Other investment income (describe ▶ _____)	7	
	8a	Gross amount from sales of assets other than inventory	(A) Securities	(B) Other
	b	Less: cost or other basis and sales expenses	8a	
	c	Gain or (loss) (attach schedule)	8b	
	d	Net gain or (loss) (combine line 8c, columns (A) and (B))	8c	
	8d		8d	
	9	Special events and activities (attach schedule). If any amount is from gaming, check here <input type="checkbox"/>		
	a	Gross revenue (not including \$ _____ of contributions reported on line 1a)	9a	
	b	Less: direct expenses other than fundraising expenses	9b	
	c	Net income or (loss) from special events (subtract line 9b from line 9a)	9c	
	10a	Gross sales of inventory, less returns and allowances	10a	
	b	Less: cost of goods sold	10b	
	c	Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a)	10c	
	11	Other revenue (from Part VII, line 103)	11	45,218.
	12	Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)	12	1,033,138.
Expenses	13	Program services (from line 44, column (B))	13	777,773.
	14	Management and general (from line 44, column (C))	14	143,188.
	15	Fundraising (from line 44, column (D))	15	43,120.
	16	Payments to affiliates (attach schedule)	16	
	17	Total expenses (add lines 16 and 44, column (A))	17	964,081.
Net Assets	18	Excess or (deficit) for the year (subtract line 17 from line 12)	18	69,057.
	19	Net assets or fund balances at beginning of year (from line 73, column (A))	19	659,124.
	20	Other changes in net assets or fund balances (attach explanation) <u>STMT 1</u>	20	18,355.
	21	Net assets or fund balances at end of year (combine lines 18, 19, and 20)	21	746,536.

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Part II Statement of Functional Expenses

All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others. (See page 22 of the instructions.)

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I.	(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22 Grants and allocations (attach schedule) (cash \$ _____ noncash \$ _____)				
23 Specific assistance to individuals (attach schedule)				
24 Benefits paid to or for members (attach schedule)				
25 Compensation of officers, directors, etc.	150,000.	120,000.	24,000.	6,000.
26 Other salaries and wages	407,236.	322,567.	59,752.	24,917.
27 Pension plan contributions	41,213.	32,970.	6,594.	1,649.
28 Other employee benefits	73,872.	58,734.	11,853.	3,285.
29 Payroll taxes	28,586.	22,869.	4,574.	1,143.
30 Professional fundraising fees				
31 Accounting fees				
32 Legal fees				
33 Supplies	8,569.	7,973.	409.	187.
34 Telephone	17,165.	16,282.	606.	277.
35 Postage and shipping				
36 Occupancy	95,084.	82,852.	8,397.	3,835.
37 Equipment rental and maintenance				
38 Printing and publications	4,486.	4,301.	127.	58.
39 Travel	11,669.	11,631.	26.	12.
40 Conferences, conventions, and meetings				
41 Interest				
42 Depreciation, depletion, etc. (attach schedule)	4,010.	3,594.	286.	130.
43 Other expenses not covered above (itemize): \$TMT_2	122,191.	94,000.	26,564.	1,627.
b _____				
c _____				
d _____				
e _____				
44 Total functional expenses (add lines 22 through 43). Organizations completing columns (B)-(D), carry these totals to lines 13-15.	964,081.	777,773.	143,188.	43,120.

Joint Costs. Check if you are following SOP 98-2.

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? Yes No
 If "Yes," enter (i) the aggregate amount of these joint costs \$ _____; (ii) the amount allocated to Program services \$ _____;
 (iii) the amount allocated to Management and general \$ _____; and (iv) the amount allocated to Fundraising \$ _____

Part III Statement of Program Service Accomplishments (See page 25 of the instructions.)

What is the organization's primary exempt purpose? **STMT_3**

All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable. (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)

Program Service Expenses
 (Required for 501(c)(3) and (4) orgs., and 4947(a)(1) trusts; but optional for others.)

a SEE STATEMENT 13	(Grants and allocations \$ _____)	445,525.
b SEE STATEMENT 13	(Grants and allocations \$ _____)	332,248.
c _____	(Grants and allocations \$ _____)	
d _____	(Grants and allocations \$ _____)	
e Other program services (attach schedule)	(Grants and allocations \$ _____)	
f Total of Program Service Expenses (should equal line 44, column (B), Program services).		777,773.

Part IV Balance Sheets (See page 25 of the instructions.)

Note: Where required, attached schedules and amounts within the description column should be for end-of-year amounts only.

		(A) Beginning of year		(B) End of year
Assets	45 Cash - non-interest-bearing	7,146.	45	31,125.
	46 Savings and temporary cash investments	54,314.	46	301,368.
	47a Accounts receivable	6,841.		
	b Less: allowance for doubtful accounts		47c	6,841.
	48a Pledges receivable			
	b Less: allowance for doubtful accounts		48c	
	49 Grants receivable	214,600.	49	158,600.
	50 Receivables from officers, directors, trustees, and key employees (attach schedule)		50	
	51a Other notes and loans receivable (attach schedule)			
	b Less: allowance for doubtful accounts		51c	
	52 Inventories for sale or use		52	
	53 Prepaid expenses and deferred charges	9,301.	53	9,404.
	54 Investments - securities (attach schedule) <small>STMT. 5.</small> <input type="checkbox"/> Cost <input checked="" type="checkbox"/> FMV	421,215.	54	413,360.
	55a Investments - land, buildings, and equipment: basis			
b Less: accumulated depreciation (attach schedule)		55c		
56 Investments - other (attach schedule)		56		
57a Land, buildings, and equipment: basis	20,986.			
b Less: accumulated depreciation (attach schedule)	13,479.	57c	7,507.	
58 Other assets (describe <small>STMT. 6</small>)	27,689.	58	28,071.	
59 Total assets (add lines 45 through 58) (must equal line 74)	761,928.	59	956,276.	
Liabilities	60 Accounts payable and accrued expenses	88,503.	60	98,188.
	61 Grants payable		61	
	62 Deferred revenue <small>STMT. 7.</small>		62	106,337.
	63 Loans from officers, directors, trustees, and key employees (attach schedule)		63	
	64a Tax-exempt bond liabilities (attach schedule)		64a	
	b Mortgages and other notes payable (attach schedule)		64b	
	65 Other liabilities (describe <small>STMT. 8</small>)	14,301.	65	5,215.
66 Total liabilities (add lines 60 through 65)	102,804.	66	209,740.	
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74.			
	67 Unrestricted	348,999.	67	326,976.
	68 Temporarily restricted	310,125.	68	419,560.
	69 Permanently restricted		69	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 70 through 74.			
	70 Capital stock, trust principal, or current funds		70	
	71 Paid-in or capital surplus, or land, building, and equipment fund		71	
	72 Retained earnings, endowment, accumulated income, or other funds		72	
	73 Total net assets or fund balances (add lines 67 through 69 or lines 70 through 72; column (A) must equal line 19; column (B) must equal line 21)	659,124.	73	746,536.
	74 Total liabilities and net assets / fund balances (add lines 66 and 73)	761,928.	74	956,276.

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

Part VI Other Information (See page 28 of the instructions.)

Yes No

76 Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity
77 Were any changes made in the organizing or governing documents but not reported to the IRS?
78a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?
78b If "Yes," has it filed a tax return on Form 990-T for this year?
79 Was there a liquidation, dissolution, termination, or substantial contraction during the year?
80a Is the organization related (other than by association with a statewide or nationwide organization) through common membership, governing bodies, trustees, officers, etc., to any other exempt or nonexempt organization?
80b If "Yes," enter the name of the organization
81a Enter direct and indirect political expenditures. See line 81 instructions.
81b Did the organization file Form 1120-POL for this year?
82a Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?
82b If "Yes," you may indicate the value of these items here. Do not include this amount as revenue in Part I or as an expense in Part II.
83a Did the organization comply with the public inspection requirements for returns and exemption applications?
83b Did the organization comply with the disclosure requirements relating to quid pro quo contributions?
84a Did the organization solicit any contributions or gifts that were not tax deductible?
84b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?
85 501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members?
85b Did the organization make only in-house lobbying expenditures of \$2,000 or less?
85c Dues, assessments, and similar amounts from members
85d Section 162(e) lobbying and political expenditures
85e Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices
85f Taxable amount of lobbying and political expenditures (line 85d less 85e)
85g Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?
85h If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?
86 501(c)(7) orgs. Enter: a Initiation fees and capital contributions included on line 12
86b Gross receipts, included on line 12, for public use of club facilities
87 501(c)(12) orgs. Enter: a Gross income from members or shareholders
87b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)
88 At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?
89a 501(c)(3) organizations. Enter: Amount of tax imposed on the organization during the year under: section 4911; section 4912; section 4955
89b 501(c)(3) and 501(c)(4) orgs. Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year?
89c Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958
89d Enter: Amount of tax on line 89c, above, reimbursed by the organization
90a List the states with which a copy of this return is filed
90b Number of employees employed in the pay period that includes March 12, 2004
91 The books are in care of; Located at; Telephone no.; ZIP + 4
92 Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041 - Check here and enter the amount of tax-exempt interest received or accrued during the tax year

Part VII Analysis of Income-Producing Activities (See page 33 of the instructions.)

Note: Enter gross amounts unless otherwise indicated.

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclusion code	(D) Amount	
93 Program service revenue:					
a CLIENT FEES					147,693.
b					
c					
d					
e					
f Medicare/Medicaid payments					
g Fees and contracts from government agencies					
94 Membership dues and assessments					44,500.
95 Interest on savings and temporary cash investments			14	11,117.	
96 Dividends and interest from securities					
97 Net rental income or (loss) from real estate:					
a debt-financed property					
b not debt-financed property					
98 Net rental income or (loss) from personal property					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory					
101 Net income or (loss) from special events					
102 Gross profit or (loss) from sales of inventory					
103 Other revenue: a					
b OTHER INCOME					45,218.
c					
d					
e					
104 Subtotal (add columns (B), (D), and (E))				11,117.	237,411.
105 Total (add line 104, columns (B), (D), and (E))					248,528.

Note: Line 105 plus line 1d, Part I, should equal the amount on line 12, Part I.

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes (See page 34 of the instructions.)

Line No.	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes).
9	STMT 9

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See page 34 of the instructions.)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
N/A	%			
	%			
	%			
	%			

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See page 34 of the instructions.)

- (a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? Yes No
- (b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? Yes No

Note: If "Yes" to (b), file Form 8870 and Form 4720 (see instructions).

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.

Please Sign Here

Signature of officer: Brooke W. Mahoney Date: 1/31/06
 Type or print name and title: Brooke W. Mahoney - President

Paid Preparer's Use Only

Preparer's signature: Jh B... Date: 1/31/06 Check if self-employed: Preparer's SSN or PTIN (See Gen. Inst. W): 2005-535430

Firm's name (or yours if self-employed), address, and ZIP + 4: MITCHELL & TITUS, LLP EIN: 13-2781641
ONE BATTERY PARK PLAZA Phone no.: 212-709-4500
NEW YORK, NY 10004

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k),
501(n), or Section 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information - (See separate instructions.)

▶ **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ**

OMB No. 1545-0047

2004

Name of the organization: **VOLUNTEER CONSULTING GROUP INC.**
Employer identification number: **13-2708480**

Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees
(See page 1 of the instructions. List each one. If there are none, enter "None.")

(a) Name and address of each employee paid more than \$50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
<u>RHODA BARR</u> C/O VOLUNTEER CONSULTING GROUP	DIR. OF CLIENT SVCS 40	110,000.	8,250.	NONE
<u>BRENDA BAKER</u> C/O VOLUNTEER CONSULTING GROUP	OFFICE ADM./CFO 40	70,000.	5,250.	NONE
<u>TODD G. DAY</u> C/O VOLUNTEER CONSULTING GROUP	DIR. OF NAT'L PRGMS 40	94,000.	7,050.	NONE
<u>EVY A. GONZALEZ</u> C/O VOLUNTEER CONSULTING GROUP	DIR. OF FUNDRAISING 40	50,000.	3,750.	NONE
Total number of other employees paid over \$50,000 ▶		NONE		

Part II Compensation of the Five Highest Paid Independent Contractors for Professional Services
(See page 2 of the instructions. List each one (whether individuals or firms). If there are none, enter "None.")

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
<u>NONE</u>		
Total number of others receiving over \$50,000 for professional services ▶		NONE

Part III Statements About Activities (See page 2 of the instructions.)

	Yes	No
1 During the year, has the organization attempted to influence national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities ▶ \$ _____ (Must equal amounts on line 38, Part VI-A, or line i of Part VI-B.)		X
2 During the year, has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors, trustees, directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions.)		
a Sale, exchange, or leasing of property?	2a	X
b Lending of money or other extension of credit?	2b	X
c Furnishing of goods, services, or facilities?	2c	X
d Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)? STMT 10	2d	X
e Transfer of any part of its income or assets?	2e	X
3a Do you make grants for scholarships, fellowships, student loans, etc.? (If "Yes," attach an explanation of how you determine that recipients qualify to receive payments.)	3a	X
b Do you have a section 403(b) annuity plan for your employees?	3b	X
4a Did you maintain any separate account for participating donors where donors have the right to provide advice on the use or distribution of funds?	4a	X
b Do you provide credit counseling, debt management, credit repair, or debt negotiation services?	4b	X

Part IV Reason for Non-Private Foundation Status (See pages 3 through 6 of the instructions.)

- The organization is not a private foundation because it is: (Please check only **ONE** applicable box.)
- 5 A church, convention of churches, or association of churches. Section 170(b)(1)(A)(i).
 - 6 A school. Section 170(b)(1)(A)(ii). (Also complete Part V.)
 - 7 A hospital or a cooperative hospital service organization. Section 170(b)(1)(A)(iii).
 - 8 A Federal, state, or local government or governmental unit. Section 170(b)(1)(A)(v).
 - 9 A medical research organization operated in conjunction with a hospital. Section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state ▶ _____
 - 10 An organization operated for the benefit of a college or university owned or operated by a governmental unit. Section 170(b)(1)(A)(iv). (Also complete the Support Schedule in Part IV-A.)
 - 11a An organization that normally receives a substantial part of its support from a governmental unit or from the general public. Section 170(b)(1)(A)(vi). (Also complete the Support Schedule in Part IV-A.)
 - 11b A community trust. Section 170(b)(1)(A)(vi). (Also complete the Support Schedule in Part IV-A.)
 - 12 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its charitable, etc., functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Also complete the Support Schedule in Part IV-A.)
 - 13 An organization that is not controlled by any disqualified persons (other than foundation managers) and supports organizations described in: (1) lines 5 through 12 above; or (2) section 501(c)(4), (5), or (6), if they meet the test of section 509(a)(2). (See section 509(a)(3).)

Provide the following information about the supported organizations. (See page 5 of the instructions.)

(a) Name(s) of supported organization(s)	(b) Line number from above

14 An organization organized and operated to test for public safety. Section 509(a)(4). (See page 5 of the instructions.)

Part IV-A Support Schedule (Complete only if you checked a box on line 10, 11, or 12.) *Use cash method of accounting.*

Note: You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting.

Calendar year (or fiscal year beginning in)	(a) 2003	(b) 2002	(c) 2001	(d) 2000	(e) Total
15 Gifts, grants, and contributions received. (Do not include unusual grants. See line 28.)	531,400.	816,455.	841,586.	1,065,470.	3,254,911.
16 Membership fees received					
17 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable, etc., purpose	130,200.	125,200.	121,330.	162,450.	539,180.
18 Gross income from interest, dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975	931.	20,133.	22,878.	45,682.	89,624.
19 Net income from unrelated business activities not included in line 18					
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					
21 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge					
22 Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets	STMT 11 38,410.	33,460.	21,260.	395.	93,525.
23 Total of lines 15 through 22	700,941.	995,248.	1,007,054.	1,273,997.	3,977,240.
24 Line 23 minus line 17	570,741.	870,048.	885,724.	1,111,547.	3,438,060.
25 Enter 1% of line 23	7,009.	9,952.	10,071.	12,740.	
26 Organizations described on lines 10 or 11: a Enter 2% of amount in column (e), line 24					26a 68,761.
b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 2000 through 2003 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts					26b
c Total support for section 509(a)(1) test: Enter line 24, column (e)					26c 3,438,060.
d Add: Amounts from column (e) for lines: 18 89,624. 19 _____ 22 93,525. 26b _____					26d 183,149.
e Public support (line 26c minus line 26d total)					26e 3,254,911.
f Public support percentage (line 26e (numerator) divided by line 26c (denominator))					26f 94.6729 %
27 Organizations described on line 12: a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: (2003) _____ (2002) _____ (2001) <u>NOT APPLICABLE</u> (2000) _____ b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: (2003) _____ (2002) _____ (2001) _____ (2000) _____ c Add: Amounts from column (e) for lines: 15 _____ 16 _____ 17 _____ 20 _____ 21 _____					27c
d Add: Line 27a total _____ and line 27b total _____					27d
e Public support (line 27c total minus line 27d total)					27e
f Total support for section 509(a)(2) test: Enter amount from line 23, column (e)					27f
g Public support percentage (line 27e (numerator) divided by line 27f (denominator))					27g %
h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))					27h %
28 Unusual Grants: For an organization described in line 10, 11, or 12 that received any unusual grants during 2000 through 2003, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant. Do not file this list with your return. Do not include these grants in line 15.					

Part V Private School Questionnaire (See page 7 of the instructions.) **NOT APPLICABLE**
(To be completed ONLY by schools that checked the box on line 6 in Part IV)

	Yes	No
29 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	29	
30 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	30	
31 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe; if "No," please explain. (If you need more space, attach a separate statement.) ----- ----- -----	31	
32 Does the organization maintain the following:		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	32a	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	32b	
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	32c	
d Copies of all material used by the organization or on its behalf to solicit contributions? If you answered "No" to any of the above, please explain. (If you need more space, attach a separate statement.) ----- -----	32d	
33 Does the organization discriminate by race in any way with respect to:		
a Students' rights or privileges?	33a	
b Admissions policies?	33b	
c Employment of faculty or administrative staff?	33c	
d Scholarships or other financial assistance?	33d	
e Educational policies?	33e	
f Use of facilities?	33f	
g Athletic programs?	33g	
h Other extracurricular activities? If you answered "Yes" to any of the above, please explain. (If you need more space, attach a separate statement.) ----- -----	33h	
34 a Does the organization receive any financial aid or assistance from a governmental agency?	34a	
b Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either 34a or b, please explain using an attached statement.	34b	
35 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," attach an explanation	35	

Part VI-A Lobbying Expenditures by Electing Public Charities (See page 9 of the instructions.)

(To be completed **ONLY** by an eligible organization that filed Form 5768) **NOT APPLICABLE**

Check **a** if the organization belongs to an affiliated group. Check **b** if you checked "a" and "limited control" provisions apply.

Limits on Lobbying Expenditures

(The term "expenditures" means amounts paid or incurred.)

		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
36 Total lobbying expenditures to influence public opinion (grassroots lobbying)	36		
37 Total lobbying expenditures to influence a legislative body (direct lobbying)	37		
38 Total lobbying expenditures (add lines 36 and 37)	38		
39 Other exempt purpose expenditures	39		
40 Total exempt purpose expenditures (add lines 38 and 39)	40		
41 Lobbying nontaxable amount. Enter the amount from the following table - If the amount on line 40 is - The lobbying nontaxable amount is -			
Not over \$500,000 20% of the amount on line 40	}		
Over \$500,000 but not over \$1,000,000 . . . \$100,000 plus 15% of the excess over \$500,000			
Over \$1,000,000 but not over \$1,500,000 . . . \$175,000 plus 10% of the excess over \$1,000,000			
Over \$1,500,000 but not over \$17,000,000 . . . \$225,000 plus 5% of the excess over \$1,500,000			
Over \$17,000,000 \$1,000,000			
42 Grassroots nontaxable amount (enter 25% of line 41)	42		
43 Subtract line 42 from line 36. Enter -0- if line 42 is more than line 36	43		
44 Subtract line 41 from line 38. Enter -0- if line 41 is more than line 38	44		

Caution: If there is an amount on either line 43 or line 44, you must file Form 4720.

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.)

See the instructions for lines 45 through 50 on page 11 of the instructions.)

Calendar year (or fiscal year beginning in) ▶	Lobbying Expenditures During 4-Year Averaging Period				
	(a) 2004	(b) 2003	(c) 2002	(d) 2001	(e) Total
45 Lobbying nontaxable amount					
46 Lobbying ceiling amount (150% of line 45(e))					
47 Total lobbying expenditures					
48 Grassroots nontaxable amount					
49 Grassroots ceiling amount (150% of line 48(e))					
50 Grassroots lobbying expenditures					

Part VI-B Lobbying Activity by Nonelecting Public Charities

NOT APPLICABLE

(For reporting only by organizations that did not complete Part VI-A) (See page 11 of the instructions.)

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:	Yes	No	Amount
a Volunteers			
b Paid staff or management (Include compensation in expenses reported on lines c through h.)			
c Media advertisements			
d Mailings to members, legislators, or the public			
e Publications, or published or broadcast statements			
f Grants to other organizations for lobbying purposes			
g Direct contact with legislators, their staffs, government officials, or a legislative body			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means			
i Total lobbying expenditures (Add lines c through h.)			

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities.

Schedule of Contributors

2004

Supplementary Information for
line 1 of Form 990, 990-EZ, and 990-PF (see instructions)

Name of organization

VOLUNTEER CONSULTING GROUP INC.

Employer identification number

13-2708480

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

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

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

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

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

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**. (Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule - see instructions.)

General Rule -

For organizations filing Form 990, 990-EZ, or 990-PF that received, during the year, \$5,000 or more (in money or property) from any one contributor. (Complete Parts I and II.)

Special Rules -

For a section 501(c)(3) organization filing Form 990, or Form 990-EZ, that met the 33 1/3% support test of the regulations under sections 509(a)(1)/170(b)(1)(A)(vi) and received from any one contributor, during the year, a contribution of the greater of \$5,000 or 2% of the amount on line 1 of these forms. (Complete Parts I and II.)

For a section 501(c)(7), (8), or (10) organization filing Form 990, or Form 990-EZ, that received from any one contributor, during the year, aggregate contributions or bequests of more than \$1,000 for use *exclusively* for religious, charitable, scientific, literary, or educational purposes, or the prevention of cruelty to children or animals. (Complete Parts I, II, and III.)

For a section 501(c)(7), (8), or (10) organization filing Form 990, or Form 990-EZ, that received from any one contributor, during the year, some contributions for use *exclusively* for religious, charitable, etc., purposes, but these contributions did not aggregate to 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. Do not complete any of the Parts unless the **General Rule** applies to this organization because it received nonexclusively religious, charitable, etc., contributions of \$5,000 or more during the year.) ▶ \$ _____

Caution: Organizations that are not covered by the General Rule and/or the Special Rules do not file Schedule B (Form 990, 990-EZ, or 990-PF), but they **must** check the box in the heading of their Form 990, Form 990-EZ, or on line 2 of their Form 990-PF, to certify that they do not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization VOLUNTEER CONSULTING GROUP INC.

Employer identification number

13-2708480

Part I Contributors (See Specific Instructions.)

(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
1	AMERICAN EXPRESS FOUNDATION 3 WORLD FINANCIAL CENTER NEW YORK, NY 10285-4804	70,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
2	THE CLARK FOUNDATION ONE ROCKEFELLER PLAZA NEW YORK, NY 10020-2102	150,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
3	CITIGROUP, INC. 850 THIRD AVENUE NEW YORK, NY 10022	25,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
4	THE PUMPKIN FOUNDATION 575 LEXINGTON AVENUE, 33RD FLOOR NEW YORK, NY 10022	30,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
5	BOOZ ALLEN HAMILTON 101 PARK AVENUE NEW YORK, NY 10178	25,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
6	GE FOUNDATION 3135 EASTON TURNPIKE FAIRFIELD, CT 06828	25,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)

Name of organization VOLUNTEER CONSULTING GROUP INC.	Employer identification number 13-2708480
--	---

Part I Contributors (See Specific Instructions.)

(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
7	BRISTOL-MYERS SQUIBB FOUNDATION, INC. 345 PARK AVENUE NEW YORK, NY 10154-0037	15,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
8	CHARLES STEWART MOTT FOUNDATION 503 SOUTH SAGINAW ST., STE 1200 FLINT, MI 48502-1851	25,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
9	ALTMAN FOUNDATION 521 FIFTH AVENUE, 35TH FLOOR NEW YORK, NY 10175-3599	25,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
10	MONSTER.COM TMP WORLDWIDE MILWAUKEE, WI 53223	26,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
11	THE NEW YORK COMMUNITY TRUST 909 THIRD AVENUE NEW YORK, NY 10022	22,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
12	FIDELITY FOUNDATION 82 DEVONSHIRE ST., F9A3 BOSTON, MA 02109	30,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)

If you are filing for an **Additional (not automatic) 3-Month Extension**, complete only Part II and check this box.

Note: Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868.

If you are filing for an **Automatic 3-Month Extension**, complete only Part I (on page 1).

Part II Additional (not automatic) 3-Month Extension of Time - Must File Original and One Copy.

Type or print File by the extended due date for filing the return. See instructions.	Name of Exempt Organization VOLUNTEER CONSULTING GROUP INC.	Employer identification number 13-2708480
	Number, street, and room or suite no. If a P.O. box, see instructions. 6 EAST 39TH STREET	For IRS use only
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. NEW YORK, NY 10016-0112	

Check type of return to be filed (File a separate application for each return):

<input checked="" type="checkbox"/> Form 990	<input type="checkbox"/> Form 990-T(sec. 401(a) or 408(a) trust)	<input type="checkbox"/> Form 5227
<input type="checkbox"/> Form 990-BL	<input type="checkbox"/> Form 990-T (trust other than above)	<input type="checkbox"/> Form 6069
<input type="checkbox"/> Form 990-EZ	<input type="checkbox"/> Form 1041-A	<input type="checkbox"/> Form 8870
<input type="checkbox"/> Form 990-PF	<input type="checkbox"/> Form 4720	

STOP: Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.

The books are in the care of **VOLUNTEER CONSULTING GROUP, INC**
 Telephone No. **212 447-1236** FAX No.

If the organization does **not** have an office or place of business in the United States, check this box.

If this is for a **Group Return**, enter the organization's four digit Group Exemption Number (GEN) . If this is for the **whole** group, check this box . If it is for **part** of the group, check this box and attach a list with the names and EINs of all members the extension is for.

4 I request an additional 3-month extension of time until 03/15/2006

5 For calendar year _____, or other tax year beginning 05/01/2004 and ending 04/30/2005

6 If this tax year is for less than 12 months, check reason: Initial return Final return Change in accounting period

7 State in detail why you need the extension _____

ADDITIONAL TIME IS NEEDED TO GATHER INFORMATION

8a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions \$ _____

b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868 \$ _____

c **Balance Due.** Subtract line 8b from line 8a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions \$ _____

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form.

Signature _____ Title _____ Date _____

Notice to Applicant - To Be Completed by the IRS

- We have approved this application. Please attach this form to the organization's return.
- We have not approved this application. However, we have granted a 10-day grace period from the later of the date shown below or the due date of the organization's return (including any prior extensions). This grace period is considered to be a valid extension of time for elections otherwise required to be made on a timely return. Please attach this form to the organization's return.
- We have not approved this application. After considering the reasons stated in item 7, we cannot grant your request for an extension of time to file. We are not granting a 10-day grace period.
- We cannot consider this application because it was filed after the extended due date of the return for which an extension was requested.
- Other _____

Director _____ By: _____ Date _____

Alternate Mailing Address - Enter the address if you want the copy of this application for an additional 3-month extension returned to an address different than the one entered above.

Type or print	Name MITCHELL & TITUS, LLP
	Number and street (include suite, room, or apt. no.) or a P.O. box number ONE BATTERY PARK PLAZA
	City or town, province or state, and country (including postal or ZIP code) NEW YORK, NY 10004

FORM 990, PART I - OTHER INCREASES IN FUND BALANCES

=====

DESCRIPTION

AMOUNT

UNREALIZED GAIN ON INVESTMENTS

18,355.

TOTAL

18,355.

=====

FORM 990, PART II - OTHER EXPENSES

DESCRIPTION	TOTAL	PROGRAM SERVICES	MANAGEMENT AND GENERAL	FUNDRAISING
INSURANCE	10,708.	9,330.	946.	432.
PROFESSIONAL FEES	63,700.	40,700.	23,000.	
OTHER EXPENSES	22,301.	19,832.	1,695.	774.
COMPUTER AND EQUIPMENT	25,482.	24,138.	923.	421.
TOTALS	122,191.	94,000.	26,564.	1,627.

FORM 990, PART III - ORGANIZATION'S PRIMARY EXEMPT PURPOSE
=====

VOLUNTEER CONSULTING GROUP WAS FOUNDED IN 1968 TO AID IN THE GROWTH OF MINORITY-OWNED BUSINESSES. IN 1973, ACTIVITIES WERE EXPANDED TO INCLUDE NONPROFIT ORGANIZATIONS IN THE SOCIAL SERVICE, ARTS AND COMMUNITY DEVELOPMENT FIELDS. ASSISTANCE COVERED MANAGEMENT, BUDGETARY, ADMINISTRATIVE AND SIMILAR ISSUES. CURRENTLY, VCG'S MISSION IS STRENGTHENING THE GOVERNANCE OF NONPROFIT ORGANIZATIONS. VCG BRINGS TOGETHER NONPROFIT BOARDS AND INDIVIDUALS WISHING TO SERVE AS TRUSTEES. THE ORGANIZATION ALSO ASSISTS BOARDS WITH EFFECTIVE LEADERSHIP. IN 2001, VCG LAUNCHED WWW.BOARDNETUSA.ORG -- AN INTERACTIVE SITE: 1) TRANSFORMING THE WAY NEW LEADERS ARE IDENTIFIED AND GUIDED INTO NONPROFIT BOARD SERVICE; AND 2) FOSTERING A MORE OPEN AND DEMOCRATIC WAY FOR NONPROFIT BOARDS TO FILL THEIR DIVERSE LEADERSHIP NEEDS ACROSS BOUNDARIES OF ETHNICITY, SKILL, GEOGRAPHY AND AGE.

FORM 990, PART IV - PREPAID EXPENSES AND DEFERRED CHARGES

=====

DESCRIPTION	ENDING BOOK VALUE
-----	-----
PREPAID INSURANCE	9,404.
TOTALS	----- 9,404. =====

FORM 990, PART IV - INVESTMENTS - SECURITIES

=====

DESCRIPTION	ENDING BOOK VALUE
-----	-----
REICH & TANG MONEY MARKET FUND	21,821.
VANGUARD PRIME MONEY MKT FUND	391,539.

	413,360.
	=====

FORM 990, PART IV - OTHER ASSETS

=====

DESCRIPTION	ENDING BOOK VALUE
-----	-----
SECURITY DEPOSIT	28,071.
TOTALS	----- 28,071. =====

FORM 990, PART IV - DEFERRED REVENUE

=====

DESCRIPTION	ENDING BOOK VALUE
-----	-----
DEFERRED REVENUE	106,337.
TOTALS	----- 106,337. =====

FORM 990, PART IV - OTHER LIABILITIES

=====

DESCRIPTION	ENDING BOOK VALUE
-----	-----
DEFERRED RENT CREDITS	5,215.
TOTALS	----- 5,215. =====

FORM 990, PART VIII - ACCOMPLISHMENT OF EXEMPT PURPOSES

LINE NO.	EXPLANATION OF HOW EACH ACTIVITY FOR WHICH INCOME IS REPORTED IN COLUMN (E) OF PART VII CONTRIBUTED IMPORTANTLY TO THE ACCOMPLISHMENT OF EXEMPT PURPOSES
93A	CLIENT FEES, TRUSTEE RECRUITMENT/PLACEMENT AND BOARD CONSULTING SERVICES.
94	THROUGH VCG'S WEBSITE, BOARDNETUSA.ORG WHICH FACILITATES COMMUNICATION BETWEEN BOARDS NEEDING NEW LEADERS AND INDIVIDUALS WISHING TO SERVE AS TRUSTEES.
103B	OTHER INCOME

SCHEDULE A, PART III - EXPLANATION FOR LINE 2D

NAMES AND ADDRESS	TITLE AND TIME DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS
Brooke W. Mahoney Volunteer Consulting Group, Inc. 6 East 39 th Street, Suite 602 New York, New York 10016	President 40 HR	\$150,000	\$11,250
TOTAL		\$150,000	\$11,250

SCHEDULE A, PART IV-A - OTHER INCOME

DESCRIPTION	2003	2002	2001	2000	TOTAL
OTHER INCOME	12,910.	460.	21,260.	395.	35,025.
MEMBERSHIP DUES	25,500.	33,000.			58,500.
TOTALS	38,410.	33,460.	21,260.	395.	93,525.

VOLUNTEER CONSULTING GROUP, INC.
 FORM 990, PART V - LIST OF OFFICERS, DIRECTORS, AND TRUSTEES

NAMES AND ADDRESS	TITLE AND		CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS
	TIME DEVOTED TO POSITION	COMPENSATION	
Brooke W. Mahoney Volunteer Consulting Group, Inc. 6 East 39th Street, Suite 602 New York, New York 10016	President 40 HR	\$150,000	\$11,250
Peter J. Collette Principal Ernst & Young 5 Times Square New York, New York 10036	Director .5 HR		
Faith Glazier Archstone Consulting 263 Tresser Boulevard Stamford, CT 06902	Director .5 HR		
Nancy Goguen Executive Director, Strategic Marketing Broadband Communications Group Texas Instruments 20450 Century Boulevard Germantown, MD 20874	Director .5 HR		

VOLUNTEER CONSULTING GROUP, INC.

13-2708480

FORM 990, PART V - LIST OF OFFICERS, DIRECTORS, AND TRUSTEES

NAMES AND ADDRESS	TITLE AND TIME DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS
Barratt H. Jaruzelski Lead Partner Global Computers & Electronics Practice Booz Allen Hamilton 101 Park Avenue New York, New York 10178	Director .5 HR		
Karen Y. Johns Executive Director Diversity Pipeline Alliance 1600 Tysons Boulevard, Suite 1400 McLean, VA 22102	Chairman 1.5 HR		
Lois Leatherman Vice President, Research J.P. Morgan Chase 1166 6th Avenue, 17th Floor New York, New York 10036	Director .5 HR		
Marcel Legrand Senior Vice President, Corporate Development Monster.com 5 Clock Tower Place, Suite 500 Maynard, MA 01754	Director .5HR		

VOLUNTEER CONSULTING GROUP, INC.

13-2708480

FORM 990, PART V – LIST OF OFFICERS, DIRECTORS, AND TRUSTEES

NAMES AND ADDRESS	TITLE AND TIME DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS
-------------------	--	--------------	---

Robert Lieber
CEO
OriginalThought, LLC

Director
.5HR

William T. Merritt
President
National Black United Fund
40 Clinton Street
Newark, New Jersey 07102

Director
.5 HR

Margaretta R. Noonan
Senior Vice President
Hudson Highland Group
622 Third Avenue, 39th Floor
New York, New York 10017

Director
.5 HR

Robert Odell
140 West End Avenue, #5A
New York, New York 10023

Director
.5 HR

FORM 990, PART V – LIST OF OFFICERS, DIRECTORS, AND TRUSTEES

NAMES AND ADDRESS	TITLE AND		CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS
	TIME DEVOTED TO POSITION	COMPENSATION	
Beth Salerno President American Express Foundation 200 Vesey Street New York, New York 10285-48030	Director .5HR		
Gary E. Starr Business Manager, People Magazine Time, Inc. 1271 6 th Avenue New York, New York 10020	Director 1 HR		
	TIME DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS
TOTAL		\$150,000	\$11,250

FORM 990, PART III - Statements of Program Service Accomplishments
Exempt Purpose Achievements

DESCRIPTION

EXPENSES

=====

NATIONAL PROGRAMS 1) www.boardnetUSA.org - An interactive website: A) Transforming the way new leaders are identified and guided into nonprofit board service; and B) Fostering a more open and democratic way for nonprofit boards to fill their diverse leadership needs across barriers of skill, geography, age and ethnicity; and 2) VCG facilitates the professional development of "Board Connectors:" a national group of corporate professionals, community board connector program staff and individuals involved in strategically connecting nonprofit boards and potential board members across the United States.

\$ 445,525

LOCAL PROGRAMS 1) Board Consulting: Many organizations need help in using their board members wisely and building effective board/staff partnerships. They seek VCG's guidance as they move through stages of organizational growth, from start up to established, or to bring new vitality to a traditional organization. In the current challenging environment, as organizations are faced with major strategic decisions, they are increasingly aware that a strong board can make all the difference; and (2) Board Recruitment & Placement: Helping organizations find the trustees they need is a core part of VCG's mission. The expertise and resources that individuals bring to nonprofit boardrooms is vital for the organization's ability to be well managed and survive.

\$ 332,248

TOTAL

\$ 777,773

ACCOMPLISHMENTS

Highlights of the past fiscal year include:

- 12 organizations received Board Consulting assistance.
- 32 people were elected to boards via our "High-Touch" Recruiting services.
- www.boardnetUSA.org grew to include:

FORM 990, PART III - Statements of Program Service Accomplishments
Exempt Purpose Achievements (continued)

ACCOMPLISHMENTS (Continued)

- As of April 30, 2005, boardnetUSA had 16,398 registered and 7,192 engaged candidates and 4,197 registered/1,876 engaged nonprofit boards. 241 board elections were documented for the year with 42 additional elections to committees and Advisory Boards (not the full board). (Total board elections since the site launched in the Fall of 2002 is 602). The cumulative percentage of elections that are minority is 32% (up from 30%) and those elected under the age of 40 grew from 39% to 54%.
- 10 Community Partners: Ann Arbor, MI – Board Builders – Nonprofit Enterprise at Work; Atlanta, GA – Georgia Center for Nonprofits; Boston, MA – BridgeStar/BridgeSpan Group; Erie, PA – Erie Community Foundation; Indianapolis, IN – Center on Philanthropy at Indiana University; Pittsburgh, PA – Bayer Center for Nonprofit Management; Sacramento, CA – Boardlink At The Nonprofit Resource Center; San Francisco, CA – CompassPoint; Tri-State Area (NY/NJ/CT) – Volunteer Consulting Group/Volunteer Centers of Morris and Bergen Counties and the David Rockefeller Fellows Program; and Washington, DC – IKNOW Foundation/Raffa & Associates/Center for Nonprofit Advancement.
- 27 Candidate Sponsoring Partners (Booz Allen Hamilton, Career Journal (Dow Jones), Cisco, Citigroup, Computer Associates, Deloitte Consulting, Diversity Pipeline Alliance, Ernst & Young, Goldman Sachs, Hispanic Federation, JP Morgan Chase, Leadership Education for Asian Pacifics, Lehman Brothers, McGraw Hill Companies, McKinsey & Co., Monster, Moody's, Morgan Stanley, National Black United Fund, New York Lawyers for the Public Interest, NYU Stern School of Business, Sponsors for Educational Opportunity, Time Warner, U.S. Trust, Verizon and Wells Fargo.
- 3 National Nonprofit Partners (Girl Scouts of the USA, Points of Light Foundation & USA Freedom Corps).

