

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047
2022
Open to Public Inspection

A For the 2022 calendar year, or tax year beginning 04-01-2022, and ending 03-31-2023

- B** Check if applicable:
- Address change
 - Name change
 - Initial return
 - Final return/terminated
 - Amended return
 - Application pending

C Name of organization
INTERNATIONAL COACHING FEDERATION
GLOBAL ENTERPRISE INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
2365 HARRODSBURG ROAD

City or town, state or province, country, and ZIP or foreign postal code
LEXINGTON, KY 40504

D Employer identification number
83-3632519

E Telephone number
(859) 219-3580

G Gross receipts \$ 25,977,612

F Name and address of principal officer:
MAGDALENA MOOK
2365 HARRODSBURG ROAD
LEXINGTON, KY 40504

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

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

H(c) Group exemption number ▶

I Tax-exempt status: 501(c)(3) 501(c) (6) ◀ (insert no.) 4947(a)(1) or 527

J Website: ▶ COACHINGFEDERATION.ORG/ABOUT

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 2018

M State of legal domicile: DC

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
ADVANCING THE COACHING PROFESSION THROUGH STANDARDS, CERTIFICATION AND TRAINING.

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a)	3	11
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	11
5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	0
6 Total number of volunteers (estimate if necessary)	6	11
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	0	0
9 Program service revenue (Part VIII, line 2g)	856,918	11,601,937
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	237,379	207,901
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	373,643	293,114
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,467,940	12,102,952
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	0	0
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	6,699,965	13,115,104
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	6,699,965	13,115,104
19 Revenue less expenses. Subtract line 18 from line 12	-5,232,025	-1,012,152
	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	24,827,898	20,428,366
21 Total liabilities (Part X, line 26)	24,568,571	20,074,110
22 Net assets or fund balances. Subtract line 21 from line 20	259,327	354,256

Part II Signature Block

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

Sign Here

Signature of officer
Date 2024-02-12

MAGDALENA MOOK CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date 2024-02-12	Check <input type="checkbox"/> if self-employed	PTIN P00852717
Firm's name ▶ BLUE & CO LLC	Firm's EIN ▶ 35-1178661			
Firm's address ▶ 250 WEST MAIN STREET SUITE 2900 LEXINGTON, KY 40507	Phone no. (859) 253-1100			

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III **1** Briefly describe the organization's mission:

THE ORGANIZATION IS THE LEADING GLOBAL ORGANIZATION FOR COACHES AND COACHING. IT IS DEDICATED TO ADVANCING THE COACHING PROFESSION BY SETTING HIGH STANDARDS, PROVIDING INDEPENDENT CERTIFICATION AND BUILDING A WORLDWIDE NETWORK OF TRAINED COACHING PROFESSIONALS.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes 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 No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a	(Code:)	(Expenses \$	4,046,436	including grants of \$) (Revenue \$	11,590,582)
	See Additional Data					

4b	(Code:)	(Expenses \$	869,412	including grants of \$) (Revenue \$	11,355)
	See Additional Data					

4c	(Code:)	(Expenses \$	226,551	including grants of \$) (Revenue \$)
	See Additional Data					

4d	Other program services (Describe in Schedule O.)					
	(Expenses \$		including grants of \$) (Revenue \$)

4e	Total program service expenses ▶		5,142,399			
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Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No response. Rows include questions 1 through 21, with sub-questions a through f for questions 11 and 14. Questions cover topics like political activities, lobbying, donor funds, conservation easements, and financial reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding organizational reporting, compensation, and tax-exempt status.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

Table with multiple rows and columns for tax compliance questions. Rows include sections 2a through 17, with sub-questions (a, b, c, etc.) and corresponding answer boxes. Some rows have 'No' or '0' as default answers.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a (11), 1b (11), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include: 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records:

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

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

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

- 1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) DUMISANI MAGADLELA CHAIR AND BOARD MEMBER	1.00 6.00	X		X				0	0	0
(2) CHERYL PROCTER-ROGERS VICE CHAIR AND BOARD MEMBE	1.00	X		X				0	0	0
(3) SHWETA HANDA-GUPTA MCC SECRETARY/TREASURER AND BO	1.00	X		X				0	0	0
(4) KARA EXNER BOARD MEMBER	0.50	X						0	0	0
(5) PAT MATHEWS BOARD MEMBER	0.50	X						0	0	0
(6) DONNA EIBY BOARD MEMBER	0.50	X						0	0	0
(7) YENE ASSIGID BOARD MEMBER	0.50	X						0	0	0
(8) ZOE MACLEOD ACC BOARD MEMBER	0.50	X						0	0	0
(9) JOYDEPP BOSE BOARD MEMBER	0.50	X						0	0	0
(10) MARIA COLLE BOARD MEMBER	0.50	X						0	0	0
(11) TONYA ECHOLS BOARD MEMBER	0.50	X						0	0	0
(12) MAGDALENA NOWICKA MOOK CEO, EX-OFFICIO BOARD MEMB	10.00 30.00	X		X				0	0	0

Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f					
	g Noncash contributions included in lines 1a - 1f:\$	1g					
	h Total. Add lines 1a-1f ▶						
Program Service Revenue	2a MANAGEMENT FEES	Business Code					
		561000	11,399,999	11,399,999			
	b CONFERENCES AND EVENTS	561499	176,650	176,650			
	c CREDENTIALING AND MEMBER SERVICES	561499	13,933	13,933			
	d INDUSTRY RESEARCH	561499	11,355	11,355			
	e						
	f All other program service revenue.						
g Total. Add lines 2a-2f. ▶		11,601,937					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶		432,748			432,748	
	4 Income from investment of tax-exempt bond proceeds ▶						
	5 Royalties ▶		293,114			293,114	
	6a Gross rents	(i) Real	(ii) Personal				
		b Less: rental expenses	6b				
		c Rental income or (loss)	6c				
	d Net rental income or (loss) ▶						
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
				13,649,813			
		b Less: cost or other basis and sales expenses	7b	13,874,660			
		c Gain or (loss)	7c	-224,847			
	d Net gain or (loss) ▶		-224,847			-224,847	
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
			b Less: direct expenses	8b			
c Net income or (loss) from fundraising events ▶							
9a Gross income from gaming activities. See Part IV, line 19	9a						
		b Less: direct expenses	9b				
		c Net income or (loss) from gaming activities ▶					
10a Gross sales of inventory, less returns and allowances	10a						
		b Less: cost of goods sold	10b				
		c Net income or (loss) from sales of inventory ▶					
11a Miscellaneous Revenue		Business Code					
b							
c							
d All other revenue							
e Total. Add lines 11a-11d ▶							
12 Total revenue. See instructions ▶			12,102,952	11,601,937	0	501,015	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages				
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (non-employees):				
a Management	4,657,051	1,350,603	3,306,448	
b Legal	48,759		48,759	
c Accounting	24,750		24,750	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	84,642		84,642	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	1,388,560	380,301	1,008,259	
12 Advertising and promotion	2,350,182		2,350,182	
13 Office expenses	31,631	4,251	27,380	
14 Information technology	1,195,134	840,181	354,953	
15 Royalties				
16 Occupancy				
17 Travel	187,349	41,458	145,891	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	503,060	82,300	420,760	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	45,332	45,332		
23 Insurance	55,322	14,498	40,824	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a CONTRIBUTIONS TO AFFILI	2,376,489	2,376,489		
b SPONSORSHIPS	86,500		86,500	
c MISCELLANEOUS	43,795	553	43,242	
d COACHING AND TRAINING	16,900		16,900	
e All other expenses	19,648	6,433	13,215	
25 Total functional expenses. Add lines 1 through 24e	13,115,104	5,142,399	7,972,705	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	1,346,494	1	1,116,410
	2 Savings and temporary cash investments	11,188,341	2	3,410,851
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	465,954	4	276,338
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	301,374	9	457,345
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	704,706		
	b Less: accumulated depreciation	643,318	106,720	10c 61,388
	11 Investments—publicly traded securities	9,990,908	11	14,489,530
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	1,428,107	15	616,504
16 Total assets. Add lines 1 through 15 (must equal line 33)	24,827,898	16	20,428,366	
Liabilities	17 Accounts payable and accrued expenses	564,620	17	812,258
	18 Grants payable		18	
	19 Deferred revenue	143,527	19	12,640
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	23,860,424	25	19,249,212
	26 Total liabilities. Add lines 17 through 25	24,568,571	26	20,074,110
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	259,327	27	354,256
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
32 Total net assets or fund balances	259,327	32	354,256	
33 Total liabilities and net assets/fund balances	24,827,898	33	20,428,366	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	12,102,952
2	Total expenses (must equal Part IX, column (A), line 25)	2	13,115,104
3	Revenue less expenses. Subtract line 2 from line 1	3	-1,012,152
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	259,327
5	Net unrealized gains (losses) on investments	5	-492,919
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	1,600,000
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	354,256

Part XII Financial Statements and Reporting

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 Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate 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:
 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?
 If the organization changed either its oversight process or selection process during the tax year, explain in 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 in Schedule O and describe any steps taken to undergo such audits.

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

Additional Data

Software ID:

Software Version:

EIN: 83-3632519

Name: INTERNATIONAL COACHING FEDERATION
GLOBAL ENTERPRISE INC

Form 990 (2022)

Form 990, Part III, Line 4a:

EDUCATION AND CREDENTIALING - REIMAGINING THE FUTURE OF GLOBAL ACCREDITATION AND LEADING THE WAY WITH AN INNOVATIVE MODEL TO ENHANCE THE STANDARD OF EXCELLENCE WHEN IT COMES TO COACHING EDUCATION.

Form 990, Part III, Line 4b:

RESEARCH - THE ORGANIZATION INVESTS IN INDUSTRY RESEARCH TO DEMONSTRATE THE HIGHLY EFFECTIVE NATURE OF COACHING. THIS ALLOWS THE COMMUNITY OF COACHES TO STAND STRONG WITH FRESH KNOWLEDGE OF INDUSTRY TRENDS TO INFORM THEIR DAILY DECISIONS.

Form 990, Part III, Line 4c:

ETHICS - THE ORGANIZATION LEADS THE WAY IN DEVELOPING A DEFINITION AND PHILOSOPHY OF COACHING AND ESTABLISHING ETHICAL STANDARDS AMONG ITS MEMBERS. THE ORGANIZATION SETS PROFESSIONAL COACHING STANDARDS WHILE ALSO GIVING CONSUMERS A VENUE TO FILE ETHICS COMPLAINTS.

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements
▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
2022
Open to Public Inspection

Name of the organization
INTERNATIONAL COACHING FEDERATION
GLOBAL ENTERPRISE INC

Employer identification number
83-3632519

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

	(a) Donor advised funds	(b) Funds 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 writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

(ii) Assets included in Form 990, Part X ▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

b Assets included in Form 990, Part X ▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
a Public exhibition
b Scholarly research
c Preservation for future generations
d Loan or exchange programs
e Other
4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
b If "Yes," explain the arrangement in Part XIII and complete the following table:
Table with columns: Amount, 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance
2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

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

Table with 5 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include: 1a Beginning of year balance, b Contributions, c Net investment earnings, gains, and losses, d Grants or scholarships, e Other expenditures for facilities and programs, f Administrative expenses, g End of year balance.

- 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
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:
(i) Unrelated organizations
(ii) Related organizations
b If "Yes" on 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.

Table with 4 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows include: 1a Land, b Buildings, c Leasehold improvements, d Equipment, e Other, Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(H)		
Total. (Column (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)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)	▶	

Part IX Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
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.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes DUE TO AFFILIATES	19,249,212
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	▶ 19,249,212

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 FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

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

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

1	Total revenue, gains, and other support per audited financial statements		1	11,525,391
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		-492,919
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	-492,919
3	Subtract line 2e from line 1		3	12,018,310
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		84,642
c	Add lines 4a and 4b		4c	84,642
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	12,102,952

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

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

1	Total expenses and losses per audited financial statements		1	13,030,462
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	13,030,462
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		84,642
c	Add lines 4a and 4b		4c	84,642
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	13,115,104

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 83-3632519

Name: INTERNATIONAL COACHING FEDERATION
GLOBAL ENTERPRISE INC

Supplemental Information

Return Reference	Explanation
PART X, LINE 2:	ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA REQUIRE MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY THE FEDERATION AND RECOGNIZE A TAX LIABILITY IF THE FEDERATION HAS TAKEN AN UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY VARIOUS FEDERAL AND STATE TAXING AUTHORITIES. MANAGEMENT HAS ANALYZED THE TAX POSITIONS TAKEN BY THE ORGANIZATION, AND HAS CONCLUDED THAT AS OF MARCH 31, 2023 THERE ARE NO UNCERTAIN POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION OF A LIABILITY OR DISCLOSURE IN THE ACCOMPANYING FINANCIAL STATEMENTS. THE ORGANIZATION IS SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS; HOWEVER, THERE ARE CURRENTLY NO AUDITS FOR ANY TAX PERIODS IN PROGRESS.

Supplemental Information

Return Reference	Explanation
PART XI, LINE 4B - OTHER ADJUSTMENTS:	INVESTMENT FEES 84,642.

Supplemental Information

Return Reference	Explanation
PART XII, LINE 4B - OTHER ADJUSTMENTS:	INVESTMENT FEES 84,642.

SCHEDULE O
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ**Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2022**Open to Public
Inspection**

Name of the organization

INTERNATIONAL COACHING FEDERATION
GLOBAL ENTERPRISE INC

Employer identification number

83-3632519

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 3	THE ORGANIZATION HAS A MANAGEMENT AGREEMENT WITH ASSOCIATIONS INTERNATIONAL, LLC (AI) THAT DELEGATES OPERATIONAL DECISION-MAKING TO AI. IT IS AI'S RESPONSIBILITY TO HIRE EMPLOYEES AND DETERMINE COMPENSATION. THE ORGANIZATION IS NOT PRIVY TO THIS EMPLOYEE COMPENSATION.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE ORGANIZATION'S MEMBERSHIP INCLUDES THE FOLLOWING ALLIED NON-PROFIT ORGANIZATIONS: INTERNATIONAL COACH FEDERATION, INC. INTERNATIONAL COACH FEDERATION FOUNDATION, INC. ICF THOUGHT LEADERSHIP INSTITUTE, INC. ICF COACHING IN ORGANIZATIONS, INC. ICF CREDENTIALING AND STANDARDS, INC. ICF COACH TRAINING, INC.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	EACH MEMBER ALLIED ORGANIZATION SHALL HAVE ONE (1) DESIGNATED VOTING REPRESENTATIVE TO THE ORGANIZATION'S BOARD OF DIRECTORS. THE MEMBER ALLIED ORGANIZATION SHALL BE RESPONSIBLE FOR THE SELECTION OF SUCH REPRESENTATIVE FROM ITS BOARD OF DIRECTORS AND NOTIFYING THE ORGANIZATION OF THE IDENTITY OF ITS DESIGNATED BOARD REPRESENTATIVE. EACH SUCH MEMBER ALLIED ORGANIZATION SHALL BE ENTITLED TO CAST A SINGLE VOTE ON SUCH MATTERS AS MAY BE PROPERLY PLACED BEFORE THE ORGANIZATION'S MEMBERSHIP FOR A VOTE.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE ORGANIZATION'S MANAGEMENT COMPANY REVIEWS A DRAFT OF THE 990. IT IS THEN EMAILED TO BOARD MEMBERS PRIOR TO FILING.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	THE BOARD SIGNS A CONFLICT OF INTEREST POLICY FORM EACH YEAR. ANY REPORTED OR PERCEIVED CONFLICTS OF INTEREST ARE DISCUSSED BY THE BOARD OF DIRECTORS IN CONSULTATION WITH LEGAL COUNSEL AND THEN ADDRESSED DIRECTLY WITH THE INDIVIDUAL.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15A	THE ORGANIZATION'S MANAGEMENT COMPANY (AI) HAS THE FULL POWER, AUTHORITY AND RESPONSIBILITY TO EMPLOY, TRAIN, SUPERVISE, EVALUATE, AND DISCHARGE STAFF. ALL WAGES, COMPENSATION, AND BENEFITS PROVIDED TO STAFF ARE DETERMINED BY AI AND ARE BASED ON QUALIFICATIONS AND JOB PERFORMANCE ASSESSED ANNUALLY. AI MONITORS AMERICAN SOCIETY OF ASSOCIATION EXECUTIVES INDUSTRY MEDIANS FOR TRADE ASSOCIATION COMPENSATION.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 18	FORMS 1024 AND 990 ARE AVAILABLE UPON REQUEST.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART IX, LINE 11G	CONSULTING: PROGRAM SERVICE EXPENSES 113,438. MANAGEMENT AND GENERAL EXPENSES 689,108. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 802,546. CONTRACT LABOR: PROGRAM SERVICE EXPENSES 0. MANAGEMENT AND GENERAL EXPENSES 18,128. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 18,128. PROFESSIONAL DEVELOPMENT AND EVALUATION: PROGRAM SERVICE EXPENSES 11,127. MANAGEMENT AND GENERAL EXPENSES 300,843. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 311,970. ACADEMIC RESEARCH: PROGRAM SERVICE EXPENSES 209,486. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 209,486. SPEAKER FEES: PROGRAM SERVICE EXPENSES 30,724. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 30,724. TRANSLATION SERVICES: PROGRAM SERVICE EXPENSES 15,526. MANAGEMENT AND GENERAL EXPENSES 180. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 15,706.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XI, LINE 9:	TRANSFER FROM AFFILIATE, ICF PROFESSIONAL COACHES 3,350,000. TRANSFER TO AFFILIATE, ICF COACHING IN ORGANIZATIONS -1,750,000.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XII, LINE 2B	THE METHOD DID NOT CHANGE FROM THE PRIOR YEAR.

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047

2022

**Open to Public
Inspection**

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization
INTERNATIONAL COACHING FEDERATION
GLOBAL ENTERPRISE INC

Employer identification number
83-3632519

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) INTERNATIONAL COACH FEDERATION INC 2365 HARRODSBURG ROAD SUITE A325 LEXINGTON, KY 40504 58-2250628	ADVANCE THE ART, SCIENCE, AND PRACTICE OF PROFESSIONAL COACHING.	NV	501(C)(6)				No
(2) ICF CREDENTIALING AND STANDARDS INC 2365 HARRODSBURG ROAD SUITE A325 LEXINGTON, KY 40504 85-0997468	DEVELOP STANDARDS OF PRACTICE FOR THE COACHING PROFESSION.	DC	501(C)(6)				No
(3) ICF COACH TRAINING INC 2365 HARRODSBURG ROAD SUITE A325 LEXINGTON, KY 40504 85-1008710	ENSURE HIGH STANDARDS IN THE COACHING PROFESSION.	DC	501(C)(6)				No
(4) ICF COACHING IN ORGANIZATIONS INC 2365 HARRODSBURG ROAD SUITE A325 LEXINGTON, KY 40504 84-4066702	ADVOCATE FOR COACHING PROFESSIONALS OPERATING WITHIN ORGANIZATIONS.	DC	501(C)(6)				No
(5) ICF THOUGHT LEADERSHIP INSTITUTE INC 2365 HARRODSBURG ROAD SUITE A325 LEXINGTON, KY 40504 84-4070831	BUILD HIGH QUALITY KNOWLEDGE ON THE PRACTICE OF COACHING.	DC	501(C)(3)	LINE 10			No
(6) INTERNATIONAL COACH FEDERATION FOUNDATION INC 2365 HARRODSBURG ROAD SUITE A325 LEXINGTON, KY 40504 33-1112728	ACCELERATING AND AMPLIFYING SOCIAL SYSTEM CHANGE THROUGH COACHING.	DC	501(C)(3)	LINE 7			No

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		No
b Gift, grant, or capital contribution to related organization(s)	Yes	
c Gift, grant, or capital contribution from related organization(s)	Yes	
d Loans or loan guarantees to or for related organization(s)	Yes	
e Loans or loan guarantees by related organization(s)	Yes	
f Dividends from related organization(s)		No
g Sale of assets to related organization(s)		No
h Purchase of assets from related organization(s)		No
i Exchange of assets with related organization(s)		No
j Lease of facilities, equipment, or other assets to related organization(s)		No
k Lease of facilities, equipment, or other assets from related organization(s)		No
l Performance of services or membership or fundraising solicitations for related organization(s)	Yes	
m Performance of services or membership or fundraising solicitations by related organization(s)		No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		No
o Sharing of paid employees with related organization(s)		No
p Reimbursement paid to related organization(s) for expenses		No
q Reimbursement paid by related organization(s) for expenses		No
r Other transfer of cash or property to related organization(s)		No
s Other transfer of cash or property from related organization(s)		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
See Additional Data Table			

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference	Explanation

Additional Data

Software ID:
Software Version:
EIN: 83-3632519
Name: INTERNATIONAL COACHING FEDERATION
GLOBAL ENTERPRISE INC

Form 990, Schedule R, Part V - Transactions With Related Organizations

(a) Name of related organization	(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
ICF COACH TRAINING INC	E	711,100	
ICF COACH TRAINING INC	L	2,307,688	
ICF COACHING IN ORGANIZATIONS INC	B	1,750,000	
ICF COACHING IN ORGANIZATIONS INC	L	1,025,157	
ICF CREDENTIALING AND STANDARDS INC	E	3,067,633	
ICF CREDENTIALING AND STANDARDS INC	L	4,770,826	
ICF THOUGHT LEADERSHIP INSTITUTE INC	B	1,200,000	
ICF THOUGHT LEADERSHIP INSTITUTE INC	D	396,739	
ICF THOUGHT LEADERSHIP INSTITUTE INC	L	643,216	
INTERNATIONAL COACH FEDERATION FOUNDATION INC	B	1,176,489	
INTERNATIONAL COACH FEDERATION FOUNDATION INC	D	219,765	
INTERNATIONAL COACH FEDERATION FOUNDATION INC	L	1,120,226	
INTERNATIONAL COACH FEDERATION INC	C	3,350,000	
INTERNATIONAL COACH FEDERATION INC	E	15,463,886	
INTERNATIONAL COACH FEDERATION INC	L	7,352,553	