Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning 04-01-2021 , and ending 03-31-2022

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

C Name of organization
THE JAMES BEARD FOUNDATION INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) | Room/suite
167 WEST 12TH STREET

City or town, state or province, country, and ZIP or foreign postal code
NEW YORK, NY 10011

D Employer identification number
13-2752108

E Telephone number
(212) 675-4984

G Gross receipts $ 15,377,651

F Name and address of principal officer:
JODI POSNER
167 WEST 12TH STREET
NEW YORK,NY 10011

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

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

H(c) Group exemption number ▶

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

J Website: ▶ WWW.JAMESBEARD.ORG

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1985

M State of legal domicile: NY

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
THE JAMES BEARD FOUNDATION IS A NONPROFIT ORGANIZATION WHOSE MISSION IS TO CELEBRATE, SUPPORT, AND ELEVATE THE PEOPLE BEHIND AMERICA'S FOOD CULTURE AND CHAMPION A STANDARD OF GOOD FOOD ANCHORED IN TALENT, EQUITY, AND SUSTAINABILITY.

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

3	Number of voting members of the governing body (Part VI, line 1a)	3	26
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	25
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	51
6	Total number of volunteers (estimate if necessary)	6	50
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	136,593
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	45,403

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	5,601,443	4,743,544
	9	Program service revenue (Part VIII, line 2g)	8,488,096	10,011,550
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	25,952	16,917
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	264,856	369,408
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	14,380,347	15,141,419
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,075,515	671,550
	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)	4,741,185	4,947,414
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	251,667
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶1,183,124		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	7,524,097	8,901,170
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	13,340,797	14,771,801
	19	Revenue less expenses. Subtract line 18 from line 12	1,039,550	369,618
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	8,505,209	8,081,920
	21	Total liabilities (Part X, line 26)	4,307,387	3,514,480
	22	Net assets or fund balances. Subtract line 21 from line 20	4,197,822	4,567,440

Part II Signature Block

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

Sign Here

▶ Signature of officer — Date 2023-01-17

▶ JODI POSNER CFO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2023-02-14		P00360739

Firm's name ▶ CITRIN COOPERMAN ADVISORS LLC — Firm's EIN ▶ 87-2525370

Firm's address ▶ 290 W MT PLEASANT AVENUE 3310
LIVINGSTON, NJ 07039 — Phone no. (973) 218-0500

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ **Yes** ☐ **No**

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

THE JAMES BEARD FOUNDATION IS A NONPROFIT ORGANIZATION WHOSE MISSION IS TO CELEBRATE, SUPPORT, AND ELEVATE THE PEOPLE BEHIND AMERICA'S FOOD CULTURE AND CHAMPION A STANDARD OF GOOD FOOD ANCHORED IN TALENT, EQUITY, AND SUSTAINABILITY.

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 $ 2,381,341 including grants of $) (Revenue $ 3,104,871)

THE JAMES BEARD FOUNDATION AWARDS:THE MISSION OF THE JAMES BEARD AWARDS IS TO RECOGNIZE EXCEPTIONAL TALENT AND ACHIEVEMENT IN THE CULINARY ARTS, HOSPITALITY, MEDIA, AND BROADER FOOD SYSTEM, AS WELL AS A DEMONSTRATED COMMITMENT TO RACIAL AND GENDER EQUITY, COMMUNITY, SUSTAINABILITY, AND A CULTURE WHERE ALL CAN THRIVE. THESE ANNUAL AWARDS ARE HIGH HONOR FOR FOOD AND BEVERAGE PROFESSIONALS WORKING ON THE U.S. AWARDS CATEGORIES INCLUDE COOKBOOKS, RESTAURANT AND CHEFS, BROADCAST MEDIA, AND JOURNALISM. NOMINEES AND AWARD WINNERS ARE SELECTED BY THEIR INDUSTRY PEERS (TOTALLY INDEPENDENT OF JAMES BEARD FOUNDATION STAFF OR TRUSTEES) WITH MORE THAN 600 CULINARY PROFESSIONALS INVOLVED IN THE VOTING PROCESS. HELD IN CHICAGO IN JUNE, THE 2022 AWARDS WERE THE FIRST SINCE CHANGES TO THE AWARDS WERE MADE AS THE RESULT OF AN AUDIT OF OUR POLICIES AND PROCEDURES, INCLUDING ESTABLISHING A CODE OF ETHICS AND AN INDEPENDENT REVIEW PROCESSCONDUCTED BY OUR VOLUNTEER ETHICS COMMITTEE.

4b (Code:) (Expenses $ 983,844 including grants of $) (Revenue $ 207,098)

JBF HOUSE EVENTS/BH FELLOW PROGRAM:FOR DECADES, COOKING AT THE JAMES BEARD HOUSE HAS BEEN AN ASPIRATION FOR MANY CHEFS AND HAS BEEN CONSIDERED A CAREER MILESTONE. IN MAY OF 2021, WE LAUNCHED THE BEARD HOUSE FELLOWS PROGRAM PRESENTED BY CAPITAL ONE, WHICH RE-ENVISIONS THE POTENTIAL OF THIS HISTORIC SPACE INTO A HUB OF TRAINING AND PROFESSIONAL DEVELOPMENT FOR TALENTED EMERGING CHEFS. EACH FELLOW WILL HAVE A TEN-WEEK RESIDENCE AT THE BEARD HOUSE AND WILL RECEIVE TRAINING IN:- FINANCIAL AND SMALL BUSINESS ADVICE PROVIDED BY CAPITAL ONE- LEGAL ADVICE- MEDIA TRAINING AND PERSONAL BRANDING DEVELOPMENT WITH PUBLICIST VALERIE WILSON- SOCIAL MEDIA TRAINING WITH THE TALENTED TENTH COLLECTIVE- FOOD POLICY AND ADVOCACY TRAINING BY THE JBF PROGRAMS TEAM- LEADERSHIP ASSESSMENT AND TRAINING- DEVELOP A MEAL KIT IN COLLABORATION WITH GREAT PERFORMANCES WHICH WILL BE AVAILABLE TO EVERYONE ACROSS THE COUNTRY AND CONCLUDE WITH A LIVE VIRTUAL EVENT AT THE JAMES BEARD HOUSE

4c (Code:) (Expenses $ 1,536,694 including grants of $) (Revenue $ 2,740,200)

TASTE AMERICA PROGRAM:THE JAMES BEARD FOUNDATION'S 10TH ANNUAL TASTE AMERICA CULINARY SERIES, PRESENTED BY CAPITAL ONE, BRINGS TOGETHER CHEFS, SPECIAL GUESTS, AND DINERS FROM ACROSS THE COUNTRY TO CELEBRATE THE LOCAL INDEPENDENT RESTAURANTS AT THE HEART OF OUR COMMUNITIES.IN THIS ITERATION, SOME OF THE NATION'S FINEST CHEFS AND CHANGEMAKERS WILL COME TOGETHER IN 20 MARKETS ACROSS THE UNITED STATES TO REPRESENT A SHARED MISSION OF "GOOD FOOD FOR GOOD". THIS COHORT OF CHEFS, KNOWN AS THE TASTETWENTY, WILL COLLABORATE THROUGHOUT THE YEAR AT CHEF DINNERS AND WALKAROUND TASTINGS, SPOTLIGHTING THE BREADTH AND UNITY OF CULINARY CREATIVITY ACROSS THE NATION. EACH MARKET WITH ITS FEATURED CHEFS WILL SHOWCASE THE CENTRALITY OF AMERICAN FOOD CULTURE AND CELEBRATE DIVERSE COMMUNITIES, LEADING THE WAY TO A FUTURE CULINARY INDUSTRY WHERE ALL CAN THRIVE.

(Code:) (Expenses $ 6,634,719 including grants of $ 671,550) (Revenue $ 3,959,381)

JBF INDUSTRY PROGRAMSTHE JAMES BEARD FOUNDATION'S CHEF BOOTCAMP FOR POLICY AND CHANGE WAS CREATED IN 2012 AND IS THE FOUNDATION OF OUR ONGOING INDUSTRY ADVOCACY PROGRAMS. SINCE MARCH 2020, MANY BOOTCAMP ALUMNI HAVE PUT THEIR ADVOCACY TRAINING TO WORK ALONG WITH OTHER INDUSTRY LEADERS TO URGE POLICYMAKERS TO PROVIDE FUNDING AND CREATE POLICIES TO KEEP RESTAURANTS OPEN. CHEF ADVOCACY IS AN IMPORTANT ARM OF THE JAMES BEARD FOUNDATION. THE VOICES OF THE COMMUNITY ARE MORE IMPORTANT AND POWERFUL THAN EVER.THE JAMES BEARD FOUNDATION'S WOMEN'S LEADERSHIP PROGRAMS (WLP) AIM TO CHAMPION GENDER AND RACIAL EQUITY BY SUPPORTING WOMEN THROUGHOUT THE LIFECYCLE OF THEIR CAREERS. WE LOOK TO ADDRESS THE ROOT CAUSES AND CHALLENGES WOMEN FACE IN THEIR PROFESSIONAL ADVANCEMENT. WE DO SO IN PARTNERSHIP AND IN COLLABORATION WITH OTHER WOMEN LED ORGANIZATIONS. WE ARE COMMITTED TO PROVIDING THE TOOLS, RESOURCES, AND NETWORKS TO THE COMMUNITY TO ENSURE THAT THERE ARE MORE WOMEN OWNED BUSINESSES AND MORE WOMEN IN LEADERSHIP ACROSS THE INDUSTRY. WE DO SO THROUGH PROGRAMMING WITHIN THE PILLARS OF FINANCE, COMMUNITY AND NETWORK, EDUCATION AND TRAINING, AND WELLNESS AT WORK.THE WOMEN'S ENTREPRENEURIAL LEADERSHIP (WEL) FLAGSHIP PROGRAM IS AN ADVANCED EDUCATIONAL, TRAINING, AND NETWORKING PROGRAM FOR BUSINESS OWNERS IN ALL AREAS OF THE HOSPITALITY INDUSTRY. THE 10 WEEK PROGRAM, CREATED IN CONJUNCTION WITH CORNELL UNIVERSITY, INCLUDES SESSIONS ON LEADERSHIP, NEGOTIATING, STRATEGY, BUSINESS AND FINANCIAL MODELS, FUNDING YOUR BUSINESSES, MEASURING SUCCESS, AND MORE. IN ADDITION TO LIVE VIRTUAL SESSIONS LED BY CORNELL FACULTY FROM ACROSS THE UNIVERSITY, INDUSTRY PROFESSIONALS, AND OTHER SUBJECT MATTER EXPERTS, WEL PARTICIPANTS ALSO SELECT AN ELECTIVE FROM CORNELL'S EXTERNAL EDUCATION PROGRAM.

4d Other program services (Describe in Schedule O.)

(Expenses $ 6,634,719 including grants of $ 671,550) (Revenue $ 3,959,381)

4e **Total program service expenses** ▶ 11,536,598

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)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions.	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
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? *If "Yes," complete Schedule C, Part II*	4		No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5		No
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? *If "Yes," complete Schedule D,* Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D,* Part III	8		No
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? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
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? *If "Yes," complete Schedule D,* Part VI.	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d	Yes	
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e		No
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)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
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? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
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? *If "Yes," complete Schedule F, Parts II and IV*	15		No
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? *If "Yes," complete Schedule F, Parts III and IV*	16		No
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? *If "Yes," complete Schedule G, Part I.* See instructions.	17	Yes	
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18	Yes	
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
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? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	

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

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	1a	174		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c Yes	

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

2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	**2a** 51			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.		**2b**	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		**3a**	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*		**3b**	Yes	
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)?		**4a**		No
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?		**5a**		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		**5b**		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		**5c**		
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?		**6a**		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		**6b**		
7	**Organizations that may receive deductible contributions under section 170(c).**				
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?		**7a**	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		**7b**	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		**7c**		No
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?		**7e**		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		**7f**		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		**7g**		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		**7h**		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		**8**		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		**9a**		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		**9b**		
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? **Note.** See the instructions for additional information the organization must report on Schedule O.		**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**		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*		**14b**		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year?		**15**		No
16	Is the organization subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule N.		**16**		No
17	**Section 501(c)(21) organizations.** Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.		**17**		

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

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

Section A. Governing Body and Management

				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 in Schedule O.	1a	26		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	25		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3			No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5			No
6	Did the organization have members or stockholders?	6			No
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?	7a			No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b			No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?	8a		Yes	
b	Each committee with authority to act on behalf of the governing body?	8b		Yes	
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 in Schedule O*	9			No

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?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
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	15a	Yes	
b	Other officers or key employees of the organization	15b		No
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
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?	16a		No
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?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ AK,AL,CA,CO,DC,FL,GA,HI,IL,KY,MA,MD,MI,MN,MS,NC,NH,NJ,NV,NY,OH,OR,PA,RI,UT,WA,TN,SC,VA,AZ,AR,KS,ME,MO,OK,WI,WV,ND

18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☑ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records: ▶JODI POSNER 167 WEST 12TH STREET NEW YORK,NY 10011 (212) 675-4984

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

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) FREDERIC M SEEGAL BOARD CHAIR	3.00	X		X				0	0	0
(2) MICHAEL PHILLIPS BOARD VICE CHAIR	1.00	X		X				0	0	0
(3) NANCY LUKITSH BOARD TREASURER	1.00	X		X				0	0	0
(4) CHRISTIAN BROWN BOARD SECRETARY	1.00	X		X				0	0	0
(5) PETER CAMERON TRUSTEE	0.50	X						0	0	0
(6) CHERRY JEFF TRUSTEE	0.50	X						0	0	0
(7) TRICIA CLARKE STONE TRUSTEE	0.50	X						0	0	0
(8) BALDWIN CUNNINGHAM TRUSTEE	0.50	X						0	0	0
(9) MELINDA MINDY HILDEBRAND TRUSTEE	0.50	X						0	0	0
(10) CHRIS LYONS TRUSTEE	0.50	X						0	0	0
(11) ANTHONY MYINT TRUSTEE	0.50	X						0	0	0
(12) RODNEY WILLIAMS TRUSTEE	0.50	X						0	0	0
(13) TREVOR GUTHRIE TRUSTEE	0.50	X						0	0	0
(14) TANYA HOLLAND TRUSTEE	0.50	X						0	0	0
(15) ERIC KESSLER TRUSTEE	0.50	X						0	0	0
(16) STEVEN KOCH TRUSTEE	0.50	X						0	0	0
(17) EMILY LUCHETTI TRUSTEE	0.50	X						0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) CINDY MCLOUGHLIN TRUSTEE	0.50	X						0	0	0
(19) MARY SUE MILLIKEN TRUSTEE	0.50	X						0	0	0
(20) RICHARD PERLMAN TRUSTEE	0.50	X						0	0	0
(21) ANNE QUATRANO TRUSTEE	0.50	X						0	0	0
(22) JAN RISI TRUSTEE	0.50	X						0	0	0
(23) DAVID RIVKIN TRUSTEE	0.50	X						0	0	0
(24) HERB SCANNELL TRUSTEE	0.50	X						0	0	0
(25) MARVA SMALLS TRUSTEE	0.50	X						0	0	0
(26) CLARE REICHENBACH C.E.O.	40.00	X		X				404,737	0	23,247
(27) KRISTOPHER MOON C.O.O.	40.00			X				261,698	0	15,712
(28) JODI POSNER C.F.O.	40.00			X				206,532	0	16,982
(29) SIOBHAN HABER VP OF EVENTS	40.00				X			157,785	0	27,552
(30) DAWN PADMORE VP OF AWARDS	40.00					X		139,822	0	15,066
(31) CHRISTINA D'ESPOSITO DIRECTOR SPONSORSHIP	35.00					X		116,023	0	12,995
(32) ALISON TOZZI VP COMM	35.00					X		111,203	0	13,407
(33) SANDRA MATIAS ROSARIO DIRECTOR OF GENERAL ACCTG	35.00					X		100,729	0	18,524
(34) MANINDER K SINGH DIR PEOPLE & CULTURE	35.00					X		117,364	0	12,014
1b Sub-Total . . . . . ▶										
c Total from continuation sheets to Part VII, Section A . . . . ▶										
d Total (add lines 1b and 1c) . . . . . ▶								1,615,893	0	155,499

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 ▶ 9

		Yes	No
3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	**3**		No
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*	**4**	Yes	
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*	**5**		No

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
INTERSPORT DOBBS FERRY NEW YORK, NY 10522	SPONSOR RELATIONS / COMMISSIONS & VIDEO	1,070,500
BOWEN & COMPANYLLC 145 PALISADE STREET SUITE 221 NEW YORK, NY 10706	AWARDS & TASTE AMERICA EVENT PLANNER	770,002
COMMUNITY COUNSELLING SERVICE CO LLC 527 MADISON AVENUE 5TH FL NEW YORK, NY 11101	CONSULTANT/ DEVELOPMENT/FUNDRAISING	355,501
SIMPLISSIMUS 2728 THOMSON AVE WS18 LIC NEW YORK, NY 10010	BRANDING / GRAPHIC DESIGNER	251,500
SUSAN MAGRINO AGENCY 352 PARK AVE SOUTH 6TH FL NEW YORK, NY 10010	CONSULTANT/COMMUNICATION STRATEGICS/RACI	127,500

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 ▶ 8

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and OtherAmt Similar Amounts	1a Federated campaigns . .	1a			
	b Membership dues . .	1b	139,029		
	c Fundraising events . .	1c	260,460		
	d Related organizations	1d			
	e Government grants (contributions)	1e	1,270,933		
	f All other contributions, gifts, grants, and similar amounts not included above	1f	3,073,122		
	g Noncash contributions included in lines 1a - 1f:$	1g	405,884		
	h **Total.** Add lines 1a-1f . . . . . ▶		4,743,544		

Program Service Revenue	Business Code				
2a SPECIAL EVENTS	900099	6,052,791	6,052,791		
b AWARDS EVENT	900099	3,104,871	3,104,871		
c EDUCATIONAL PROGRAMS	900099	646,790	646,790		
d HOUSE EVENT REVENUE	900099	207,098	207,098		
e					
f All other program service revenue.					
g **Total.** Add lines 2a–2f. . . . . ▶	10,011,550				

Other Revenue					
3 Investment income (including dividends, interest, and other similar amounts)		16,917			16,917
4 Income from investment of tax-exempt bond proceeds ▶					
5 Royalties . . . . . ▶					

		(i) Real	(ii) Personal
6a Gross rents	6a		
b Less: rental expenses	6b		
c Rental income or (loss)	6c		
d Net rental income or (loss) . . . . . ▶			

		(i) Securities	(ii) Other
7a Gross amount from sales of assets other than inventory	7a		
b Less: cost or other basis and sales expenses	7b		
c Gain or (loss)	7c		
d Net gain or (loss) . . . . . ▶			

8a Gross income from fundraising events (not including $ 260,460 of contributions reported on line 1c). See Part IV, line 18	8a	469,047			
b Less: direct expenses	8b	236,232			
c Net income or (loss) from fundraising events . . ▶			232,815		232,815
9a Gross income from gaming activities. See Part IV, line 19 . . .	9a				
b Less: direct expenses	9b				
c Net income or (loss) from gaming activities . . ▶					
10a Gross sales of inventory, less returns and allowances . .	10a				
b Less: cost of goods sold . .	10b				
c Net income or (loss) from sales of inventory . . ▶					

Miscellaneous Revenue	Business Code				
11a FEES FOR USE OF SPACE	532000	133,072		133,072	
b PUBLICATIONS	511120	3,521		3,521	
c					
d All other revenue					
e **Total.** Add lines 11a–11d . . . . . ▶		136,593			
12 **Total revenue.** See instructions . . . . . ▶		15,141,419	10,011,550	136,593	249,732

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	370,100	370,100		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	301,450	301,450		
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	1,258,267	1,006,883	125,073	126,311
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	2,761,074	1,809,469	562,637	388,968
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	928,073	650,301	158,793	118,979
10 Payroll taxes				
11 Fees for services (non-employees):				
a Management				
b Legal	316,291	300,799	8,652	6,840
c Accounting	64,000	1,500	62,500	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	251,667			251,667
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	5,345,033	4,769,706	472,318	103,009
12 Advertising and promotion				
13 Office expenses	465,716	304,490	155,654	5,572
14 Information technology	95,566	79,871	4,171	11,524
15 Royalties				
16 Occupancy	331,383	171,533	126,271	33,579
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	569,560	458,201	49,545	61,814
20 Interest	51,881		51,881	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	308,414	171,147	94,480	42,787
23 Insurance	116,703		116,703	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a EVENT PRODUCTION	731,038	731,038		0
b DESIGN & LAYOUT	247,500	247,500		
c CREDIT CARD AND OTHER P	53,758	42,640	5,731	5,387
d REPAIRS AND MAINTENANCE	46,151	9,350	35,945	856
e All other expenses	158,176	110,620	21,725	25,831
25 **Total functional expenses.** Add lines 1 through 24e	14,771,801	11,536,598	2,052,079	1,183,124
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 98-2 (ASC 958-720).				

Part X Balance Sheet

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

				(A) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing		182,940	1	351,675
	2	Savings and temporary cash investments		5,442,958	2	4,459,731
	3	Pledges and grants receivable, net		678,245	3	696,275
	4	Accounts receivable, net			4	4,478
	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		111,157	9	241,731
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 4,041,061			
	b	Less: accumulated depreciation	10b 2,314,775	1,817,915	10c	1,726,286
	11	Investments—publicly traded securities			11	
	12	Investments—other securities. See Part IV, line 11			12	
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets		10,000	14	10,000
	15	Other assets. See Part IV, line 11		261,994	15	591,744
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		8,505,209	16	8,081,920
Liabilities	17	Accounts payable and accrued expenses		1,331,997	17	1,384,506
	18	Grants payable			18	
	19	Deferred revenue		804,620	19	810,554
	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		1,275,770	23	1,172,106
	24	Unsecured notes and loans payable to unrelated third parties		895,000	24	147,314
	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		4,307,387	26	3,514,480
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ▶ ☑ and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		2,140,942	27	3,030,517
	28	Net assets with donor restrictions		2,056,880	28	1,536,923
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ 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		4,197,822	32	4,567,440
	33	Total liabilities and net assets/fund balances		8,505,209	33	8,081,920

Part XI Reconcilliation 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	15,141,419
2	Total expenses (must equal Part IX, column (A), line 25)	2	14,771,801
3	Revenue less expenses. Subtract line 2 from line 1	3	369,618
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	4,197,822
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	4,567,440

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

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
THE JAMES BEARD FOUNDATION INC

Employer identification number
13-2752108

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☑ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)

9 ☐ An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:

10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations . . . . . .

g Provide the following information about the supported organization(s).

(i) Name of supported organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1- 10 above (see instructions))	**(iv)** Is the organization listed in your governing document?		**(v)** Amount of monetary support (see instructions)	**(vi)** Amount of other support (see instructions)
			Yes	**No**		
Total						

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 failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	3,541,997	4,697,613	4,368,663	5,601,443	4,743,544	22,953,260
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	3,541,997	4,697,613	4,368,663	5,601,443	4,743,544	22,953,260
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) . .						824,712
6 **Public support.** Subtract line 5 from line 4.						22,128,548

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4. .	3,541,997	4,697,613	4,368,663	5,601,443	4,743,544	22,953,260
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	103,832	28,984	58,709	25,952	16,917	234,394
9 Net income from unrelated business activities, whether or not the business is regularly carried on. .	19,894	65,766	158,650	101,315	136,593	482,218
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). .	565,850	547,172	583,621	189,493	469,047	2,355,183
11 **Total support.** Add lines 7 through 10						26,025,055

12 Gross receipts from related activities, etc. (see instructions) **12** 50,233,259

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 2021 (line 6, column (f) divided by line 11, column (f)) . . . . . **14** 85.030 %

15 Public support percentage for 2020 Schedule A, Part II, line 14 . . . . . **15** 84.840 %

16a **33 1/3% support test—2021.** 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—2020.** 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—2021.** 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—2020.** 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 . . . . . ▶☐

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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 **Total support.** (Add lines 9, 10c, 11, and 12.). .						

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

Section C. Computation of Public Support Percentage

15	Public support percentage for 2021 (line 8, column (f) divided by line 13, column (f))	15
16	Public support percentage from 2020 Schedule A, Part III, line 15	16

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2021** (line 10c, column (f) divided by line 13, column (f))	17
18	Investment income percentage from **2020** Schedule A, Part III, line 17	18

19a **33 1/3% support tests—2021.** 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—2020.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

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

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of 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.*	1		
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).*	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.*	3a		
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.*	3b		
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.*	3c		
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.*	4a		
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.*	4b		
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.*	4c		
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).*	5a		
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?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
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.***	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (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) .*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
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.***	9a		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in **Part VI.***	9b		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in **Part VI.***	9c		
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.*	10a		
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).*	10b		

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

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 ☐ The organization satisfied the Activities Test. Complete **line 2** below.

b ☐ The organization is the parent of each of its supported organizations. Complete **line 3** below.

c ☐ The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

2 Activities Test. **Answer lines 2a and 2b below.**

			Yes	No
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 on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *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		

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):	1		
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 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		

7 ☐ Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

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

Section D - Distributions		**Current Year**
1 Amounts paid to supported organizations to accomplish exempt purposes	**1**	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	**2**	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	**3**	
4 Amounts paid to acquire exempt-use assets	**4**	
5 Qualified set-aside amounts (*prior IRS approval required - 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 2021 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-2021**	**(iii) Distributable Amount for 2021**
1 Distributable amount for 2021 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2021 (reasonable cause required-- *explain in* ***Part VI***). See instructions.			
3 Excess distributions carryover, if any, to 2021:			
a From 2016.			
b From 2017.			
c From 2018.			
d From 2019.			
e From 2020.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2021 distributable amount			
i Carryover from 2016 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2021 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2021 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, *explain in* ***Part VI***. See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, *explain in* ***Part VI***. See instructions.			
7 **Excess distributions carryover to 2022.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2017.			
b Excess from 2018.			
c Excess from 2019.			
d Excess from 2020.			
e Excess from 2021.			

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).

Facts And Circumstances Test

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	MISCELLANEOUS INCOME - 2020 AMOUNT: $ 16,623. 2021 AMOUNT: $ 0. OTHER ACTIVITY - 2017 AMOUNT: $ 33,519. FUNDRAISING ACTIVITY - 2017 AMOUNT: $ 532,331. 2018 AMOUNT: $ 547,172. 2019 AMOUNT: $ 583,621. 2020 AMOUNT: $ 172,870. 2021 AMOUNT: $ 469,047.

Additional Data

Return to Form

Software ID:

Software Version:

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

2021

Open to Public Inspection

Name of the organization
THE JAMES BEARD FOUNDATION INC

Employer identification number
13-2752108

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

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

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (e.g., recreation or education)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

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

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 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 ▶ $ _____

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

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a ☐ Public exhibition

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other .....

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?. . . ☐ **Yes** ☐ **No**

Part IV Escrow and Custodial Arrangements.

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . . ☐ **Yes** ☐ **No**

b If "Yes," explain the arrangement in Part XIII and complete the following table:

		Amount
c Beginning balance	**1c**	
d Additions during the year	**1d**	
e Distributions during the year	**1e**	
f Ending balance	**1f**	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . ☐ **Yes** ☐ **No**

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . . ☐

Part V Endowment Funds.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	602,527	600,020			
b Contributions . . .			600,020		
c Net investment earnings, gains, and losses	1,358	2,507			
d Grants or scholarships . . .					
e Other expenditures for facilities and programs . . .					
f Administrative expenses					
g End of year balance	603,885	602,527	600,020		

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ▶ .....

b Permanent endowment ▶ 100.000 %

c Term endowment ▶ .....

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

	Yes	No
(i) Unrelated organizations		No
(ii) Related organizations		No
b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		418,869		418,869
b Buildings		2,148,229	1,277,321	870,908
c Leasehold improvements				
d Equipment		1,473,963	1,037,454	436,509
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				1,726,286

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. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶		

Part VIII Investments - Program Related.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

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

Part IX Other Assets.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)DEPOSITS AND PREPAID EVENTS	591,744
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* ▶	591,744

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

Part XI **Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	16,393,649
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a			
b	Donated services and use of facilities	2b	1,015,998		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d	236,232		
e	Add lines **2a** through **2d**			2e	1,252,230
3	Subtract line **2e** from line **1**			3	15,141,419
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	15,141,419

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	16,024,031
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a	1,015,998		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d	236,232		
e	Add lines **2a** through **2d**			2e	1,252,230
3	Subtract line **2e** from line **1**			3	14,771,801
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	14,771,801

Part XIII

Supplemental Information

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

Return Reference	Explanation
PART V, LINE 4:	THE PURPOSE OF THE ENDOWMENT IS TO PROVIDE FOR A $20,000 CASH AWARD TO EACH YEAR'S HUMANITARIAN OF THE YEAR AWARD WINNER.
PART X, LINE 2:	THE JAMES BEARD FOUNDATION, INC. IS A NOT-FOR-PROFIT ORGANIZATION AND HAS BEEN RECOGNIZED BY THE INTERNAL REVENUE SERVICE ("IRS") AS EXEMPT FROM FEDERAL INCOME TAXES UNDER INTERNAL REVENUE CODE ("IRC") SECTION 501(A) AS DESCRIBED IN IRC SECTION 501(C)(3). AND FROM STATE INCOME TAXES. THE FOUNDATION IS ANNUALLY REQUIRED TO FILE A RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX (FORM 990) WITH THE IRS. IN ADDITION, THE ENTITY IS SUBJECT TO INCOME TAX ON NET INCOME THAT IS DERIVED FROM BUSINESS ACTIVITIES THAT ARE UNRELATED TO THEIR EXEMPT PURPOSES. THE FOUNDATION HAS DETERMINED THAT IT IS SUBJECT TO UNRELATED BUSINESS INCOME TAX AND WILL APPROPRIATELY FILE AN EXEMPT ORGANIZATION BUSINESS INCOME TAX RETURN (FORM 990-T) WITH THE IRS. THE FOUNDATION RECOGNIZES AND MEASURES ITS UNRECOGNIZED TAX BENEFITS IN ACCORDANCE WITH FINANCIAL ACCOUNTING STANDARDS BOARD ("FASB") ACCOUNTING STANDARDS CODIFICATION ("ASC") 740, INCOME TAXES. UNDER THAT GUIDANCE, THE FOUNDATION ASSESSES THE LIKELIHOOD, BASED ON THEIR TECHNICAL MERIT, THAT TAX POSITIONS WILL BE SUSTAINED UPON EXAMINATION BASED ON THE FACTS, CIRCUMSTANCES AND INFORMATION AVAILABLE AT THE END OF EACH PERIOD. THE MEASUREMENT OF UNRECOGNIZED TAX BENEFITS IS ADJUSTED WHEN NEW INFORMATION IS AVAILABLE OR WHEN AN EVENT OCCURS THAT REQUIRES A CHANGE. MANAGEMENT HAS EVALUATED THE FOUNDATION'S TAX POSITIONS AND BELIEVES THAT THE FOUNDATION HAS TAKEN NO UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE ADJUSTMENTS TO THE FINANCIAL STATEMENTS.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	FUNDRAISING EVENTS EXPENSES 236,232.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	FUNDRAISING EVENTS EXPENSES 236,232.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE G (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.

▶ **Attach to Form 990 or Form 990-EZ.**

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
THE JAMES BEARD FOUNDATION INC

Employer identification number
13-2752108

Part I **Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

a ☐ Mail solicitations

b ☐ Internet and email solicitations

c ☐ Phone solicitations

d ☐ In-person solicitations

e ☐ Solicitation of non-government grants

f ☐ Solicitation of government grants

g ☐ Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☑ **Yes** ☐ **No**

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? **Yes**	**No**	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col. **(i)**	**(vi)** Amount paid to (or retained by) organization
1 COMMUNITY COUNSELLING SERVICE CO LLC 527 MADISON AVENUE 5TH FLOOR NEW YORK, NY 10022	CONSULTATION AND ADVISORY SERVICES		No	0	0	0
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total . . . . . ▶						

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

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 AUCTION GALA (event type)	(b) Event #2 OTHER AUCTIONS (event type)	(c) Other events 1 (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts	612,166	92,341	25,000	729,507
	2 Less: Contributions	211,556	23,904	25,000	260,460
	3 Gross income (line 1 minus line 2)	400,610	68,437		469,047
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	233,755	2,445	32	236,232
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				236,232
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				232,815

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

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ 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: _____

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	**13a**	%
b	An outside facility	**13b**	%

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 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.

Return Reference	Explanation
SCHEDULE G, PART I, LINE 2B, COLUMN (V)	CONSULTATION AND ADVISORY SERVICES

Schedule G (Form 990) 2021

Additional Data

Return to Form

Software ID:

Software Version:

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
THE JAMES BEARD FOUNDATION INC

Employer identification number
13-2752108

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . ☑ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) WINE EMPOWERED PO BOX 20232 NEW YORK,NY 10001	83-3185109	501(C)3	5,000	0			PROVIDE TUITION FREE WINE CLASSES TO WOMEN AND MINORITIES IN HOSPITALITY INDUSTRY
(2) TINA ARCHULETA 2500 12TH STREET ALBUQUERQUE,NM 87024	86-1342665		15,000	0			PAYROLL AND RENT
(3) BEDSTUY KITCHEN 41-28 37TH ST LONG ISLAND CITY,NY 11101			15,000	0			PAYROLL AND OPERATING COSTS
(4) BG ANDERSON LLC 1508 W ANDERSON LANE AUSTIN,TX 78757			15,000	0			PAYROLL AND OPERATING EXPENSES
(5) CREDENTIALS SOCIAL CLUB LLC 703 C WEST 3RD ST PEMBROKE,NC 28372	83-2310914		15,000	0			OPERATIONS AND PAYROLL
(6) EMOJIS GRILLED CHEESE 2906 E MLK AUSTIN,TX 78702			15,000	0			PAYROLL AND YOUTH TRAINING PROGRAM
(7) FISHSCALE INC 637 FLORIDA AVE NW WASHINGTON,DC 20001			15,000	0			OPERATIONS
(8) GOODIES FROZEN CUSTARD AND TREATS 200 COMMERCE STREET ALEXANDRIA,VA 22314			15,000	0			OPERATING COSTS AND COMMUNITY ENGAGEMENT
(9) HOTVILLE CHICKEN LLC 4070 MARLTOON AVE LOS ANGELES,CA 90008			15,000	0			JOB CREATION AND PAYROLL
(10) MARKETING TOGETHER LLC 319 5TH STREET SW ALBUQUERQUE,NM 87102			15,000	0			OPERATING COSTS
(11) TUDOR A MONTAGUE 649-B QUICK ROAD WINTERHAVEN,CA 92283	81-0859155		15,000	0			EQUIPMENT AND SUPPLIES; MARKETING AND PROMOTION
(12) MORNING LIGHT LLC 107 E 4TH ST HOYT,KS 66440	47-1332931		15,000	0			PAYROLL AND OPERATING COSTS
(13) NUI KAELOHA INC POB 1070 KANEOHE,HI 96744	86-3720876		15,000	0			PAYROLL AND OPERATING EXPENSES
(14) NUSSLI 118 LLC 2259 MASSACHUSETTS AVE CAMBRIDGE,MA 02140	46-5209217		15,000	0			PAYROLL AND OPERATING COSTS
(15) PARLOR ATLANTA LLC 249 PETERS STREET ATLANTA,GA 30313	35-2562872		15,000	0			PAYROLL AND OPERATING COSTS
(16) JONATHAN RHODES 2612 KING STREET HOUSTON,TX 77026			15,000	0			OPERATING COSTS
(17) ROCKSTAR DOUGH			15,000	0			PAYROLL AND

LLC 4002 30TH ST SAN DIEGO,CA 92104							OPERATING COSTS
(18) SAMMYS AVENUE EATERY LLC 101 WEST BROADWAY MINNEAPOLIS,MN 55411	46-2376808		15,000	0			PAYROLL AND OPERATING COSTS
(19) SKYDANCE BREWING COMPANY INC 1 NE 7TH STREET OKLAHOMA CITY,OK 73104	86-2968616		15,000	0			PAYROLL AND CONSTRUCTION COSTS
(20) THE NOURISH SPOT 107-05 GUY R BREWER BLVD JAMAICA,NY 11433			15,000	0			PAYROLL
(21) TRAVIS BOB 208 S TOPPENISH AVE TOPPENISH,WA 98948			15,000	0			SUPPLIES AND INVENTORY
(22) UNCLE WILLIE GREEN WINGS 947 FRELINGHUYSEN AVE NEWARK,NJ 07114			15,000	0			PAYROLL AND OPERATING COSTS
(23) DENISE VELLEJO 259 N KENMORE AVE LOS ANGELES,CA 90004			15,000	0			OPERATING COSTS AND EQUIPMENT
(24) WAHPEPAHS KITCHEN LLC 3301 E 12TH ST OAKLAND,CA 94601			15,000	0			PAYROLL
(25) WATERBIRD CATERING LLC 5150 COLLEGE BLVD FARMINGTON,MA 87402			15,000	0			OPERATING COSTS
(26) GREEN CITY MARKET 3057 N ROCKWELL ST CHICAGO,IL 60618	36-4289022	501(C)3	5,000	0			CHICAGO CHEFS COOK FOR UKRAINE

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

3 Enter total number of other organizations listed in the line 1 table . . . . . ▶ 24

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) SCHOLARSHIPS FOR STUDENTS PURSUING A CAREER IN CULINARY ARTS	24	301,450			
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
PART I, LINE 2:	1) THE LARGER CATEGORY WAS AWARDED FOR SCHOLARSHIPS FOR STUDENTS PURSUING A CAREER IN CULINARY ARTS. A DESCRIPTION OF THE JBF SCHOLARSHIP PROGRAM, SELECTION PROCESS, AND MONITORING OF USE OF AWARDED FUNDS IS AS FOLLOWS: THE SCHOLARSHIP PROGRAM OF THE JAMES BEARD FOUNDATION IS ONE OF OUR KEY UNDERTAKINGS. ESTABLISHED IN 1991, THE SCHOLARSHIP PROGRAM ASSISTS ASPIRING AND ESTABLISHED CULINARY PROFESSIONALS WHO PLAN TO FURTHER THEIR EDUCATION AT A LICENSED OR ACCREDITED CULINARY SCHOOL OR HOSPITALITY INSTITUTION, COLLEGE, OR UNIVERSITY. SINCE THEN, THE PROGRAM HAS NOT ONLY GROWN IN VISIBILITY AND FINANCIAL SCOPE, BUT IN THE ARRAY OF SUBJECTS ITS RECIPIENTS HAVE EMBRACED. AS OF 2021, THE FOUNDATION WILL HAVE AWARDED NEARLY $9 MILLION IN FINANCIAL AID TO OVER 2,000 RECIPIENTS. THE SCHOLARSHIP PROGRAM IS ESSENTIAL TO THE FULFILLMENT OF OUR MISSION TO CELEBRATE, SUPPORT, AND ELEVATE THE PEOPLE BEHIND AMERICA'S FOOD CULTURE AND CHAMPION A STANDARD OF GOOD FOOD ANCHORED IN TALENT, EQUITY, AND SUSTAINABILITY. SINCE 2006, THE ADMINISTRATION OF THE SCHOLARSHIP PROGRAM HAD BEEN MANAGED BY THE SCHOLARSHIP MANAGEMENT SERVICES DIVISION OF SCHOLARSHIP AMERICA. IN 2020, ADMINISTRATION OF THE SCHOLARSHIP PROGRAM WAS TRANSFERRED TO INTERNATIONAL SCHOLARSHIP AND TUITION SERVICES (ISTS). ISTS IS AN INDUSTRY LEADER IN SCHOLARSHIP AND TUITION PROJECT MANAGEMENT, WITH A HISTORY OF EXCELLENCE. APPLICATIONS ARE RECEIVED AND EVALUATED BY ISTS. EACH STUDENT IS RATED ACCORDING TO A STANDARDIZED SYSTEM BASED ON SUCH FACTORS AS GRADE POINT AVERAGE, EXTRACURRICULAR ACTIVITIES INCLUDING WORK EXPERIENCE, LETTERS OF RECOMMENDATION, AND FINANCIAL NEED. FROM THE HUNDREDS OF APPLICATIONS RECEIVED, APPROXIMATELY 125 WELL-ROUNDED STUDENTS WITH A STRONG COMMITMENT TO THE CULINARY ARTS ARE IDENTIFIED AS FINALISTS. THE FINALISTS' APPLICATIONS ARE THEN SUBMITTED TO THE JAMES BEARD FOUNDATION'S SCHOLARSHIP SELECTION COMMITTEE FOR FINAL REVIEW. THE MEMBERS OF THE SCHOLARSHIP SELECTION COMMITTEE ARE: LYNDA DIAS, ASSISTANT PROFESSOR, HOSPITALITY MANAGEMENT DEPARTMENT, NYC COLLEGE OF TECHNOLOGY; JENNIFER HILL BOOKER, OWNER AND EXECUTIVE CHEF, YOUR RESIDENT GOURMET; RON GUMBAZ, JAMES BEARD FOUNDATION MEMBER AT LARGE; MARY SUE MILLIKEN, TRUSTEE, JAMES BEARD FOUNDATION; ELIZABETH FALKNER, AMERICAN CONSULTING CHEF; KEVIN MITCHELL, CHEF; CLAUDIA KARACH, DIRECTOR OF BEARD HOUSE FELLOWS PROGRAM, JAMES BEARD FOUNDATION; VERVEINE PALLADIN, DAUGHTER OF THE LATE CHEF JEAN-LOUIS PALLADIN; TONI SAKAGUCHI, EXECUTIVE CHEF, CULINARY INSTITUTE OF AMERICA; KRIS MOON, PRESIDENT AND COO, JAMES BEARD FOUNDATION; AND EMILY LUCHETTI, CHEF, AUTHOR, AND TRUSTEE, JAMES BEARD FOUNDATION. IN FISCAL YEAR 2021, THE JAMES BEARD FOUNDATION AWARDED 21 CASH SCHOLARSHIPS BASED ON THE SELECTIONS OF OUR COMMITTEE. THE FOUNDATION AWARDED CASH SCHOLARSHIPS TOTALING $105,412 VIA ISTS. AFTER SELECTION AND NOTIFICATION OF THE SCHOLARSHIP WINNERS, ISTS SENDS INDIVIDUAL CHECKS WITH THE DESIGNATED SCHOLARSHIP FUNDS TO THE SPECIFIC CULINARY SCHOOLS AND INSTITUTIONS FOR WHICH THE AWARDS WERE MADE. THE FUNDS ARE APPLIED BY THE SCHOOLS TO OFFSET THE TUITION PAYMENTS OF THE INDIVIDUAL SCHOLARSHIP AWARD WINNERS. ALL TRANSFERS, DESIGNATIONS, AND MONITORING OF FUNDS ARE HANDLED BY ISTS. 2)THE SECOND CATEGORY IS : CULINARY TRAVEL & STUDIES GRANT FOR WHICH $4,000 WAS AWARDED TO (OR ACCRUED FOR) 1 INDIVIDUAL IN FISCAL YEAR 2021. FOR THIS CATEGORY, AS FOR THE SCHOLARSHIP AWARDS, APPLICATIONS ARE RECEIVED AND EVALUATED BY ISTS, AND A NARROWED SELECTION ARE PASSED ALONG FOR FINAL REVIEW AND SELECTION BY THE JBF SCHOLARSHIP SELECTION COMMITTEE. THE SELECTED CANDIDATE IS ASKED TO COMPLY WITH A VERY SPECIFIC PROCESS, AND TO PROVIDE THE FOLLOWING ITEMS TO THE JAMES BEARD FOUNDATION IN ORDER TO RECEIVED THE AWARDED GRANT FUNDS: IN ADDITION TO THE SCHOLARSHIP APPLICATION, ALL CANDIDATES ARE REQUIRED TO SUBMIT A LETTER OF INVITATION FROM A POTENTIAL EMPLOYER OR HOST INDICATING THAT THE CANDIDATE'S PARTICIPATION IS WELCOME, AND THAT ALL LEGALITIES REGARDING THE TEMPORARY WORK STATUS HAVE BEEN ADDRESSED, AS ESSAY DESCRIBING THE CANDIDATE'S BACKGROUND, INTEREST IN THE CULINARY ARTS, AND EXPECTATIONS FOR THIS POTENTIAL LEARNING OPPORTUNITY IS ALSO REQUIRED, AND FINALLY, THE SELECTED CANDIDATE IS REQUIRED TO PROVIDE AN INTERIM REPORT AND A FINAL FOLLOW-UP REPORT DETAILING THE HIGHLIGHTS OF THEIR EXPERIENCE, OUTLINING WHAT WAS LEARNED AND ACCOMPLISHED, AND FINALLY TO SUBMIT A COMPLETE EXPENSE REPORT WITH RECEIPTS, DOCUMENTING HOW THE GRANT WAS SPENT. THE PAYMENT IS PROVIDED IN INTERIM SEGMENTS- FOR EACH OF WHICH RECEIPTS ARE RECEIVED, A THOROUGH REVIEW OF EXPENSES IS CONDUCTED BY JBF'S FINANCIAL STAFF, AND APPROVED BY THE PROGRAMS MANAGER AND THE CFO.

Additional Data

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Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
THE JAMES BEARD FOUNDATION INC

Employer identification number
13-2752108

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate 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.			
	☐ First-class or charter travel ☐ Housing allowance or residence for personal use			
	☐ Travel for companions ☐ Payments for business use of personal residence			
	☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees			
	☐ Discretionary spending account ☐ Personal services (e.g., 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	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?	**2**		
3	Indicate which, if any, of the following the filing 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.			
	☑ Compensation committee ☐ Written employment contract			
	☑ Independent compensation consultant ☑ Compensation survey or study			
	☐ Form 990 of other organizations ☑ 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?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only 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?	**5a**		No
b	Any related organization?	**5b**		No
	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?	**6a**		No
b	Any related organization?	**6b**		No
	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 in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported on Form 990, Part VII, paid or accured 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	**8**		No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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 are not 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, 1099-MISC compensation, and/or 1099-NEC			(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 CLARE REICHENBACH C.E.O.	(i)	364,379	40,358	0	0	0	404,737	0
	(ii)	0	0	0	0	23,247	23,247	0
2 KRISTOPHER MOON C.O.O.	(i)	221,340	40,358	0	0	0	261,698	0
	(ii)	0	0	0	0	15,712	15,712	0
3 JODI POSNER C.F.O.	(i)	186,177	20,355	0	0	0	206,532	0
	(ii)	0	0	0	0	16,982	16,982	0
4 SIOBHAN HABER VP OF EVENTS	(i)	149,430	8,355	0	0	0	157,785	0
	(ii)	0	0	0	0	27,552	27,552	0
5 DAWN PADMORE VP OF AWARDS	(i)	139,443	379	0	0	0	139,822	0
	(ii)	0	0	0	0	15,066	15,066	0

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation

Additional Data

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Software ID:

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SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
THE JAMES BEARD FOUNDATION INC

Employer identification number
13-2752108

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (COVID-19 TESTS)	X	9,000	200,000	FMV
26 Other ▶ (EVENT PROD'N)	X	47	176,384	FMV
27 Other ▶ (PROMO MATERIALS)	X	1	20,000	FMV
28 Other ▶ (KITCHEN SUPPLIES)	X	5	9,500	FMV

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

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

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

Return Reference	Explanation
PART I, COLUMN B	INDICATES THE NUMBER OF CONTRIBUTORS THAT DONATED NONCASH ITEMS DURING THE FISCAL YEAR ENDED 3/31/2022.

Additional Data

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SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
THE JAMES BEARD FOUNDATION INC

Employer identification number
13-2752108

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	AFTER PREPARATION OF THE FORM 990 IS COMPLETED BY OUR INDEPENDENT ACCOUNTANTS (WITH INPUT AND SUPPORT BY THE FOUNDATION'S FINANCIAL STAFF), AND PRIOR TO ITS FILING WITH THE IRS, THE CEO AND CFO OF THE FOUNDATION REVIEW THE PREPARED FORM 990. THE PREPARED FORM 990 IS THEN SHARED WITH THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS - WHOSE CHARTER INCLUDES THEIR "OVERSIGHT OF THE CORPORATION'S TAX AND REGULATORY FILINGS" - FOR THEIR REVIEW. AFTER THE REVIEWS BY THESE FOUNDATION OFFICERS AND MEMBERS OF THE AUDIT COMMITTEE ARE COMPLETED, A COPY OF THE FINAL FORM 990 (INCLUDING REQUIRED SCHEDULES) IS DISTRIBUTED TO ALL VOTING MEMBERS OF THE BOARD OF DIRECTORS PRIOR TO ITS FILING WITH THE IRS.
FORM 990, PART VI, SECTION B, LINE 12C	THE CHAIRMAN OF THE BOARD OF DIRECTORS AND THE CHAIRMAN OF THE GOVERNANCE COMMITTEE DIRECT THE ANNUAL DISTRIBUTION OF CONFLICT OF INTEREST FORMS TO ALL TRUSTEES AND OFFICERS, AND RETAIN COMPLETED AND SIGNED ASSURANCES OF THEIR CONTINUED COMPLIANCE WITH THE REQUIRED CONFLICTS OF INTEREST RESTRICTIONS. ANY SITUATION THAT INVOLVES, OR MAY REASONABLY BE EXPECTED TO INVOLVE, A CONFLICT OF INTEREST WITH THE ORGANIZATION AND IS NOT OTHERWISE PROVIDED FOR IN THIS POLICY SHOULD BE DISCLOSED PROMPTLY TO THE CHAIR OF THE GOVERNANCE COMMITTEE. IF THE COMMITTEE OR THE BOARD OF TRUSTEES DETERMINES THAT A TRANSACTION WOULD CREATE A CONFLICT OF INTEREST, THE TRANSACTION IS SUBJECT TO APPROVAL IN ADVANCE BY THE MEMBERS OF THE BOARD OF TRUSTEES OR APPLICABLE COMMITTEE WHO DO NOT HAVE A CONFLICT WITH RESPECT TO THE TRANSACTION. ANY KEY PERSON HAVING A CONFLICT OF INTEREST WILL RECUSE HIM- OR HER- SELF FROM CONSIDERATION OF THE TRANSACTION, I.E., THE INTERESTED KEY PERSON MAY NOT VOTE ON THE TRANSACTION OR BE PRESENT WHEN THE VOTE IS TAKEN, AND THE INTERESTED KEY PERSON MANY NOT BE PRESENT DURING ANY DISCUSSION OF THE TRANSACTION OTHER THAN TO ANSWER QUESTIONS.
FORM 990, PART VI, SECTION B, LINE 15A	BASED ON A REVIEW OF THE PRESIDENT/CEO'S PERFORMANCE (AND HER SUBMISSION OF A WRITTEN NARRATIVE DOCUMENTING HER PERFORMANCE FOR THE PREVIOUS YEAR), AN INDEPENDENT COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS MAKES ANNUAL RECOMMENDATIONS TO THE EXECUTIVE COMMITTEE, AND TO THE ENTIRE BOARD OF DIRECTORS, FOR REVIEW AND APPROVAL OF ANY INCREASE (OR MAINTENANCE) OF THE PRESIDENT/CEO'S COMPENSATION, WHICH IS DOCUMENTED CONTEMPORANEOUSLY.
FORM 990, PART VI, SECTION C, LINE 18	THE ORGANIZATION POSTS ON ITS OWN WEBSITE ALL FINANCIAL STATEMENTS (IMMEDIATELY UPON COMPLETION OF THE ANNUAL AUDITS), AS WELL AS THE CURRENT 990, ITS CONFLICT OF INTEREST POLICY, AND ITS CODE OF CONDUCT, ETHICS AND GOVERNANCE.
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION POSTS ON ITS OWN WEBSITE ALL FINANCIAL STATEMENTS (IMMEDIATELY UPON COMPLETION OF THE ANNUAL AUDITS), AS WELL AS THE CURRENT 990, ITS CONFLICT OF INTEREST POLICY, AND ITS CODE OF CONDUCT, ETHICS AND GOVERNANCE.
FORM 990, PART IX, LINE 11G	OTHER CONSULTING SERVICES: PROGRAM SERVICE EXPENSES 4,754,054. MANAGEMENT AND GENERAL EXPENSES 446,405. FUNDRAISING EXPENSES 93,177. TOTAL EXPENSES 5,293,636. TEMPORARY HELP: PROGRAM SERVICE EXPENSES 15,652. MANAGEMENT AND GENERAL EXPENSES 25,913. FUNDRAISING EXPENSES 9,832. TOTAL EXPENSES 51,397.
FORM 990, PART XII, LINE 2C:	THE ORGANIZATION DID NOT CHANGE ITS OVERSIGHT PROCESS OR SELECTION PROCESS DURING THE TAX YEAR.

Additional Data

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