

CHANGE OF ACCOUNTING PERIOD

Return of Organization Exempt From Income Tax

OMB No 1545-0047

Form **990**

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

2020

Do not enter social security numbers on this form as it may be made public. *2012*
Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2020 calendar year, or tax year beginning **JUL 1, 2020** and ending **DEC 31, 2020**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC		D Employer identification number 26-0587238
	Doing business as		E Telephone number 850-562-5300
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 8,482,940.
	516 NORTH ADAMS STREET		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
City or town, state or province, country, and ZIP or foreign postal code TALLAHASSEE, FL 32301		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No	H(c) Group exemption number ▶
F Name and address of principal officer BRITISH ROBINSON P.O. BOX 14380, WASHINGTON, DC 20044		I Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c)() ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	
J Website: ▶ WWW.BARBARABUSH.ORG			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation: 2007 M State of legal domicile: FL	

Part I Summary		Prior Year	Current Year
Activities & Governance	1 Briefly describe the organization's mission or most significant activities SEE SCHEDULE O		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	17
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	16
	5 Total number of individuals employed in calendar year 2020 (Part VII, line 2a)	5	20
	6 Total number of volunteers (estimate if necessary)	6	1236
	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.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	1,377,455.	648,303.
	9 Program service revenue (Part VIII, line 2g)	0.	0.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,088,533.	977,692.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	208,067.	0.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,674,055.	1,625,995.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	131,300.
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)		2,319,123.	1,404,263.
16a Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 1,031,363.			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		3,004,557.	1,173,971.
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)		5,454,980.	2,595,134.
19 Revenue less expenses Subtract line 18 from line 12	-2,780,925.	-969,139.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 28,624,559.	End of Year 30,133,122.
	21 Total liabilities (Part X, line 26)	1,212,369.	1,113,788.
	22 Net assets or fund balances Subtract line 21 from line 20	27,412,190.	29,019,334.

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 <i>Evangelina Fields</i>	Date 10-14-21			
	Type or print name and title EVANGELINE FIELDS, CFO				
Paid Preparer Use Only	Print/Type preparer's name STACEY T KOLKA	Preparer's signature <i>Stacey T. Kolka CPA</i>	Date 9-21-2021	Check if self-employed <input type="checkbox"/>	PTIN P01371120
	Firm's name ▶ THOMAS HOWELL FERGUSON P.A.	Firm's EIN ▶ 59-3186310		Phone no. 850-668-8100	
Firm's address ▶ 2615 CENTENNIAL BLVD., SUITE 200 TALLAHASSEE, FL 32308					

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

SCANNED JUN 30 2022

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THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC

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Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission
**THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY IS COMMITTED TO
BUILDING A STRONGER, MORE EQUITABLE AMERICA THROUGH LITERACY.**

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 \$ **1,090,994.** including grants of \$ _____) (Revenue \$ _____)
LITERACY PROGRAMS

4b (Code _____) (Expenses \$ **177,907.** including grants of \$ **16,900.**) (Revenue \$ _____)
TEEN TRENDSETTERS

4c (Code _____) (Expenses \$ _____ including grants of \$ _____) (Revenue \$ _____)

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

4e Total program service expenses **1,268,901.**

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Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>	X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

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FOR FAMILY LITERACY INC**

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Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions)		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV		X
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV		X
c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV		X
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I		X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?	X	

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

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

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.	17	
b	Enter the number of voting members included on line 1a, above, who are independent	16	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	X	
b	Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)	X	
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **AL, AK, AR, CA, CT, DC, FL, GA, HI, IL, KS, KY**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **▶**
EVANGELINE FIELDS - 850-562-5300
516 NORTH ADAMS STREET, TALLAHASSEE, FL 32301

032006 12-23-20

SEE SCHEDULE O FOR FULL LIST OF STATES

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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 instructions for definition of "key employee."
 • List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
 • List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 • List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
 See instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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) BRITISH ROBINSON PRESIDENT/CEO	60.00	X		X				379,363.	0.	42,148.
(2) ANDREW ROBERTS CHIEF OPERATING OFFICER	40.00			X				225,757.	0.	18,443.
(3) KATHLEEN HANDLEY SR. DIRECTOR, INNOVATION	40.00				X			200,953.	0.	16,497.
(4) EVANGELINE FIELDS CHIEF FINANCIAL OFFICER	40.00			X				196,428.	0.	16,173.
(5) MEGHAN MURPHY VP BUS. DEV. & STRATEGIC	40.00				X			188,347.	0.	23,849.
(6) REBECCA DYER CHIEF MISSION OFFICER	40.00				X			148,445.	0.	11,876.
(7) CHRISTOPHER ROBINSON MAJOR GIFTS OFFICER	40.00				X			134,257.	0.	19,528.
(8) DANA KAMMEL EXECUTIVE SERVICES/BOARD L	40.00				X			121,818.	0.	10,204.
(9) CHRIS FRANGIONE DIRECTOR	1.00	X						0.	0.	0.
(10) CHRISTINE PINA DIRECTOR	1.00	X						0.	0.	0.
(11) DAVID BERE TREASURER	1.00	X	X					0.	0.	0.
(12) DAVID RISHER DIRECTOR	1.00	X						0.	0.	0.
(13) DENINE TORR DIRECTOR	1.00	X						0.	0.	0.
(14) DOROTHY BUSH KOCH HONORARY CHAIR	1.00	X	X					0.	0.	0.
(15) GOVERNOR ROBERT E. WISE DIRECTOR	1.00	X						0.	0.	0.
(16) GWYNN VIROSTEK DIRECTOR	1.00	X						0.	0.	0.
(17) JEAN BECKER SECRETARY	1.00	X	X					0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) JEB BUSH, JR. DIRECTOR	1.00	X					0.	0.	0.	
(19) LAMAR BUNTS DIRECTOR	1.00	X					0.	0.	0.	
(20) LORI WACHS VICE CHAIR	1.00	X		X			0.	0.	0.	
(21) LYNN HIRSHFIELD DIRECTOR	1.00	X					0.	0.	0.	
(22) PEGGY CONLON CHAIR	1.00	X		X			0.	0.	0.	
(23) RACHEL MUSHAHWAR DIRECTOR	1.00	X					0.	0.	0.	
(24) TRICIA REILLY KOCH DIRECTOR	1.00	X					0.	0.	0.	
1b Subtotal							1,595,368.	0.	158,718.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							1,595,368.	0.	158,718.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **10**

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation
ARTEMIS WARD, LLC, 1121 5TH ST. NW SUITE A, WASHINGTON, DC 20001	DIGITAL/SOCIAL MEDIA SPT. & WEB DESIGN	166,549.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **1**

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Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	131,434.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	516,869.			
	g	Noncash contributions included in lines 1a-1f	1g \$				
	h Total. Add lines 1a-1f			648,303.			
Program Service Revenue			Business Code				
	2 a						
	b						
	c						
	d						
	e						
	f All other program service revenue						
g Total. Add lines 2a-2f							
Other Revenue	3		Investment income (including dividends, interest, and other similar amounts)	248,795.			248,795.
	4		Income from investment of tax-exempt bond proceeds				
	5		Royalties				
	6 a		Gross rents				
	6 b		Less rental expenses				
	6 c		Rental income or (loss)				
	6 d		Net rental income or (loss)				
	7 a		Gross amount from sales of assets other than inventory				
	7 b		Less cost or other basis and sales expenses				
	7 c		Gain or (loss)				
	7 d		Net gain or (loss)	728,897.			728,897.
	8 a		Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18				
	8 b		Less direct expenses				
	8 c		Net income or (loss) from fundraising events				
	9 a		Gross income from gaming activities See Part IV, line 19				
9 b		Less direct expenses					
9 c		Net income or (loss) from gaming activities					
10 a		Gross sales of inventory, less returns and allowances					
10 b		Less cost of goods sold					
10 c		Net income or (loss) from sales of inventory					
Miscellaneous Revenue			Business Code				
	11 a						
	b						
	c						
	d All other revenue						
e Total. Add lines 11a-11d							
12 Total revenue. See instructions			1,625,995.	0.	0.	977,692.	

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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	16,900.	16,900.		
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	492,973.	216,103.	52,894.	223,976.
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	756,186.	331,487.	81,136.	343,563.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	83,505.	36,606.	8,960.	37,939.
9 Other employee benefits	8,312.	3,643.	892.	3,777.
10 Payroll taxes	63,287.	27,743.	6,790.	28,754.
11 Fees for services (nonemployees)				
a Management				
b Legal	5,731.	1,959.	1,810.	1,962.
c Accounting	28,308.	9,908.	9,342.	9,058.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	91,035.	59,592.	2,233.	29,210.
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	494,991.	324,021.	12,140.	158,830.
12 Advertising and promotion	67,603.	44,253.	1,658.	21,692.
13 Office expenses	69,750.	30,142.	15,413.	24,195.
14 Information technology	3,316.	2,171.	81.	1,064.
15 Royalties				
16 Occupancy	276,992.	97,576.	91,088.	88,328.
17 Travel	4,340.	1,168.	472.	2,700.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	30,871.	648.		30,223.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	6,747.	3,392.	1,261.	2,094.
23 Insurance	11,303.	3,956.	3,730.	3,617.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a DUES AND SUBSCRIPTIONS	42,022.	19,064.	4,411.	18,547.
b BOOKS AND MATERIALS	36,375.	36,375.		
c OTHER EXPENSES	4,587.	2,194.	559.	1,834.
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	2,595,134.	1,268,901.	294,870.	1,031,363.
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 if following SOP 88-2 (ASC 958-720)

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Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year	
Assets	1	Cash - non-interest-bearing	132,354.	1	314,380.
	2	Savings and temporary cash investments	300,117.	2	723,828.
	3	Pledges and grants receivable, net	225,908.	3	247,561.
	4	Accounts receivable, net		4	
	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	125,937.	9	223,168.
	10a	Land, buildings, and equipment - cost or other basis. Complete Part VI of Schedule D	65,435.		
	10b	Less: accumulated depreciation	45,603.	10c	19,832.
	11	Investments - publicly traded securities	27,818,013.	11	28,604,353.
	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		15	
16	Total assets. Add lines 1 through 15 (must equal line 33)	28,624,559.	16	30,133,122.	
Liabilities	17	Accounts payable and accrued expenses	622,619.	17	513,696.
	18	Grants payable	150,000.	18	0.
	19	Deferred revenue	439,750.	19	600,092.
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26	Total liabilities. Add lines 17 through 25	1,212,369.	26	1,113,788.
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	27,412,190.	27	29,019,334.
	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	27,412,190.	32	29,019,334.
33	Total liabilities and net assets/fund balances	28,624,559.	33	30,133,122.	

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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)	1,625,995.
2	Total expenses (must equal Part IX, column (A), line 25)	2,595,134.
3	Revenue less expenses Subtract line 2 from line 1	-969,139.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	27,412,190.
5	Net unrealized gains (losses) on investments	2,576,283.
6	Donated services and use of facilities	
7	Investment expenses	
8	Prior period adjustments	
9	Other changes in net assets or fund balances (explain on Schedule O)	0.
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 32, column (B))	29,019,334.

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits		

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THE BARBARA BUSH FOUNDATION

Schedule A (Form 990 or 990-EZ) 2020

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

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	3,086,478.	4,410,041.	2,549,964.	1,377,455.	648,303.	12,072,241.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	3,086,478.	4,410,041.	2,549,964.	1,377,455.	648,303.	12,072,241.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						152,093.
6 Public support. Subtract line 5 from line 4						11,920,148.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4	3,086,478.	4,410,041.	2,549,964.	1,377,455.	648,303.	12,072,241.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	768,803.	733,273.	752,163.	692,051.	248,795.	3,195,085.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						15,267,326.

12 Gross receipts from related activities, etc (see instructions) 12

13 **First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f))	14	78.08 %
15 Public support percentage from 2019 Schedule A, Part II, line 14	15	80.82 %

16a **33 1/3% support test - 2020.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

b **33 1/3% support test - 2019.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

17a **10% -facts-and-circumstances test - 2020.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test The organization qualifies as a publicly supported organization

b **10% -facts-and-circumstances test - 2019.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test The organization qualifies as a publicly supported organization

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

Schedule A (Form 990 or 990-EZ) 2020

THE BARBARA BUSH FOUNDATION

Schedule A (Form 990 or 990-EZ) 2020

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

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

15 Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2020. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

THE BARBARA BUSH FOUNDATION

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

THE BARBARA BUSH FOUNDATION

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

THE BARBARA BUSH FOUNDATION

Schedule A (Form 990 or 990-EZ) 2020 FOR FAMILY LITERACY INC

26-0587238 Page 6

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI)		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use Enter 0 015 of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0 035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0 85 of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions)		

Schedule A (Form 990 or 990-EZ) 2020

THE BARBARA BUSH FOUNDATION

Schedule A (Form 990 or 990-EZ) 2020 FOR FAMILY LITERACY INC

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI) See instructions	6
7	Total annual distributions. Add lines 1 through 6	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	8
9	Distributable amount for 2020 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1	Distributable amount for 2020 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2020 (reasonable cause required - explain in Part VI) See instructions		
3	Excess distributions carryover, if any, to 2020		
a	From 2015		
b	From 2016		
c	From 2017		
d	From 2018		
e	From 2019		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2020 distributable amount		
i	Carryover from 2015 not applied (see instructions)		
j	Remainder Subtract lines 3g, 3h, and 3i from line 3f		
4	Distributions for 2020 from Section D, line 7 \$		
a	Applied to underdistributions of prior years		
b	Applied to 2020 distributable amount		
c	Remainder Subtract lines 4a and 4b from line 4		
5	Remaining underdistributions for years prior to 2020, if any Subtract lines 3g and 4a from line 2 For result greater than zero, explain in Part VI. See instructions		
6	Remaining underdistributions for 2020 Subtract lines 3h and 4b from line 1 For result greater than zero, explain in Part VI See instructions		
7	Excess distributions carryover to 2021. Add lines 3j and 4c		
8	Breakdown of line 7		
a	Excess from 2016		
b	Excess from 2017		
c	Excess from 2018		
d	Excess from 2019		
e	Excess from 2020		

Schedule A (Form 990 or 990-EZ) 2020

THE BARBARA BUSH FOUNDATION

Schedule A (Form 990 or 990-EZ) 2020 FOR FAMILY LITERACY INC

26-0587238 Page 8

Part VI Supplemental Information. Provide the explanations required by Part II, line 10, Part II, line 17a or 17b, Part III, line 12, Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B, lines 1 and 2, Part IV, Section C, line 1, Part IV, Section D, lines 2 and 3, Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b, Part V, line 1, Part V, Section B, line 1e, Part V, Section D, lines 5, 6, and 8, and Part V, Section E, lines 2, 5, and 6 Also complete this part for any additional information (See instructions)

PART II, SHORT YEAR EXPLANATION:

THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC CHANGED ITS ACCOUNTING PERIOD FROM A FISCAL YEAR ENDING JUNE 30TH TO A CALENDAR YEAR STARTING JULY 1, 2020. THE CURRENT SHORT-YEAR REPORTING PERIOD IS FROM JULY 1, 2020 TO DECEMBER 31, 2020.

Multiple horizontal lines for supplemental information.

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No 1545-0047

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527
 ▶ **Complete if the organization is described below. ▶ Attach to Form 990 or Form 990-EZ.**
 ▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B. Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

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

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

Name of organization THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC	Employer identification number 26-0587238
--	---

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2 Political campaign activity expenditures ▶ \$ _____
- 3 Volunteer hours for political campaign activities _____

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____
- 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ _____
- 4 Did the filing organization file Form 1120-POL for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule C (Form 990 or 990-EZ) 2020

LHA

032041 12-02-20

THE BARBARA BUSH FOUNDATION

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

B Check if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)															
b Total lobbying expenditures to influence a legislative body (direct lobbying)															
c Total lobbying expenditures (add lines 1a and 1b)															
d Other exempt purpose expenditures		2,595,134.													
e Total exempt purpose expenditures (add lines 1c and 1d)		2,595,134.													
f Lobbying nontaxable amount Enter the amount from the following table in both columns		279,757.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
g Grassroots nontaxable amount (enter 25% of line 1f)		69,939.													
h Subtract line 1g from line 1a If zero or less, enter -0-		0.													
i Subtract line 1f from line 1c If zero or less, enter -0-		0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
2a Lobbying nontaxable amount	309,496.	309,413.	422,769.	279,757.	1,321,435.
b Lobbying ceiling amount (150% of line 2a, column(e))					1,982,153.
c Total lobbying expenditures					
d Grassroots nontaxable amount	77,374.	77,353.	105,692.	69,939.	330,358.
e Grassroots ceiling amount (150% of line 2d, column (e))					495,537.
f Grassroots lobbying expenditures					

THE BARBARA BUSH FOUNDATION

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?		
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?		
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?		

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (See instructions)	5	

Part IV Supplemental Information

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

SCHEDULE 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

2020

Open to Public Inspection

Name of the organization **THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC** Employer identification number **26-0587238**

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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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 (for example, recreation or education) Preservation of a 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 Tax 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 7/25/06, 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 ▶ \$ _____

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

Schedule D (Form 990) 2020

032051 12-01-20

**THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC**

Schedule D (Form 990) 2020

26-0587238 Page 3

Part VII Investments - Other Securities.

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15) ▶	

Part X Other Liabilities.

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

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

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

Schedule D (Form 990) 2020

THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC

Schedule D (Form 990) 2020

26-0587238 Page 4

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	4,243,478.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a	2,576,283.	
b	Donated services and use of facilities	2b	132,235.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	2,708,518.
3	Subtract line 2e from line 1		3	1,534,960.
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	91,035.	
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	91,035.
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)		5	1,625,995.

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	2,636,334.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a	132,235.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	132,235.
3	Subtract line 2e from line 1		3	2,504,099.
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	91,035.	
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	91,035.
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)		5	2,595,134.

Part XIII Supplemental Information.

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

PART X, LINE 2:

THE FOUNDATION IS NO LONGER SUBJECT TO EXAMINATIONS BY MAJOR TAX

JURISDICTIONS FOR YEARS ENDED DECEMBER 31, 2016 AND PRIOR.

THE BARBARA BUSH FOUNDATION

Schedule G (Form 990 or 990-EZ) 2020 FOR FAMILY LITERACY INC

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Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		(event type)	(event type)	(total number)	(add col (a) through col (c))
Revenue	1	Gross receipts			
	2	Less Contributions			
	3	Gross income (line 1 minus line 2)			
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs			
	7	Food and beverages			
	8	Entertainment			
	9	Other direct expenses			
	10	Direct expense summary Add lines 4 through 9 in column (d)			
	11	Net income summary Subtract line 10 from line 3, column (d)			

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
		1	Gross revenue		
Direct Expenses	2	Cash prizes			
	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
	6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No
7	Direct expense summary Add lines 2 through 5 in column (d)				
8	Net gaming income summary Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities _____
 a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain _____

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

b If "Yes," explain _____

THE BARBARA BUSH FOUNDATION

Schedule G (Form 990 or 990-EZ) 2020 FOR FAMILY LITERACY INC

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- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity conducted in

a The organization's facility		%
b An outside facility		%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶ _____

Address ▶ _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____
- c If "Yes," enter name and address of the third party

Name ▶ _____

Address ▶ _____

16 Gaming manager information

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions

- a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
- b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable Also provide any additional information See instructions

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: FORTIFIED STRATEGIES

(I) ADDRESS OF FUNDRAISER:

3425 BANNERMAN ROAD #105-441, TALLAHASSEE, FL 32312

(II) ACTIVITY: PROGRAMS WITH SPONSORSHIPS & PAID PRICE FOR ATTENDANCE

**SCHEDULE J
(Form 990)**

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

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

OMB No 1545-0047

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

**THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC**

Employer identification number

26-0587238

Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.		
<input type="checkbox"/> First-class or charter travel		
<input type="checkbox"/> Travel for companions		
<input type="checkbox"/> Tax indemnification and gross-up payments		
<input type="checkbox"/> Discretionary spending account		
<input type="checkbox"/> Housing allowance or residence for personal use		
<input type="checkbox"/> Payments for business use of personal residence		
<input type="checkbox"/> Health or social club dues or initiation fees		
<input type="checkbox"/> Personal services (such as maid, chauffeur, chef)		
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain		
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?		
3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.		
<input type="checkbox"/> Compensation committee		
<input checked="" type="checkbox"/> Independent compensation consultant		
<input checked="" type="checkbox"/> Form 990 of other organizations		
<input checked="" type="checkbox"/> Written employment contract		
<input type="checkbox"/> Compensation survey or study		
<input checked="" type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
a Receive a severance payment or change-of-control payment?	X	
b Participate in or receive payment from a supplemental nonqualified retirement plan?		X
c Participate in or receive payment from an equity-based compensation arrangement?		X
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a The organization?		X
b Any related organization?		X
If "Yes" on line 5a or 5b, describe in Part III.		
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a The organization?		X
b Any related organization?		X
If "Yes" on line 6a or 6b, describe in Part III.		
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III.		X
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.		X
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

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

Schedule J (Form 990) 2020

THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC

Schedule J (Form 990) 2020

26-0587238

Page 2

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) BRITISH ROBINSON PRESIDENT/CEO	348,650.	30,713.	0.	30,349.	11,799.	421,511.	0.
(2) ANDREW ROBERTS CHIEF OPERATING OFFICER	216,492.	9,265.	0.	18,061.	382.	244,200.	0.
(3) KATHLEEN HANDLEY SR. DIRECTOR, INNOVATION	188,679.	12,274.	0.	16,076.	421.	217,450.	0.
(4) EVANGELINE FIELDS CHIEF FINANCIAL OFFICER	179,103.	17,325.	0.	15,714.	459.	212,601.	0.
(5) MEGHAN MURPHY VP BUS. DEV. & STRATEGIC	153,427.	9,748.	25,172.	13,054.	10,795.	212,196.	0.
(6) REBECCA DYER CHIEF MISSION OFFICER	134,012.	14,433.	0.	11,876.	0.	160,321.	0.
(7) CHRISTOPHER ROBINSON MAJOR GIFTS OFFICER	128,424.	5,833.	0.	10,741.	8,787.	153,785.	0.
(i)	0.	0.	0.	0.	0.	0.	0.
(ii)							
(iii)							
(iv)							
(v)							
(vi)							
(vii)							
(viii)							
(ix)							
(x)							
(xi)							
(xii)							
(xiii)							
(xiv)							
(xv)							
(xvi)							
(xvii)							
(xviii)							
(xix)							
(xx)							

SCHEDULE O
(Form 990 or 990-EZ)

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

2020

Open to Public
Inspection

Name of the organization

**THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC**

Employer identification number
26-0587238

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

THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY IS COMMITTED TO
BUILDING A STRONGER, MORE EQUITABLE AMERICA THROUGH LITERACY.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

FORMER FIRST LADY BARBARA BUSH CHOSE LITERACY AS HER LIFE'S WORK BASED
ON A SIMPLE, BUT POWERFUL BELIEF: "IF MORE PEOPLE COULD READ, WRITE,
AND COMPREHEND, WE WOULD BE THAT MUCH CLOSER TO SOLVING SO MANY OF THE
PROBLEMS PLAGUING OUR SOCIETY."

SHE KNEW THAT LITERACY IS THE KEY TO A LIFE OF EQUITY, OPPORTUNITY, AND
PROSPERITY FOR ALL AMERICANS. SINCE SHE ESTABLISHED THE BARBARA BUSH
FOUNDATION FOR FAMILY LITERACY IN 1989, RESEARCH HAS PROVEN HER RIGHT,
LINKING LITERACY TO SOME OF THE MOST PRESSING ISSUES OF OUR TIME.

OVER THE PAST THREE DECADES, THE BARBARA BUSH FOUNDATION HAS SUPPORTED
FAMILY LITERACY PROGRAMS IN ALL 50 STATES AND THE DISTRICT OF COLUMBIA,
CHANGING THE LIVES OF COUNTLESS PARENTS AND CHILDREN. TODAY, WE REMAIN
COMMITTED TO BARBARA BUSH'S VISION, WORKING TOWARD AN AMERICA IN WHICH
ALL ADULTS HAVE THE OPPORTUNITY TO READ, WRITE, AND COMPREHEND IN ORDER
TO NAVIGATE THE WORLD WITH DIGNITY.

LOW LITERACY IS A SILENT AND ENDURING CRISIS IN OUR COUNTRY, PREVENTING
130 MILLION AMERICANS FROM FULLY ENGAGING IN OUR SOCIETY AS PARENTS,
WORKERS, AND CITIZENS. ROUGHLY 54 PERCENT OF U.S. ADULTS AGED 16-74

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

Schedule O (Form 990 or 990-EZ) 2020

032211 11-20-20

Name of the organization	THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC	Employer identification number	26-0587238
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LACK PROFICIENCY IN LITERACY, ESSENTIALLY READING BELOW A SIXTH GRADE LEVEL. LOW LITERACY LIES AT THE CORE OF THE MULTIGENERATIONAL CYCLES OF POVERTY, POOR HEALTH, AND LOW EDUCATIONAL ATTAINMENT THAT IMPACT OUR FAMILIES, COMMUNITIES, AND OUR NATION AS A WHOLE.

THE BARBARA BUSH FOUNDATION IS DEDICATED TO BRIDGING THE ENORMOUS GAP BETWEEN AVAILABLE RESOURCES AND THE POPULATION IN NEED. THIS ISSUE IS LARGELY IGNORED, HISTORICALLY UNDERFUNDED, AND WOEFULLY UNDER-RESEARCHED, DESPITE BEING ONE OF THE GREAT SOLVABLE PROBLEMS OF OUR TIME. WE KNOW THAT THIS PROBLEM IS TOO LARGE FOR ANY ONE ORGANIZATION TO TACKLE ALONE. TO SOLVE IT, WE MUST BREAK DOWN SILOS TO GALVANIZE COLLECTIVE ACTION AND FILL RESEARCH GAPS TO FURTHER UNDERSCORE LITERACY'S IMPACT ON EQUITY, POVERTY, AND HEALTH-ULTIMATELY SHINING A LIGHT ON AMERICA'S SILENT CRISIS.

WE ARE COMMITTED TO CREATING THE KNOWLEDGE AND EVIDENCE BASES THAT WE NEED TO MOVE THE NEEDLE ON LOW LITERACY. IT IS CRITICAL THAT WE "PUT A FACE" ON THE PROBLEM BY PINPOINTING THE PEOPLE AND PLACES THAT IT IMPACTS DIRECTLY, AS WELL AS THE RIPPLE EFFECTS THAT IT SENDS THROUGHOUT OUR SOCIETY.

WE TAKE AN EVIDENCE-BASED APPROACH ON EVERY LEVEL-INVESTING IN ACADEMIC RESEARCH TO DOCUMENT THE CRISIS AND ITS IMPACTS, AND TO INFORM THE WORK OF PRACTITIONERS, AS WELL AS SUPPORTING PROGRAMS AND INITIATIVES THAT ARE GROUNDED IN THE SCIENCE OF READING AND EMPLOY AGE-APPROPRIATE ADULT LEARNING THEORY TO MAXIMIZE IMPACT.

EVERY BARBARA BUSH FOUNDATION PROGRAM AND INITIATIVE UTILIZES

Name of the organization THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC

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EVIDENCE-BASED LEARNING THEORY, AND IS CONTINUALLY EVALUATED TO ASSESS
IMPACT. OUR COMMITMENT TO MEASUREMENT AND ACCOUNTABILITY PROVIDES
CRITICAL DATA THAT INFORMS NOT ONLY OUR WORK, BUT THE WORK OF THE
ENTIRE FIELD, AND ENSURES BETTER OUTCOMES FOR THE FAMILIES AND
COMMUNITIES WE SERVE. OUR RESULTS-DRIVEN SOLUTIONS INCLUDE:

LITERACY GAP MAP: OUR LITERACY GAP MAP (MAP.BARBARABUSH.ORG) VISUALLY
REPRESENTS THE RELATIONSHIP OF LITERACY TO HEALTH, INCOME, AND
EDUCATION NATIONWIDE-LITERALLY PUTTING LOW LITERACY AND ITS DEVASTATING
EFFECTS ON THE MAP AT THE COUNTY, STATE, AND CITY LEVEL TO INFORM
RESOURCE DEVELOPMENT AND DECISION MAKING.

ECONOMIC STUDY: A FIRST-OF-ITS-KIND ECONOMIC STUDY COMMISSIONED BY THE
BARBARA BUSH FOUNDATION RECENTLY ASSESSED THE ISSUE AT A MACROECONOMIC
LEVEL. THIS ANALYSIS OF OUR LITERACY GAP MAP DATA, CONDUCTED BY GALLUP
ECONOMISTS AND RELEASED VIA AN EXCLUSIVE IN FORBES, FOUND THAT THE U.S.
COULD BE LOSING A STAGGERING \$2.2 TRILLION IN GROSS DOMESTIC PRODUCT
(GDP) DUE TO LOW ADULT LITERACY RATES.

BARBARA BUSH FELLOWS: OUR BARBARA BUSH FELLOWS PROGRAM FUELS CRITICAL
LITERACY RESEARCH. THESE TWO-YEAR GRANTS SUPPORT ACADEMIC RESEARCH THAT
WILL HELP INCREASE LEARNING, ACCELERATE INNOVATION, AND INCUBATE THE
MOST EFFECTIVE INITIATIVES, AS WELL AS EXPLORE THE MOST PRESSING
QUESTIONS FACED BY LITERACY PRACTITIONERS TODAY.

NATIONAL ACTION PLAN: IN OUR ROLE AS A THOUGHT LEADER AND CONVENER, WE
ARE WORKING TO BUILD A NATIONAL MOVEMENT FOCUSED ON INNOVATION AND
INVESTMENT IN THE FIELD OF ADULT AND FAMILY LITERACY. WE HAVE

Name of the organization THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC	Employer identification number 26-0587238
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COMMISSIONED A CROSS-SECTOR TASK FORCE OF EXPERTS FROM BOTH INSIDE AND OUTSIDE OF THE LITERACY SPHERE TO CREATE A NATIONAL ACTION PLAN FOR ADULT LITERACY. FIVE EXPERT WORKING GROUPS IN THE AREAS OF REACH AND ACCESS, DATA, PROFESSIONAL DEVELOPMENT, CRIMINAL JUSTICE, AND RESEARCH HAVE COLLABORATED TO CREATE THE INITIAL DRAFT OF THIS PLAN, WHICH WILL LAY OUT A ROADMAP FOR NATIONWIDE ACTION OVER THE NEXT FIVE YEARS. THE PLAN WILL BE PRESENTED AT THE 2021 NATIONAL SUMMIT ON ADULT LITERACY, SETTING A BOLD AGENDA AIMED TO STRENGTHEN, SCALE, AND IMPROVE ACCESS TO LITERACY PROGRAMS FOR ADULT LEARNERS-VASTLY INCREASING OUR COLLECTIVE IMPACT ON THE MILLIONS OF ADULTS IN NEED.

TECHNOLOGY AND INNOVATION: WE BELIEVE THAT TECHNOLOGY CAN HELP US MEET FAMILIES WHERE THEY ARE. WE ARE COMMITTED TO DEVELOPING AND SCALING SOLUTIONS THAT CAN REACH LEARNERS WHERE THEY LIVE, WORK, PLAY, AND PRAY, EXPANDING OPPORTUNITIES FOR LEARNING BEYOND THE TRADITIONAL CLASSROOM. IN 2015, THE BARBARA BUSH FOUNDATION MADE HISTORY BY INCENTIVIZING THE DEVELOPMENT OF MOBILE APPS TO HELP ADULTS LEARN TO READ ANYTIME, ANYWHERE. NOW, WE ARE WORKING TO PUT THESE GROUNDBREAKING APPS INTO THE HANDS OF LEARNERS NATIONWIDE. WE HAVE INCORPORATED AN AWARD-WINNING ADULT LITERACY APP INTO OUR LITERACY PROGRAMS, AND WE SERVE AS FOUNDING PARTNER IN A NATIONAL INITIATIVE AIMED AT DISTRIBUTING THE APP TO ONE MILLION ADULTS IN THE NEXT YEAR. TO GUIDE AND ACCELERATE OUR TECHNOLOGY-FOCUSED EFFORTS, WE HAVE ENLISTED THE EXPERTISE OF OUR TECHNOLOGY ADVISORY COUNCIL. THIS GROUP-COMPRISED OF SILICON VALLEY LEADERS, VENTURE CAPITALISTS, INDUSTRY TRAILBLAZERS, AND SOME OF THE NATION'S TOP PHILANTHROPIES-PROVIDES CRITICAL INPUT THAT WILL SHAPE NOT ONLY OUR WORK, BUT THE TRAJECTORY OF THE ENTIRE ADULT LITERACY FIELD IN THE YEARS TO COME.

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COVID-19 RELIEF: AMID THE COVID-19 CRISIS, WE HAVE CHanneled OUR 30+ YEARS OF EXPERTISE IN FAMILY LITERACY INTO SUPPORTING AMERICA'S LOW-LITERATE FAMILIES, WHO HAVE BEEN AMONG THE HARDEST HIT. WE WERE PLEASED TO BE RECOGNIZED BY BOTH FORBES AND FORTUNE FOR THE AT-HOME ONLINE LEARNING TOOLKITS WE CREATED TO HELP STUDENTS OF ALL AGES NAVIGATE THESE CHALLENGING TIMES. IN THE MONTHS TO COME, WE PLAN TO PLAY AN IMPORTANT ROLE IN OUR NATION'S EDUCATIONAL RECOVERY PLAN BY PROVIDING NEW RESOURCES TO SUPPORT PARENTS AND EDUCATORS.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

TEEN TRENDSETTERS IS AMONG THE BARBARA BUSH FOUNDATION'S LONGEST-RUNNING PROGRAMS. THE PROGRAM PAIRS TEEN MENTORS WITH ELEMENTARY SCHOOLERS WHO ARE READING FOUR MONTHS OR MORE BELOW GRADE LEVEL, USING EVIDENCE-BASED STRATEGIES AND ACTIVITIES TO BUILD LITERACY SKILLS AND CONFIDENCE. SINCE ITS LAUNCH IN 2002, TEEN TRENDSETTERS HAS EVOLVED TO SERVE STRUGGLING ELEMENTARY SCHOOL READERS AND THEIR FAMILIES, LEVERAGING AN INNOVATIVE COMBINATION OF HIGH QUALITY CURRICULUM, RESEARCH-PROVEN MENTORING TECHNIQUES, AND PARENTAL ENGAGEMENT TO IMPROVE LITERACY SKILLS ACROSS MULTIPLE GENERATIONS.

COVID-19 RESPONSE

THE COVID-19 PANDEMIC CAUSED RESTRICTIONS LIMITING PERSON-TO-PERSON CONTACT AND ACCESS TO SCHOOL FACILITIES, LEADING TO THE SUSPENSION OR TERMINATION OF MANY SCHOOL-RELATED SUPPORT PROGRAMS. HOWEVER, TEEN TRENDSETTERS FACED THIS CHALLENGE HEAD-ON, AVOIDING ANY DISRUPTION OF

Name of the organization THE BARBARA BUSH FOUNDATION
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SERVICES TO STRUGGLING READERS AND THEIR FAMILIES DURING THE PANDEMIC
BY CONTINUING TO SUPPORT SCHOOLS THAT REMAIN OPEN TO IN-PERSON
LEARNING, AS WELL AS THOSE LEARNING REMOTELY, THROUGH A "PILOT" DIGITAL
VERSION OF THE PROGRAM. IN ADDITION, THE FOUNDATION CONTINUED TO
PROVIDE PRINTED BOOKS FOR PARTICIPANTS TO BUILD THEIR HOME LIBRARIES
AND CONTINUE READING AT HOME.

OUR IMPACT

SINCE 2002:

THE BARBARA BUSH FOUNDATION HAS SUPPORTED MORE THAN 1,600 TEEN
TRENDSETTERS PROGRAMS IN 18 STATES, PROVIDING MORE THAN 513,000 BOOKS
TO NEARLY 36,000 STRUGGLING READERS.
OVER 39,000 MENTORS HAVE VOLUNTEERED MORE THAN 709,000 HOURS TO HELP
THEIR MENTEES IMPROVE THEIR READING, WITH OUTSTANDING RESULTS.

OUR RESULTS

OVERALL, MENTEES PROGRESS ONE GRADE LEVEL OR MORE IN READING AFTER
SEVEN MONTHS IN THE TEEN TRENDSETTERS PROGRAM.
THE INCREASE OF MORE THAN ONE GRADE LEVEL IN READING IS EVEN MORE
SUBSTANTIAL, GIVEN THAT MENTEES BEGAN WELL BELOW GRADE LEVEL.
THIS PROGRESS IS SIGNIFICANT BECAUSE MENTEES SHOWED 50% MORE GROWTH
THAN WOULD BE EXPECTED FOR AN ON-GRADE OR ABOVE-GRADE READER DURING
THIS TIME.
A THIRD-PARTY COMPARISON STUDY IN 2016 REVEALED THAT MENTEES SHOWED
61% MORE GROWTH THAN THEIR PEERS WHO DID NOT TAKE PART IN THE PROGRAM,
GAINING NEARLY HALF A YEAR'S WORTH OF ADDITIONAL READING SKILLS.

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OVER THE PAST YEAR, WE HAVE ENHANCED THE PROGRAM TO SERVE ENTIRE
FAMILIES, INCORPORATING RESOURCES AND NEW TECHNOLOGY THAT EQUIP PARENTS
TO FULFILL THEIR ESSENTIAL ROLE AS-IN THE WORDS OF BARBARA BUSH-THEIR
CHILD'S "FIRST AND BEST TEACHER." EACH BOOK THAT CHILDREN READ WITH
THEIR TEEN MENTOR IS ADDED TO THEIR HOME LIBRARIES, ACCOMPANIED BY A
PARENT GUIDE THAT ENGAGES CAREGIVERS BY PROVIDING LITERACY ACTIVITIES
FOR HOME, RECOGNIZING THAT MANY PARENTS AND CAREGIVERS MAY STRUGGLE
WITH READING THEMSELVES, WE OFFER RESOURCES FOR THEM AS WELL. EACH
PARENT GUIDE PROVIDES FREE ACCESS TO THE CELL-ED ADULT LITERACY APP FOR
PARENTS WHO WISH TO IMPROVE THEIR OWN LITERACY SKILLS WITHOUT ATTENDING
CLASSES.

IN THE COMING MONTHS, WE LOOK FORWARD TO:

CONTINUING TO ENHANCE THE PROGRAM'S RESOURCES TO FOSTER PARENT
ENGAGEMENT AND ADULT LITERACY SKILL DEVELOPMENT
IMPLEMENTING AN ONLINE VERSION OF THE PROGRAM TO REACH LEARNERS
OUTSIDE OF TRADITIONAL SCHOOLS
EXTENDING THE PROGRAM BEYOND THE ACADEMIC YEAR TO HELP STUDENTS KEEP
PROGRESSING YEAR-ROUND
EXPANDING THE POOL OF MENTORS TO VETTED, TRAINED VOLUNTEERS OF ALL
AGES
LAUNCHING AN ONLINE VERSION OF THE PROGRAM FOR ADULT LEARNERS
TRANSLATING ALL PROGRAM MATERIALS INTO SPANISH AS WELL AS ENGLISH

FORM 990, PART VI, SECTION A, LINE 2:

DORO BUSH KOCH AND TRICIA REILLY KOCH ARE RELATED AND HAVE A BUSINESS

Name of the organization THE BARBARA BUSH FOUNDATION
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RELATIONSHIP.

JEB BUSH, JR AND DORO BUSH KOCH ARE RELATED.

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

THE FORM 990 AND ALL ACCOMPANYING SCHEDULES ARE PREPARED BY THE ORGANIZATION'S PUBLIC ACCOUNTING FIRM BASED ON DATA SUPPLIED BY THE ORGANIZATION. ONCE A REVIEW IS PERFORMED BY MANAGEMENT OF THE ORGANIZATION, THE FORM 990 AND ALL ACCOMPANYING SCHEDULES ARE APPROVED BY THE AUDIT COMMITTEE TO PRESENT TO THE BOARD OF DIRECTORS FOR THEIR FINAL REVIEW AND APPROVAL.

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

EACH YEAR BEFORE ITS ANNUAL MEETING, THE ORGANIZATION'S CONFLICT OF INTEREST POLICY COVERING MANAGEMENT STAFF AND BOARD MEMBERS IS REVIEWED AND REVISED AS REVISIONS ARE CONSIDERED NECESSARY BY THE CEO. ANNUALLY THE MANAGEMENT STAFF AND BOARD MEMBERS ARE REQUIRED TO REVIEW, SIGN, AND SUBMIT A CONFLICT OF INTEREST FORM. FOLLOWING FULL DISCLOSURE OF A POSSIBLE CONFLICT, THE BOARD OF DIRECTORS SHALL DETERMINE WHETHER A CONFLICT OF INTEREST EXISTS AND, IF SO THE BOARD SHALL VOTE TO AUTHORIZE OR REJECT THE TRANSACTION OR TAKE ANY OTHER ACTIONS DEEMED NECESSARY TO ADDRESS THE CONFLICT AND PROTECT THE BARBARA BUSH FOUNDATION'S BEST INTEREST.

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

THE SALARIES AND OTHER COMPENSATION OF THE CHIEF EXECUTIVE OFFICER AND AGENTS OF THE CORPORATION (ACTING IN SUCH CAPACITIES) SHALL BE DECIDED BY THE BOARD OF DIRECTORS OR A DULY AUTHORIZED COMMITTEE OF THE BOARD OF DIRECTORS. COMPENSATION DECISIONS MADE BY THE BOARD OF DIRECTORS OR A

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COMMITTEE THEREOF SHALL REQUIRE THE AFFIRMATIVE VOTE OF A MAJORITY OF THE MEMBERS OF THE BOARD OF DIRECTORS OR SUCH COMMITTEE.

THE PRESIDENT/CEO SHALL BE NOMINATED BY THE NOMINATING AND GOVERNANCE COMMITTEE, APPOINTED BY THE BOARD OF DIRECTORS AND SERVE UNTIL HIS OR HER RESIGNATION, REMOVAL, DISQUALIFICATION OR DEATH AND UNTIL HIS OR HER SUCCESSOR IS APPOINTED. THE PRESIDENT/CEO WILL BE EVALUATED ANNUALLY BY THE EXECUTIVE COMMITTEE IN COORDINATION WITH AN OUTSIDE PERFORMANCE EVALUATION EXPERT.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AL, AK, AR, CA, CT, DC, FL, GA, HI, IL, KS, KY, MD, MA, MI, MN, MS, NV, NH, NJ, NY, NC, OK, OR, PA, SC, TN, UT, VA, WA, WV, WI, WY

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

THE ORGANIZATION'S GOVERNING DOCUMENTS ARE AVAILABLE THROUGH THE FLORIDA DEPARTMENT OF AGRICULTURE & CONSUMER SERVICES.

FORM 990, PART I, LINE 6, VOLUNTEERS:

THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY, INC IS A PUBLIC CHARITY FOUNDED BY FORMER FIRST LADY BARBARA BUSH. THE BUSH FAMILY IS PROUD TO SUPPORT LITERACY THROUGH THEIR PHILANTHROPIC EFFORTS. DOROTHY BUSH KOCH IS HONORARY CHAIR AND SERVES AS A VOLUNTEER MEMBER OF THE BOARD OF DIRECTORS. DOROTHY'S SISTER-IN-LAW, TRICIA REILLY KOCH, AND NEPHEW, JEB BUSH, JR., ARE ALSO VOLUNTEER MEMBERS OF THE BOARD OF DIRECTORS. BUSH FAMILY MEMBERS WHO LEND THEIR NAMES AND VALUABLE TIME AS VOLUNTEERS, PARTICULARLY TO SUPPORT THE FOUNDATION'S CELEBRATION OF READING EVENTS, INCLUDE PRESIDENT GEORGE W. AND LAURA BUSH, GOVERNOR

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JEB AND COLUMBA BUSH, MARVIN AND MARGARET BUSH, NEIL AND MARIA BUSH,

DORO AND BOBBY KOCH, ALEXANDER ANDREWS, PACE ANDREWS, THE HONORABLE

GEORGE P. AND AMANDA BUSH, MARSHALL BUSH, NOELLE BUSH, SARABETH AND

PIERCE BUSH, WALKER BUSH, SANDRA AND JEB BUSH, JR., BARBARA BUSH AND

CRAIG COYNE, ELIZABETH ANDREWS, JENNA BUSH HAGER AND HENRY HAGER, GIGI

KOCH, ROBERT KOCH, LAUREN BUSH LAUREN AND DAVID LAUREN, LEE AND SAM

LEBLOND, ASHLEY BUSH AND JULIAN LEFEVRE, AND ELLIE AND NICK SOSA.

FORM 990, PART VI, SECTION A, LINE 8

THE EXECUTIVE COMMITTEE WHICH SHALL CONSIST OF THE CHAIR (WHO SHALL BE

THE CHAIRPERSON OF THE EXECUTIVE COMMITTEE), THE HONORARY CHAIR (IF

APPLICABLE), THE VICE CHAIR, THE OFFICERS OF THE BOARD OF DIRECTORS,

THE PRESIDENT/CEO, AND SUCH ADDITIONAL DIRECTORS AS MAY BE APPOINTED BY

THE CHAIR AND APPROVED BY THE BOARD OF DIRECTORS. AT LEAST A MAJORITY

OF THE MEMBERS OF THE EXECUTIVE COMMITTEE SHALL CONSTITUTE A QUORUM FOR

THE TRANSACTION OF ITS BUSINESS.

THE EXECUTIVE COMMITTEE SHALL FORMULATE, SUPERVISE AND IMPLEMENT THE

POLICIES OF THE CORPORATION UNDER THE DIRECTION OF THE BOARD OF

DIRECTORS AND BETWEEN THE MEETINGS OF THE BOARD OF DIRECTORS AND WHILE

THE BOARD OF DIRECTORS IS NOT IN SESSION, AND SHALL HAVE ALL THE POWERS

AND EXERCISE ALL THE DUTIES OF THE BOARD OF DIRECTORS IN THE MANAGEMENT

OF THE BUSINESS OF THE CORPORATION, EXCEPT THOSE ENUMERATED IN THE

BYLAWS.

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FORM 990, PART IX, LINE 11G, OTHER FEES:

PROFESSIONAL SERVICE:

PROGRAM SERVICE EXPENSES	324,021.
MANAGEMENT AND GENERAL EXPENSES	12,140.
FUNDRAISING EXPENSES	158,830.
TOTAL EXPENSES	494,991.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	494,991.

REGULATION SECTION 1.263(A)-1(F) - DE MINIMIS SAFE HARBOR ELECTION

TAXPAYER NAME: THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC

TAXPAYER ADDRESS: P.O. BOX 14380, WASHINGTON, DC 20044

TAXPAYER ID NUMBER: 26-0587238

YEAR-END: 12/31/2020

UNDER IRC REGULATION SECTION 1.263(A)-1(F), THE TAXPAYER HEREBY ELECTS
TO APPLY THE DE MINIMIS SAFE HARBOR ELECTION.