

TAX RETURN FILING INSTRUCTIONS

FORM 990

FOR THE YEAR ENDING

December 31, 2024

Prepared For:

THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC
1307 New York Avenue N.W. 701
Washington, DC 20005

Prepared By:

Thomas Howell Ferguson P.A.
2615 Centennial Blvd., Suite 200
Tallahassee, FL 32308

Amount Due or Refund:

Not applicable

Make Check Payable To:

Not applicable

Mail Tax Return and Check (if applicable) To:

Not applicable

Return Must be Mailed On or Before:

Not applicable

Special Instructions:

This return has been prepared for electronic filing. If you wish to have it transmitted electronically to the IRS, please sign, date, and return Form 8879-TE to our office. We will then submit the electronic return to the IRS. Do not mail a paper copy of the return to the IRS. Return Form 8879-TE to us by November 17, 2025.

Form **990**

Department of the Treasury
Internal Revenue Service

EXTENDED TO NOVEMBER 17, 2025
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

2024

Open to Public
Inspection

A For the 2024 calendar year, or tax year beginning and ending

B Check if applicable:

Address change
Name change
Initial return
Final return/terminated
Amended return
Application pending

C Name of organization

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

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
1307 NEW YORK AVENUE N.W. 701

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 20005

F Name and address of principal officer: **ANDREW ROBERTS
SAME AS C ABOVE**

D Employer identification number

26-0587238

E Telephone number

850-562-5300

G Gross receipts \$ **6,875,098.**

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.BARBARABUSH.ORG**

K Form of organization: ☒ Corporation Trust Association Other

L Year of formation: **2007**

M State of legal domicile: **FL**

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: THE FOUNDATION IS COMMITTED TO HELPING FAMILIES AND COMMUNITIES NATIONWIDE BUILD BRIGHTER FUTURES
	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 12
	4	Number of independent voting members of the governing body (Part VI, line 1b) 4 11
	5	Total number of individuals employed in calendar year 2024 (Part V, line 2a) 5 23
	6	Total number of volunteers (estimate if necessary) 6 1635
	7a	Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.	
Revenue	8	Contributions and grants (Part VIII, line 1h) 6,588,852. 1,355,822.
	9	Program service revenue (Part VIII, line 2g) 0. 0.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d) 655,762. 1,118,695.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 0. 0.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 7,244,614. 2,474,517.
	Expenses	13
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) 3,204,492. 3,138,144.
16a		Professional fundraising fees (Part IX, column (A), line 11e) 0. 0.
b		Total fundraising expenses (Part IX, column (D), line 25) 1,375,565.
17		Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 2,681,600. 2,185,794.
18		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 6,031,542. 5,467,438.
Net Assets or Fund Balances	19	Revenue less expenses. Subtract line 18 from line 12 1,213,072. -2,992,921.
	20	Total assets (Part X, line 16) 28,575,381. 26,436,140.
	21	Total liabilities (Part X, line 26) 2,880,234. 2,382,820.
	22	Net assets or fund balances. Subtract line 21 from line 20 25,695,147. 24,053,320.

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			
	EVANGELINE FIELDS, CFO Type or print name and title				
Paid Preparer Use Only	Preparer's name STACEY T KOLKA	Preparer's signature <i>Stacey T Kolka</i>	Date 5/30/25	Check if self-employed	PTIN P01371120
	Firm's name THOMAS HOWELL FERGUSON P.A.	Firm's EIN 59-3186310	Firm's address 2615 CENTENNIAL BLVD., SUITE 200 TALLAHASSEE, FL 32308	Phone no. 850-668-8100	

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

LHA For Paperwork Reduction Act Notice, see the separate instructions.

432001 12-10-24

Form **990** (2024)

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

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FOR FAMILY LITERACY INC

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Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

SEE SCHEDULE O.

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

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ **No**

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ **1,867,508.** including grants of \$ **106,000.**) (Revenue \$)
BUILDING LITERACY SKILLS

4b (Code:) (Expenses \$ **929,314.** including grants of \$ **37,500.**) (Revenue \$)
BUILDING MULTISECTOR ENGAGEMENT - DRIVING ENGAGEMENT

4c (Code:) (Expenses \$ **744,859.** including grants of \$) (Revenue \$)
BUILDING MULTISECTOR ENGAGEMENT - RAISING AWARENESS

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

(Expenses \$ **131,345.** including grants of \$) (Revenue \$)

4e Total program service expenses **3,673,026.**

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Part IV Checklist of Required Schedules

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

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

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	24
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	

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

		Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 23		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?			X
b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>			
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			X
b If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?			X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?			
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?			
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			
10 Section 501(c)(7) organizations. Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter:			
a Gross income from members or shareholders	11a		
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?			
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.			
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?			X
b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>			
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.			X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.			X
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person 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.			

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

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

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	1a	12		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.				
b Enter the number of voting members included on line 1a, above, who are independent	1b	11		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		X	
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3			X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6 Did the organization have members or stockholders?	6			X
7a 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			X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b			X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a The governing body?	8a		X	
b Each committee with authority to act on behalf of the governing body?	8b		X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9			X

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

		Yes	No	
10a Did the organization have local chapters, branches, or affiliates?	10a		X	
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b			
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X		
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	X		
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X		
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	X		
13 Did the organization have a written whistleblower policy?	13	X		
14 Did the organization have a written document retention and destruction policy?	14	X		
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?				
a The organization's CEO, Executive Director, or top management official	15a	X		
b Other officers or key employees of the organization	15b	X		
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		X	
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b			

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed AL, AK, AR, CA, CT, DC, FL, GA, HI, IL, KS, KY

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☒ Own website Another's website ☒ Upon request Other (explain on Schedule O)

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records
EVANGELINE FIELDS - 850-562-5300
516 NORTH ADAMS STREET, TALLAHASSEE, FL 32301

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See 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 line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) ANDREW ROBERTS PRESIDENT	40.00	X		X				333,345.	0.	26,868.
(2) EVANGELINE FIELDS CFO	40.00			X				232,349.	0.	19,105.
(3) CLARE BONSIGNORE VP OF DEVELOPMENT	40.00				X			200,880.	0.	16,070.
(4) CHRISTOPHER ROBINSON MAJOR GIFTS OFFICER	40.00				X			186,316.	0.	30,526.
(5) SARAH CACICIO DIR. ADULT LITERACY & LEARNING	40.00				X			164,438.	0.	13,155.
(6) BRITISH ROBINSON FORMER PRESIDENT/CEO	0.00						X	131,565.	0.	0.
(7) ALICE ROGOFF DIRECTOR	1.00	X						0.	0.	0.
(8) ROQUEL "ROCKY" RODRIQUEZ DIRECTOR	1.00	X						0.	0.	0.
(9) ROBERT KOCH DIRECTOR	1.00	X						0.	0.	0.
(10) JEB BUSH, JR. DIRECTOR	1.00	X						0.	0.	0.
(11) KATHLEEN SHANAHAN DIRECTOR (FROM 7/1/24)	1.00	X						0.	0.	0.
(12) GWYNN VIROSTEK DIRECTOR UNTIL 6/30/24	1.00	X						0.	0.	0.
(13) FRANCES FISHER DIRECTOR	1.00	X						0.	0.	0.
(14) CHRIS FRANGIONE DIRECTOR UNTIL 6/30/24	1.00	X						0.	0.	0.
(15) LAMAR BUNTS TREASURER	1.00	X		X				0.	0.	0.
(16) LORI WACHS CHAIR UNTIL 6/30/24	1.00	X		X				0.	0.	0.
(17) MICHAEL LEVINE VICE CHAIR (FROM 7/1/24)	1.00	X		X				0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) DORO BUSH KOCH HONORARY CHAIR	1.00	X		X				0.	0.	0.
(19) DENINE TORR CHAIR (FROM 7/1/24)	1.00	X		X				0.	0.	0.
(20) HONEY SKINNER SECRETARY	1.00	X		X				0.	0.	0.
1b Subtotal								1,248,893.	0.	105,724.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,248,893.	0.	105,724.

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 6

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
FTI CONSULTING 555 12TH STREETH NW, WASHINGTON, DC 20004	CONSULTING SERVICES	319,457.

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

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Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	626,246.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	729,576.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 15,896.				
	h Total. Add lines 1a-1f						
Program Service Revenue			Business Code				
	2 a						
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			839,911.			839,911.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
		(i) Real	(ii) Personal				
	6 a Gross rents	6a					
	b Less: rental expenses ...	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
		(i) Securities	(ii) Other				
	7 a Gross amount from sales of assets other than inventory	7a	4,679,365.				
	b Less: cost or other basis and sales expenses	7b	4,400,581.				
	c Gain or (loss)	7c	278,784.				
	d Net gain or (loss)			278,784.			278,784.
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
	b Less: direct expenses	8b					
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a 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				
	11 a						
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions				2,474,517.	0.	0.	1118695.

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Part IX Statement of Functional Expenses

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

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

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 ...	143,500.	143,500.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,354,616.	811,175.	95,619.	447,822.
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	1,413,650.	846,527.	99,786.	467,337.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	103,434.	61,939.	7,301.	34,194.
9 Other employee benefits	81,115.	48,573.	5,726.	26,816.
10 Payroll taxes	185,329.	110,979.	13,082.	61,268.
11 Fees for services (nonemployees):				
a Management				
b Legal	10,970.	5,121.	2,711.	3,138.
c Accounting	46,657.	23,795.	12,597.	10,265.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	110,377.	64,190.	2,602.	43,585.
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	938,017.	830,650.	22,114.	85,253.
12 Advertising and promotion	50,731.	44,924.	1,196.	4,611.
13 Office expenses	57,725.	32,734.	11,403.	13,588.
14 Information technology	2,535.	2,245.	60.	230.
15 Royalties				
16 Occupancy	429,778.	220,278.	115,439.	94,061.
17 Travel	116,513.	91,137.	1,981.	23,395.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	101,491.	100,155.		1,336.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	32,648.	18,126.	7,899.	6,623.
23 Insurance	29,744.	15,169.	8,031.	6,544.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a BOOKS MAT SUPPLIES	139,756.	139,756.		
b DUES & SUBSCRIPTIONS	108,647.	53,637.	10,813.	44,197.
c OTHER EXPENSES	5,124.	3,390.	432.	1,302.
d MEALS	5,026.	5,026.		
e All other expenses	55.		55.	
25 Total functional expenses. Add lines 1 through 24e	5,467,438.	3,673,026.	418,847.	1,375,565.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

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Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	2,724,787.	1	557,630.
	2 Savings and temporary cash investments	230,517.	2	236,123.
	3 Pledges and grants receivable, net	286,616.	3	211,130.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	206,017.	9	244,122.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	209,730.		
	b Less: accumulated depreciation	146,150.		
	11 Investments - publicly traded securities	91,259.	10c	63,580.
	12 Investments - other securities. See Part IV, line 11	23,307,226.	11	23,727,538.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	1,728,959.	14	1,396,017.
16 Total assets. Add lines 1 through 15 (must equal line 33)	28,575,381.	15	26,436,140.	
Liabilities	17 Accounts payable and accrued expenses	825,885.	16	645,609.
	18 Grants payable		17	
	19 Deferred revenue	23,897.	18	79,356.
	20 Tax-exempt bond liabilities		19	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		20	
	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		21	
	23 Secured mortgages and notes payable to unrelated third parties		22	
	24 Unsecured notes and loans payable to unrelated third parties		23	
	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	2,030,452.	24	1,657,855.
	26 Total liabilities. Add lines 17 through 25	2,880,234.	25	2,382,820.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	23,928,464.	26	23,369,962.
	28 Net assets with donor restrictions	1,766,683.	27	683,358.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		28	
	30 Paid-in or capital surplus, or land, building, or equipment fund		29	
	31 Retained earnings, endowment, accumulated income, or other funds		30	
	32 Total net assets or fund balances	25,695,147.	31	24,053,320.
	33 Total liabilities and net assets/fund balances	28,575,381.	32	26,436,140.

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**THE BARBARA BUSH FOUNDATION
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Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,474,517.
2	Total expenses (must equal Part IX, column (A), line 25)	2	5,467,438.
3	Revenue less expenses. Subtract line 2 from line 1	3	-2,992,921.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	25,695,147.
5	Net unrealized gains (losses) on investments	5	1,351,094.
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 on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	24,053,320.

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual 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?		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:		
	Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
b	Were the organization's financial statements audited by an independent accountant?	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:		
	<input checked="" type="checkbox"/> 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?	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits		

Form **990** (2024)

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

2024

Open to Public
Inspection

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

Employer identification number
26-0587238

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 **section 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						

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

Schedule A (Form 990) 2024

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	648,303.	3676276.	2344384.	6588502.	1339926.	14597391.
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	648,303.	3676276.	2344384.	6588502.	1339926.	14597391.
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)						2774012.
6 Public support. Subtract line 5 from line 4.						11823379.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	648,303.	3676276.	2344384.	6588502.	1339926.	14597391.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	248,795.	527,970.	428,315.	614,827.	839,911.	2659818.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)		83,769.	58,704.			142,473.
11 Total support. Add lines 7 through 10						17399682.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	67.95 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	65.04 %
16a 33 1/3% support test - 2024. 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 <input checked="" type="checkbox"/>		
b 33 1/3% support test - 2023. 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 - 2024. 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 - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		

Schedule A (Form 990) 2024

**THE BARBARA BUSH FOUNDATION
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Schedule A (Form 990) 2024

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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 2024 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2023 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2024. 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 - 2023. 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, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>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.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i>		
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)? <i>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.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
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))? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

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

Schedule A (Form 990) 2024

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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?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
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? <i>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.</i>		
1		
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)? <i>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).</i>		
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?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on 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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
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. <i>Complete line 2 below.</i>			
b The organization is the parent of each of its supported organizations. <i>Complete line 3 below.</i>			
c The organization supported a governmental entity. <i>Describe in Part VI how you supported a governmental entity (see instructions).</i>			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>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.</i>			
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? <i>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.</i>			
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? <i>If "Yes" or "No," provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
2a			
2b			
3a			
3b			

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

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):			
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d.	3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 0.035.	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		

Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, column A)	1		
2 Enter 0.85 of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4 Enter greater of line 2 or line 3.	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		
7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).			

Schedule A (Form 990) 2024

THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC

Schedule A (Form 990) 2024

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	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 (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2024 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-2024	(iii) Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2024			
a From 2019			
b From 2020			
c From 2021			
d From 2022			
e From 2023			
f Total of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2025. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020			
b Excess from 2021			
c Excess from 2022			
d Excess from 2023			
e Excess from 2024			

Schedule A (Form 990) 2024

THE BARBARA BUSH FOUNDATION
FOR FAMILY LITERACY INC

Schedule A (Form 990) 2024

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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.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

REBATES

2021 AMOUNT: \$ 83,769.

2022 AMOUNT: \$ 58,704.

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

OMB No. 1545-0047

2024

Open to Public
Inspection

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

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

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

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

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

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

Name of organization	THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC	Employer identification number (EIN)	26-0587238
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.

2 Political campaign activity expenditures \$

3 Volunteer hours for political campaign activities

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 \$

2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No

4a Was a correction made? Yes No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527
exempt function activities \$

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL,
line 17b \$

4 Did the filing organization file Form 1120-POL for this year? Yes No

5 Enter the names, addresses, and EINs of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

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

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

Schedule C (Form 990) 2024

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

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

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)			
b Total lobbying expenditures to influence a legislative body (direct lobbying)			
c Total lobbying expenditures (add lines 1a and 1b)			
d Other exempt purpose expenditures		5,451,542.	
e Total exempt purpose expenditures (add lines 1c and 1d)		5,451,542.	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		422,577.	
IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:		
not over \$500,000	20% of the amount on line 1e.		
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.		
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.		
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.		
over \$17,000,000	\$1,000,000.		
g Grassroots nontaxable amount (enter 25% of line 1f)		105,644.	
h Subtract line 1g from line 1a. If zero or less, enter -0-		0.	
i Subtract line 1f from line 1c. If zero or less, enter -0-		0.	
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		Yes	No

4-Year Averaging Period Under Section 501(h)

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount	458,065.	483,346.	451,577.	422,577.	1,815,565.
b Lobbying ceiling amount (150% of line 2a, column(e))					2,723,348.
c Total lobbying expenditures					
d Grassroots nontaxable amount	114,516.	120,837.	112,894.	105,644.	453,891.
e Grassroots ceiling amount (150% of line 2d, column (e))					680,837.
f Grassroots lobbying expenditures					

Schedule C (Form 990) 2024

SCHEDULE D

(Form 990)

(Rev. December 2024)

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

**Open to Public
Inspection**

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

Employer identification number
26-0587238

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	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 (for example, recreation or education) ☐ Preservation of a historically important land area
 Protection of natural habitat ☐ Preservation of a certified historic structure
 Preservation of open space

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

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

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

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

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

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

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

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

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 \$

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

Schedule D (Form 990) (Rev. 12-2024)

THE BARBARA BUSH FOUNDATION

Schedule D (Form 990) (Rev. 12-2024) FOR FAMILY LITERACY INC

26-0587238 Page 2

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 make 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 program

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

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

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

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

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

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

a Board designated or quasi-endowment %

b Permanent endowment %

c Term endowment %

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

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

(i) Unrelated organizations?

(ii) Related organizations?

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		
3a(ii)		
3b		

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

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		209,730.	146,150.	63,580.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				63,580.

Schedule D (Form 990) (Rev. 12-2024)

THE BARBARA BUSH FOUNDATION

Schedule D (Form 990) (Rev. 12-2024) FOR FAMILY LITERACY INC

26-0587238 Page 3

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

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) RIGHT OF USE - DC OFFICE	1,396,017.
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	1,396,017.

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) DC LEASE LIABILITY	1,657,855.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	1,657,855.

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

Schedule D (Form 990) (Rev. 12-2024)

THE BARBARA BUSH FOUNDATION

Schedule D (Form 990) (Rev. 12-2024) FOR FAMILY LITERACY INC

26-0587238 Page 4

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

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

1	Total revenue, gains, and other support per audited financial statements	1	3,892,881.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	1,351,094.
b	Donated services and use of facilities	2b	177,647.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	-110,377.
e	Add lines 2a through 2d	2e	1,418,364.
3	Subtract line 2e from line 1	3	2,474,517.
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	2,474,517.

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	5,534,708.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	177,647.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	-110,377.
e	Add lines 2a through 2d	2e	67,270.
3	Subtract line 2e from line 1	3	5,467,438.
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	5,467,438.

Part XIII Supplemental Information

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

PART X, LINE 2:

THE FOUNDATION IS NO LONGER SUBJECT TO EXAMINATIONS BY MAJOR TAX JURISDICTIONS FOR YEARS ENDED DECEMBER 31, 2019 AND PRIOR.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

INVESTMENT FEES -110,377.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

INVESTMENT FEES -110,377.

Part XIII	Supplemental Information <i>(continued)</i>
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[illegible]

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, line 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

Open to Public Inspection

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

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 nongovernment grants
- f ☒ Solicitation of government grants
- g ☒ Special fundraising events

2 a 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?		(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
		Yes	No			
FORTIFIED STRATEGIES - 3425 BANNERMAN ROAD #105-441,	PROGRAMS WITH SPONSORSHIPS		X	0.	9,000.	-9,000.
Total					9,000.	-9,000.

- 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.

AL	AK	AZ	AR	CA	CO	CT	DE	FL	GA	HI	ID	IL	IN	IA	KS	KY	LA	ME	MD	MA	MI	MN	MS	MO	MT	NE	NV	NH	NJ	NM	NY	NC	ND	OH	OK	OR	PA	RI	SC	SD	TN	TX	UT	VT	VA	WA	WV	WI	WY
----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----

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

Schedule G (Form 990) (Rev. 12-2024)

SEE PART IV FOR CONTINUATIONS

LHA 432081 01-14-25

29

12090530 136042 9726NX

2024.03050 THE BARBARA BUSH FOUNDATI 9726NX 1

THE BARBARA BUSH FOUNDATION

Schedule G (Form 990) (Rev. 12-2024) FOR FAMILY LITERACY INC

26-0587238 Page 2

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

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

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
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: _____

THE BARBARA BUSH FOUNDATION

Schedule G (Form 990) (Rev. 12-2024) FOR FAMILY LITERACY INC

26-0587238 Page 3

- 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 the name and address of the third party:

Name

Address

16 Gaming manager information:

Name

Gaming manager compensation \$

Description of services provided

Director/officer

Employee

Independent contractor

17 Mandatory distributions:

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

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

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

(I) NAME OF FUNDRAISER: FORTIFIED STRATEGIES

(I) ADDRESS OF FUNDRAISER:

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

Part IV	Supplemental Information <i>(continued)</i>
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**SCHEDULE I
(Form 990)**

(Rev. December 2024)

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 instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

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

Employer identification number
26-0587238

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.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
BRIYA PUBLIC CHARTER SCHOOL 2333 ONTARIO ROAD NW WASHINGTON, DC 20009	20-4497716	501 (C)(3)	15,000.	0.			EDUCATION
BROWARD EDUCATION FOUNDATION PO BOX 5408 FT. LAUDERDALE, FL 33310	59-2359433	501 (C)(3)	12,350.	0.			EDUCATION
CURATORS OF THE UNIVERSITY OF MISSOURI - PO BOX 807012 - KANSAS CITY, MO 64180	43-6003859	501 (C)(3)	15,000.	0.			EDUCATION
LITERACY MINNESOTA 700 RAYMOND AVENUE STE 180 ST PAUL, MN 55114	23-7217182	501 (C)(3)	10,000.	0.			EDUCATION
THE SCHOOL BOARD OF MIAMI DADE 1450 NE 2ND AVENUE, RM 760 MIAMI, FL 33132	59-6000572	GOV'T	7,150.	0.			EDUCATION

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **5.**

3 Enter total number of other organizations listed in the line 1 table **0.**

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

Schedule I (Form 990) (Rev. 12-2024)

Schedule I (Form 990) (Rev. 12-2024)

FOR FAMILY LITERACY INC

Page 2

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 non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

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SCHEDULE J
(Form 990)

(Rev. December 2024)
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

Open to Public
Inspection

Name of the organization	THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC	Employer identification number	26-0587238
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Part I Questions Regarding Compensation

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

THE BARBARA BUSH FOUNDATION

Schedule J (Form 990) (Rev. 12-2024) FOR FAMILY LITERACY INC

26-0587238

Page 2

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) ANDREW ROBERTS PRESIDENT	(i)	309,286.	23,208.	851.	26,868.	0.	360,213.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) EVANGELINE FIELDS CFO	(i)	212,554.	16,195.	3,600.	18,732.	373.	251,454.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) CLARE BONSIGNORE VP OF DEVELOPMENT	(i)	191,580.	9,300.	0.	16,070.	0.	216,950.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) CHRISTOPHER ROBINSON MAJOR GIFTS OFFICER	(i)	204,594.	7,945.	-26,223.	17,003.	13,523.	216,842.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) SARAH CACICIO DIR. ADULT LITERACY & LEARNING	(i)	147,000.	14,000.	3,438.	13,155.	0.	177,593.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) BRITISH ROBINSON FORMER PRESIDENT/CEO	(i)	0.	0.	131,565.	0.	0.	131,565.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Schedule J (Form 990) (Rev. 12-2024)

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.

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**SCHEDULE O
(Form 990)**

(Rev. December 2024)

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 Form 990-EZ.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization	THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC	Employer identification number	26-0587238
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FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
THROUGH LITERACY.

FORM 990, PART I, LINE 6, VOLUNTEERS:

THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY, INC IS A PUBLIC CHARITY FOUNDED BY FORMER FIRST LADY BARBARA BUSH. THE BUSH FAMILY IS PROUD TO SUPPORT LITERACY THROUGH THEIR PHILANTHROPIC EFFORTS. BARBARA BUSH'S DAUGHTER, DOROTHY BUSH KOCH, IS HONORARY CHAIR OF THE FOUNDATION, AND TWO OF MRS. BUSH'S GRANDSONS - JEB BUSH, JR. AND ROBERT KOCH - ARE BOARD MEMBERS OF THE FOUNDATION. BUSH FAMILY MEMBERS WHO LEND THEIR NAMES AND VALUABLE TIME AS VOLUNTEERS, PARTICULARLY TO SUPPORT THE FOUNDATION'S CELEBRATION OF READING EVENTS, INCLUDE PRESIDENT GEORGE W. AND LAURA BUSH, GOVERNOR JEB AND COLUMBA BUSH, MARVIN AND MARGARET BUSH, NEIL AND MARIA BUSH, DORO AND BOBBY KOCH, ALEXANDER ANDREWS, PACE ANDREWS, THE HONORABLE GEORGE P. AND AMANDA BUSH, MARSHALL BUSH, NOELLE BUSH, SARABETH AND PIERCE BUSH, WALKER BUSH, SANDRA AND JEB BUSH, JR., BARBARA BUSH COYNE AND CRAIG COYNE, ELIZABETH ANDREWS, JENNA BUSH HAGER AND HENRY HAGER, GIGI KOCH, KITTY AND ROBERT KOCH, LAUREN BUSH LAUREN AND DAVID LAUREN, LEE AND SAM LEBLOND, ASHLEY BUSH AND JULIAN LEFEVRE, AND ELLIE AND NICK SOSA.

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

A NATIONAL PUBLIC CHARITY BASED IN WASHINGTON, D.C., THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY IS DEDICATED TO HELPING FAMILIES AND COMMUNITIES NATIONWIDE BUILD BRIGHTER FUTURES THROUGH LITERACY. WE HAVE BEEN THE NATION'S LEADING ADVOCATE FOR FAMILY LITERACY FOR MORE THAN THREE DECADES. ESTABLISHED BY FIRST LADY BARBARA BUSH IN 1989, WE HAVE SUPPORTED EVIDENCE-BASED FAMILY LITERACY PROGRAMS IN ALL 50 STATES AND THE DISTRICT OF COLUMBIA.

FORMER FIRST LADY BARBARA BUSH CHOSE LITERACY AS HER LIFE'S WORK BASED ON A SIMPLE, BUT POWERFUL BELIEF: "IF MORE PEOPLE COULD READ, WRITE, AND COMPREHEND, WE WOULD BE THAT MUCH CLOSER TO SOLVING SO MANY OF THE PROBLEMS PLAGUING OUR SOCIETY." RESEARCH CONTINUES TO PROVE THAT SHE WAS RIGHT, LINKING LITERACY TO SOME OF TODAY'S MOST PRESSING CONCERNS, INCLUDING ECONOMIC GROWTH, PUBLIC HEALTH AND SAFETY, AND CIVIC ENGAGEMENT.

YET TODAY, MORE THAN HALF OF U.S. ADULTS LACK PROFICIENCY IN LITERACY, READING BELOW THE ADULT EQUIVALENT OF A SIXTH-GRADE LEVEL. ABOUT 43 MILLION AMERICANS - 28% OF U.S. ADULTS - READ BELOW THE EQUIVALENT OF A THIRD-GRADE LEVEL. YOUNG READERS ARE STRUGGLING AS WELL: 69% OF OUR NATION'S FOURTH GRADERS READ BELOW GRADE LEVEL. THIS CRISIS IS COSTLY A GALLUP STUDY COMMISSIONED BY THE BARBARA BUSH FOUNDATION DETERMINED THAT THE U.S. COULD BE LOSING \$2.2 TRILLION - OR 10% OF GDP - ANNUALLY DUE TO LOW ADULT LITERACY RATES. IT IS ALSO MULTIGENERATIONAL, AS RESEARCH SHOWS THAT A PARENT'S LITERACY LEVEL IS THE SINGLE GREATEST PREDICTOR OF THEIR CHILD'S FUTURE ACADEMIC SUCCESS, OUTWEIGHING OTHER FACTORS INCLUDING NEIGHBORHOOD AND FAMILY INCOME.

WE WORK TO ADDRESS OUR NATION'S LITERACY CHALLENGE BY PROVIDING

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Schedule O (Form 990) (Rev. 12-2024)

LHA 432211 01-15-25

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HIGH-QUALITY PROGRAMS AND RESOURCES THAT HELP FAMILIES ACROSS THE COUNTRY BUILD LITERACY SKILLS, AS WELL AS DRIVING MULTISECTOR ENGAGEMENT IN LITERACY ISSUES THROUGH RESEARCH AND EDUCATION INITIATIVES. THESE EFFORTS ARE DETAILED IN OUR PROGRAM SERVICES ACCOMPLISHMENTS.

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

WE DELIVER HIGH-QUALITY LITERACY PROGRAMS AND RESOURCES THAT HELP PARENTS/CAREGIVERS AND SCHOOL-AGED CHILDREN IMPROVE THEIR READING, WRITING, AND COMPREHENSION SKILLS.

READING MENTORING PROGRAMS

RESEARCH SHOWS THAT THIRD GRADE READING LEVELS ARE A KEY PREDICTOR OF CHILDREN'S FUTURE SUCCESS IN SCHOOL AND IN LIFE. CHILDREN WHO BUILD THE LITERACY SKILLS THEY NEED TO READ PROFICIENTLY BY THE END OF THIRD GRADE ARE FOUR TIMES MORE LIKELY TO GRADUATE FROM HIGH SCHOOL THAN THEIR PEERS WHO READ BELOW GRADE LEVEL.

SINCE 2002, OUR READING MENTORING PROGRAMS HAVE HELPED YOUNG READERS IN GRADES 1-3 BUILD THE ESSENTIAL LITERACY SKILLS THAT THEY NEED TO MAKE THE CRITICAL TRANSITION FROM LEARNING TO READ TO READING TO LEARN. BOTH PROGRAMS ARE INFORMED BY THE SCIENCE OF READING, AND EMPLOY THE RESEARCH-PROVEN STRATEGY OF MENTORING TO IMPROVE OUTCOMES.

DURING THE 2024-2025 ACADEMIC YEAR, OUR READING MENTORING PROGRAMS SERVED APPROXIMATELY 2,800 STUDENTS ACROSS 75 PROGRAMS IN SIX STATES (CONNECTICUT, FLORIDA, MAINE, OKLAHOMA, SOUTH CAROLINA, AND TEXAS).

READSQUAD

OUR LONGEST-RUNNING READING MENTORING PROGRAM, READSQUAD, PAIRS TEEN MENTORS WITH STUDENTS IN FIRST, SECOND, AND THIRD GRADES WHO ARE, ON AVERAGE, FOUR MONTHS BEHIND IN READING. TEENS RECEIVE TRAINING AS READING MENTORS, AND MEET REGULARLY WITH THEIR MENTEES FOR 20 ONE-TO-ONE MENTORING SESSIONS, USING TARGETED STRATEGIES AND ACTIVITIES TO BOOST LITERACY SKILLS AND CONFIDENCE. EACH OF THE 16-20 BOOKS THAT CHILDREN READ WITH THEIR TEEN MENTOR IS ADDED TO THEIR HOME LIBRARIES, ACCOMPANIED BY A PARENT GUIDE, AVAILABLE IN ENGLISH AND SPANISH, THAT OFFERS PARENTS AND CAREGIVERS THE OPPORTUNITY TO TAKE AN ACTIVE ROLE IN THEIR CHILD'S LEARNING.

READSQUAD CONTINUES TO ACHIEVE OUTSTANDING RESULTS. THE MOST RECENT INDEPENDENT EVALUATION SHOWED:

STUDENTS PARTICIPATING IN READSQUAD INCREASED THEIR READING SKILLS BY AN AVERAGE OF 1.18 GRADE LEVELS OVER THE SEVEN-MONTH PROGRAM (ESPECIALLY SUBSTANTIAL GIVEN THAT MENTEES BEGIN READING WELL BELOW GRADE LEVEL).

THIS TRANSLATES TO 45% MORE GROWTH THAN A TYPICAL STUDENT WOULD BE EXPECTED TO ACHIEVE IN AN ACADEMIC YEAR.

TEEN MENTORS BENEFIT AS WELL. PARTICIPATING HIGH SCHOOL SENIORS REPORTED THAT THEIR COMMUNICATION (84%), LEADERSHIP (70%), AND TEACHING SKILLS (79%) HAD IMPROVED THROUGH THEIR PARTICIPATION IN READSQUAD, WHILE HALF (51%) FELT THEIR PROBLEM-SOLVING SKILLS HAD GROWN. AMONG

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MENTORS WHO WERE SOPHOMORES OR JUNIORS IN HIGH SCHOOL, TWO-THIRDS (66%) FELT THE EXPERIENCE WOULD GIVE THEM A COMPETITIVE ADVANTAGE WHEN APPLYING TO COLLEGE, WHILE 69% FELT THE EXPERIENCE WOULD HELP THEM WITH A JOB.

BOOK EXPLORERS

BOOK EXPLORERS, OUR NEWEST READING MENTORING PROGRAM, BUILDS ON THE SUCCESS OF READSQUAD TO HELP TARGET "SUMMER SLIDE" OR COVID-19-RELATED LEARNING GAPS BY ALLOWING STUDENTS TO KEEP PROGRESSING YEAR-ROUND. LIKE READSQUAD, BOOK EXPLORERS PAIRS STUDENTS IN GRADES 1-3 WITH A READING MENTOR AND USES TARGETED STRATEGIES AND ACTIVITIES TO BUILD LITERACY SKILLS AND CONFIDENCE. THIS 12-SESSION PROGRAM IS DESIGNED FOR FLEXIBLE IMPLEMENTATION, SUITABLE FOR USE IN A VARIETY OF SETTINGS SUCH AS LIBRARIES, COMMUNITY CENTERS, OR AFTERSCHOOL PROGRAMS. IT ALSO OFFERS VOLUNTEER OPPORTUNITIES FOR BOTH TEENS AND ADULTS - INCLUDING CORPORATE VOLUNTEERS - TO SERVE AS MENTORS. THE MOST RECENT INDEPENDENT EVALUATION DETERMINED THAT MENTEES' READING SKILLS INCREASED AN AVERAGE OF 0.79 GRADE LEVELS OVER THE COURSE OF THE 12-SESSION PROGRAM, WHICH IS 44% MORE GROWTH THAN WOULD BE ANTICIPATED DURING THIS TIME FRAME.

ALL BOOK EXPLORERS PROGRAM RESOURCES ARE FULLY ONLINE, AND ARE DESIGNED TO ENGAGE AND FOSTER A LOVE OF READING IN YOUNG LEARNERS. MATERIALS INCLUDE NONFICTION AND NARRATIVE DIGITAL BOOKS. EACH BOOK IS ACCOMPANIED BY A MENTOR GUIDE THAT HELPS MENTORS MAKE THE MOST OF THEIR SESSIONS, AND A PARENT GUIDE FULL OF FUN, ENRICHING ACTIVITIES. ALL 56 BOOK EXPLORERS PARENT GUIDES AND A COLLECTION OF SELECT BOOK TITLES ARE AVAILABLE IN SPANISH.

RESOURCES FOR EDUCATORS AND FAMILIES

WE ARE COMMITTED TO EQUIPPING EDUCATORS AND FAMILIES WITH HIGH-QUALITY, ENGAGING RESOURCES TO HELP BUILD LITERACY SKILLS IN LEARNERS OF ALL AGES. WE DISTRIBUTE THESE RESOURCES AND PROGRAMS NATIONALLY TO GRASSROOTS ORGANIZATIONS AND PROVIDE TRAINING AND SUPPORT TO ENSURE THAT THEY DELIVER THE DESIRED IMPACT.

READLIFE BOOKSHELF

OUR MULTIGENERATIONAL READING COLLECTION, READLIFE BOOKSHELF, PROVIDES A FREE ONLINE LIBRARY DESIGNED TO PROMOTE LITERACY SKILL DEVELOPMENT IN ADULTS AND CHILDREN. DEVELOPED IN PARTNERSHIP WITH WORLDREADER, READLIFE BOOKSHELF OFFERS:

A CURATED COLLECTION OF DIGITAL BOOKS FOR ADULTS, CHILDREN, AND FAMILIES, INCLUDING TITLES TAILORED TO THE READING LEVELS AND INTERESTS OF ADULT LEARNERS

GUIDED ACTIVITIES TO ENCOURAGE ADULT LEARNERS AND THEIR FAMILIES TO DEEPEN AND ENHANCE THE LEARNING EXPERIENCE

RESOURCE GUIDES TO HELP INSTRUCTORS PROMOTE LITERACY SKILL DEVELOPMENT BILINGUAL (ENGLISH AND SPANISH) BOOKS AND RESOURCES

ANYTIME, ANYWHERE ACCESS TO ONLINE MATERIALS ACROSS ALL PLATFORMS (COMPUTERS, TABLETS AND SMARTPHONES)

NEW BOOKS AND MATERIALS EACH MONTH, WITH TIMELY, SEASONAL THEMES

ALL RESOURCES ARE AVAILABLE FOR USE BY LEARNERS AND EDUCATORS AT NO COST. SINCE ITS LAUNCH IN FALL 2022, READLIFE BOOKSHELF HAS GROWN TO INCLUDE MORE THAN 225 UNIQUE BOOKS FOR ADULTS, CHILDREN, AND FAMILIES, WITH SELECTIONS IN BOTH ENGLISH AND SPANISH, AND THROUGH SHARED

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DISTRIBUTION IT SERVES MORE THAN 16,000 READERS ACROSS THE U.S.

FAMILY RESOURCES

OUR TEAM OF FAMILY LITERACY EXPERTS DEVELOPS FREE RESOURCES TO ENCOURAGE FAMILIES TO READ, LEARN, AND PLAY TOGETHER. IN 2024, WE STREAMLINED ACCESS TO THESE RESOURCES WITH THE CREATION OF A NEW FAMILY RESOURCES PAGE ON OUR WEBSITE. THE PAGE PROVIDES ONE-STOP ACCESS TO RESOURCES INCLUDING READING TIPS, OUR READLIFE BOOKSHELF DIGITAL BOOK COLLECTION, AND BOOK GUIDES TO HELP PARENTS, CAREGIVERS, AND EDUCATORS MAKE STORY TIME FUN AND MEANINGFUL FOR CHILDREN ACROSS A VARIETY OF AGES.

TOO SMALL TO FAIL/CLINTON FOUNDATION PARTNERSHIP

IN SEPTEMBER 2024, SECRETARY HILLARY RODHAM CLINTON ANNOUNCED THE LAUNCH OF AN EXCITING NEW PARTNERSHIP BETWEEN THE BARBARA BUSH FOUNDATION, TOO SMALL TO FAIL (THE CLINTON FOUNDATION'S EARLY EDUCATION INITIATIVE), AND THE UNITED WAY OF PENNSYLVANIA.

THROUGH A SERIES OF 250 ACTIVATIONS ACROSS THE STATE IN 2025 AND 2026, THIS NEW PARTNERSHIP WILL EQUIP PENNSYLVANIA FAMILIES WITH HIGH-QUALITY EARLY LITERACY RESOURCES, EMPOWERING PARENTS TO SUPPORT LEARNING IN MEANINGFUL AND FUN WAYS. ACTIVATIONS WILL FOCUS ON THREE MAIN STRATEGIES: PEOPLE (TRAINING "TRUSTED MESSENGERS" TO TALK WITH FAMILIES ABOUT THE IMPORTANCE OF TALKING, READING, AND SINGING WITH THEIR CHILDREN); PLACES (TRANSFORMING EVERYDAY SPACES SUCH AS LAUNDROMATS, PLAYGROUNDS, HEALTH CLINICS, GROCERY STORES, HIKING TRAILS, AND COMMUNITY CENTERS INTO VIBRANT EARLY LEARNING OPPORTUNITIES FOR CHILDREN AND FAMILIES TO TALK, READ, AND SING WITH EACH OTHER); AND RESOURCES (PROVIDING FAMILIES WITH HIGH-QUALITY EARLY LEARNING RESOURCES AND CHILDREN'S BOOKS).

IN 2024, TOO SMALL TO FAIL AND THE BARBARA BUSH FOUNDATION BEGAN WORKING WITH UNITED WAY ORGANIZATIONS IN SIX DIFFERENT PENNSYLVANIA COUNTIES, PROVIDING AN OVERVIEW OF RESOURCES AND CONDUCTING DISCUSSIONS TO EXPLORE ACTIVATION IDEAS AND OPPORTUNITIES.

DIGITAL LITERACY RESOURCES

DIGITAL LITERACY - THE SKILLS NEEDED TO LIVE, LEARN, AND WORK IN TODAY'S INCREASINGLY INFORMATION AND TECHNOLOGY-DRIVEN SOCIETY - IS MORE IMPORTANT THAN EVER. FROM APPLYING FOR A JOB TO NAVIGATING A TELEHEALTH VISIT TO HELPING CHILDREN WITH HOMEWORK, WE RELY ON OUR DIGITAL SKILLS IN NEARLY EVERY ASPECT OF OUR DAILY LIVES. CURRENT RESEARCH SHOWS THAT 92% OF JOBS ACROSS INDUSTRIES IN THE U.S. LABOR MARKET REQUIRE DIGITAL SKILLS. HOWEVER, ONE-THIRD OF AMERICAN WORKERS CURRENTLY STRUGGLE TO PERFORM THEIR JOB EFFECTIVELY DUE TO LIMITED DIGITAL PROBLEM-SOLVING SKILLS.

TO HELP BRIDGE THIS GAP, WE CONTINUE TO TRAIN EDUCATORS AND MENTORS NATIONWIDE ON THE USE OF PROMOTING DIGITAL LITERACY FOR ADULT LEARNERS, OUR RESOURCE GUIDE DEVELOPED IN PARTNERSHIP WITH DIGITAL PROMISE. THIS PEER-REVIEWED GUIDE WAS DEVELOPED TO SUPPORT EDUCATORS, LIBRARY STAFF, TUTORS, AND MENTORS WHO ARE WORKING WITH ADULT LEARNERS ON BUILDING LITERACY SKILLS.

IN 2024, WE PARTNERED WITH AT&T (BBF CORPORATE ADVISORY COUNCIL MEMBER) AND THE PUBLIC LIBRARY ASSOCIATION TO SUPPORT ADULT LEARNERS AT SIX

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PILOT SITES IN ARKANSAS, GEORGIA, KENTUCKY, MICHIGAN, NEW MEXICO, AND SOUTH CAROLINA IN DIGITAL LITERACY SKILL BUILDING FOR PERSONAL AND CAREER GOALS, AS WELL AS TO COLLECT DATA ON THE EFFICACY OF THE PROGRAM. AN INDEPENDENT EVALUATION OF THE PILOT FOUND THAT OVERALL, PARTICIPANTS (FACILITATORS AND LEARNERS) HAD POSITIVE FEEDBACK ON THE MATERIALS AND TECHNICAL ASSISTANCE THEY RECEIVED. FACILITATORS REPORTED THAT THEIR LEARNERS HAD INCREASED CONFIDENCE WITH DIGITAL TECHNOLOGY (47%), DEVELOPED MORE AWARENESS OF DIGITAL TOOLS (41%), HAD INCREASED ABILITY TO ACCESS AND OPERATE INTERNET-CONNECTED DEVICES (35%), AND AN INCREASED ABILITY TO NAVIGATE AND UTILIZE ONLINE RESOURCES (29%).

EDUCATOR RESOURCES

WE PROVIDE A VARIETY OF RESOURCES AND MATERIALS FOR K-ADULT AND FAMILY LITERACY PRACTITIONERS NATIONWIDE, WHICH ARE AVAILABLE FREE OF COST THROUGH THE EDUCATOR RESOURCES PAGE ON OUR WEBSITE. OUR EDUCATOR EDITION, ISSUED QUARTERLY, IS TAILORED FOR THIS AUDIENCE, PROVIDING IN-DEPTH UPDATES AND INFORMATION ON PROGRAMS AND RESOURCES THAT ARE APPLICABLE TO THEIR LEARNERS.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS: BUILDING MULTISECTOR ENGAGEMENT - DRIVING ENGAGEMENT

NATIONAL ACTION PLAN FOR ADULT LITERACY AND ALL IN
IN 2019, THE BARBARA BUSH FOUNDATION CONCEIVED AND CONVENED THE FIRST-EVER NATIONAL ACTION PLAN FOR ADULT LITERACY. THIS PLAN WAS DEVELOPED IN COLLABORATION WITH MORE THAN 100 EXPERT STAKEHOLDERS INCLUDING REPRESENTATIVES FROM CORPORATIONS AND FOUNDATIONS; COMMUNITY ORGANIZATIONS AND ASSOCIATIONS; FEDERAL, STATE, AND LOCAL GOVERNMENTS; ACADEMIC EXPERTS; AND EDTECH LEADERS. THIS MULTISECTOR, MULTIYEAR INITIATIVE AIMS TO TRANSFORM ADULT AND FAMILY LITERACY FOR MILLIONS OF AMERICANS BY DRIVING INCLUSIVE, COLLECTIVE ACTION TO ADDRESS SYSTEMIC CHALLENGES OVER FIVE YEARS.

AFTER OFFICIALLY LAUNCHING IMPLEMENTATION ALONGSIDE DR. JILL BIDEN, FIRST LADY OF THE UNITED STATES, IN 2021, THE BARBARA BUSH FOUNDATION FOUNDED A NEW COLLECTIVE IMPACT INITIATIVE - THE ADULT LITERACY AND LEARNING IMPACT NETWORK (ALL IN WWW.ALLINLITERACY.ORG) - THAT IS CHARGED WITH CARRYING OUT THE PLAN AND ITS RECOMMENDATIONS. THE BARBARA BUSH FOUNDATION SERVES AS THE BACKBONE ORGANIZATION, PROVIDING A DEDICATED CORE TEAM OF STAFF THAT LEADS THE SUSTAINED STRATEGY AND OPERATION OF ALL IN, THANKS TO THE GENEROUS SUPPORT OF THE DOLLAR GENERAL LITERACY FOUNDATION.

ALL IN IS COMPRISED OF NATIONAL LITERACY ORGANIZATIONS, WITH A COORDINATING COUNCIL SERVING AS ITS GOVERNING BODY. COORDINATING COUNCIL MEMBERS ORGANIZATIONS ARE: AMERICAN LIBRARY ASSOCIATION, BARBARA BUSH FOUNDATION FOR FAMILY LITERACY, COALITION ON ADULT BASIC EDUCATION, DOLLAR GENERAL LITERACY FOUNDATION, HOUSTON MAYOR'S OFFICE FOR ADULT LITERACY, JOBS FOR THE FUTURE, NATIONAL ASSOCIATION OF STATE DIRECTORS OF ADULT EDUCATION, NATIONAL CENTER FOR FAMILIES LEARNING, NATIONAL COALITION FOR LITERACY, PROLITERACY, TESOL INTERNATIONAL ASSOCIATION, AND WORLD EDUCATION, A DIVISION OF JSI.

TOGETHER, ALL IN'S MEMBERS ARE WORKING TO REALIZE A SHARED VISION OF AN AMERICA IN WHICH EVERY ADULT CAN EASILY ACCESS HIGH-QUALITY, EFFECTIVE

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SUPPORT TO IMPROVE THEIR READING, WRITING, DIGITAL, AND NUMERACY SKILLS, PRIORITIZING THOSE WHO NEED IT MOST.			

HIGHLIGHTS OF ALL IN'S ACTIVITIES DURING 2024 INCLUDE:

HOSTING A NATIONAL SUMMIT, PROMOTING THE VALUE OF ADULT LITERACY, IN WASHINGTON, D.C, WHICH ENGAGED 164 ATTENDEES REPRESENTING 125 ORGANIZATIONS, INCLUDING EMPLOYERS, EDUCATION AND TRAINING PROVIDERS, RESEARCHERS, NONPROFIT LEADERS, AND FUNDERS.

CONDUCTING MARKET RESEARCH, IN PARTNERSHIP WITH FTI CONSULTING, SURVEYING 500 EMPLOYERS ACROSS THE UNITED STATES AND 200 POLICY INFLUENCERS IN WASHINGTON, D.C. TO ASSESS AWARENESS AND PERCEPTIONS OF THE ADULT LITERACY CHALLENGE. ALL IN SHARED THE FINDINGS, ADVANCING ADULT LITERACY: MOBILIZING BUSINESS AND THE BELTWAY, BROADLY THROUGH PUBLICATIONS; A COORDINATED, SUSTAINED SOCIAL MEDIA CAMPAIGN; AND A VIRTUAL BRIEFING WITH CONGRESSIONAL STAFF AS PART OF ITS ONGOING WORK WITH THE U.S. SENATE CAUCUS ON ADULT LITERACY.

PARTNERING WITH FTI CONSULTING TO EXPLORE THE PERSPECTIVES OF ADULTS WITH LOW LITERACY ACROSS THE UNITED STATES THROUGH A SERIES OF FOCUS GROUPS AND A QUANTITATIVE SURVEY OF 2,000 PEOPLE, GENERATING FIRST-OF-ITS KIND RESEARCH THAT WILL BE RELEASED IN 2025. PRELIMINARY FINDINGS INDICATE THAT MOST WERE UNFAMILIAR WITH ADULT EDUCATION AND TRAINING PROGRAMS IN THEIR COMMUNITY (80%), BUT ONCE INFORMED, 84% OF RESPONDENTS SHOWED INTEREST IN ENROLLING. THESE FINDINGS WILL BE SHARED BROADLY THROUGH CURATED EVENTS, ACTIVITIES, AND MARKETING CAMPAIGNS IN 2025 TO EMPOWER LOCAL EDUCATION AND WORKFORCE PROVIDERS WITH LEARNER-INFORMED, EVIDENCE-BASED STRATEGIES TO 1) MORE EFFECTIVELY REACH AND SUPPORT ADULTS WITH LOW LITERACY, AND 2) COMMUNICATE THE VALUE OF THEIR WORK TO FUNDERS FOR GREATER INVESTMENT AND COMMUNITY-LEVEL IMPACT.

CONDUCTING, IN PARTNERSHIP WITH A RESEARCH INTERN FROM NEW AMERICA'S BUILD4GOOD PROGRAM, A 10-WEEK MIXED-METHODS STUDY TO BETTER UNDERSTAND THE ADULT EDUCATION LANDSCAPE IN TERMS OF INVESTMENTS IN ADULT EDUCATION; REQUIREMENTS FOR TEACHING ADULTS; AND CAREER SKILLS, TRAINING, AND PATHWAYS FOR ADULT EDUCATORS. THE RESULTING REPORT, BUILDING PROVIDER CAPACITY: A SNAPSHOT OF INVESTMENT IN ADULT EDUCATION, MAKES SEVERAL RECOMMENDATIONS FOR BUILDING A STABLE AND WELL-SUPPORTED TEACHING WORKFORCE.

CREATING THE TRI-COUNTY LITERACY SERVICES AND SUPPORTS MAPA DIGITAL, INTERACTIVE, AND DETAILED INVENTORY OF LITERACY-RELATED RESOURCES AND SERVICES AVAILABLE IN THE LOWCOUNTRY COMMUNITY OF SOUTH CAROLINA THROUGH CONTINUED PARTNERSHIP WITH KEY STAKEHOLDERS INCLUDING EDUCATION INSTITUTIONS, WORKFORCE TRAINING INSTITUTIONS, LIBRARIES, EMPLOYERS, GOVERNMENT LEADERS, LAW ENFORCEMENT, CORRECTIONS, AND COMMUNITY-BASED ORGANIZATIONS ACROSS THE REGION.

LAUNCHING A NEW ALL IN AFFILIATE PROJECT CO-DESIGNING ADULT AND FAMILY LITERACY SUPPORT CENTERS IN LIBRARIES. WITH GRANT FUNDING FROM THE FEDERAL INSTITUTE OF MUSEUM AND LIBRARY SERVICES, THE AMERICAN LIBRARY ASSOCIATION, BARBARA BUSH FOUNDATION, WORLD EDUCATION, NATIONAL CENTER FOR FAMILIES LEARNING, AND PROLITERACY ARE PARTNERING WITH THREE REGIONAL LIBRARY SYSTEMS IN DELAWARE, ILLINOIS, AND SOUTH CAROLINA TO CODESIGN ADULT AND FAMILY LITERACY SUPPORT CENTERS.

CONTINUED COORDINATION OF A COMMUNITY-ENGAGED RESEARCH INITIATIVE, PROVIDING SMALL GRANTS TO FUND SHORT-TERM RESEARCH PROJECTS TO UNEARTH INSTRUCTIONAL AND PROGRAMMATIC INNOVATION, MAKE VISIBLE TEACHER KNOWLEDGE, AND OFFER INSIGHTS IN LINE WITH BROAD GOALS OF THE NATIONAL

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ACTION PLAN.

LAUNCHING THE NEW ALL IN LEARNING SERIES A MONTHLY VIRTUAL EXPERIENCE DESIGNED TO INCREASE COMMUNITY ENGAGEMENT IN ADULT LITERACY ISSUES.

MAPPING OUT AMERICA'S LITERACY CRISIS

OUR ONLINE LITERACY GAP MAP (MAP.BARBARABUSH.ORG) CONTINUES TO BRING THE NATION'S LITERACY CRISIS INTO FOCUS, OFFERING A POWERFUL VISUAL REPRESENTATION OF LOCAL LITERACY RATES AND THEIR CONNECTION TO KEY QUALITY OF LIFE INDICATORS SUCH AS POVERTY AND HEALTH. THIS DYNAMIC TOOL HIGHLIGHTS WHERE SUPPORT IS NEEDED MOST, EMPOWERING POLICYMAKERS, EDUCATORS, AND ADVOCATES TO TAKE ACTION.

IN 2024, THANKS TO GENEROUS FUNDING FROM ERIC AND WENDY SCHMIDT, WE CONTINUED WORKING IN PARTNERSHIP WITH THE UNIVERSITY OF ILLINOIS CHICAGO AND INNOVARE TO REINCUBATE AND DEPLOY THE LITERACY EQUITY INSIGHTS (LEI) PROJECT, A PLATFORM THAT ASSESSES LOCALIZED DISPARITIES IN ACCESS TO LITERACY SERVICES, IN CHICAGO. UTILIZING DATA OVERLAID WITH "ACCESS SCORES" - A WEIGHTED FORMULA OF REGULARLY REFRESHED SOCIOECONOMIC INDICATORS SUCH AS EMPLOYMENT RATES, HOUSEHOLD INCOME, AND EARLY CHILDHOOD EDUCATION OFFERINGS, SHOWN BY SOCIAL SCIENTIFIC RESEARCH TO BE CORRELATED WITH LOW LITERACY - THE LEI DASHBOARD ENABLES PRACTITIONERS AND FUNDERS TO VISUALIZE GAPS AND MAP OUT OPPORTUNITIES FOR ADDITIONAL SUPPORT, AND CAN BE USED TO INFORM ADVOCACY, FIELD BUILDING, AND DECISION MAKING EFFORTS TO IMPROVE LITERACY SERVICE OFFERINGS AND DELIVERY.

ADDITIONALLY, THROUGH OUR EFFORTS WITH ALL IN (THE ADULT LITERACY AND LEARNING IMPACT NETWORK), WE LAUNCHED THE TRI-COUNTY LITERACY SERVICES AND SUPPORTS MAP A DIGITAL, INTERACTIVE, AND DETAILED INVENTORY OF LITERACY-RELATED RESOURCES AND SERVICES AVAILABLE IN THE LOWCOUNTRY COMMUNITY OF SOUTH CAROLINA.

CORPORATE ADVISORY COUNCIL

OUR CORPORATE ADVISORY COUNCIL CONVENES INNOVATIVE BUSINESS LEADERS FROM ACROSS THE U.S., WITH MEMBERS REPRESENTING A DIVERSE RANGE OF SECTORS INCLUDING ENERGY, FINANCE, HEALTH, RETAIL, TECHNOLOGY, AND TELECOMMUNICATIONS. MEMBERS HELP ADVANCE THE FOUNDATION'S MISSION BY PROVIDING COUNSEL ON PHILANTHROPIC AND BUSINESS DEVELOPMENT STRATEGIES, AS WELL AS CORPORATE SOCIAL RESPONSIBILITY AND EMPLOYEE ENGAGEMENT INITIATIVES, LEVERAGING THEIR PROFESSIONAL NETWORKS AND EXPERTISE TO STRENGTHEN PRIVATE SECTOR ENGAGEMENT IN LITERACY ISSUES.

MEMBER ORGANIZATIONS CURRENTLY INCLUDE AMAZON, AT&T, BESSEMER TRUST, BOEING, BUSINESS ROUNDTABLE, COLGATE-PALMOLIVE, CONOCOPHILLIPS, DOLLAR GENERAL, NOVARTIS, VERTICAL BRIDGE, AND WALGREENS.

WE CONTINUE TO COLLABORATE WITH COUNCIL MEMBER ORGANIZATIONS ON A VARIETY OF CO-DESIGNED PROGRAMS AND EDUCATIONAL INITIATIVES. IN 2024, WE PARTNERED WITH COLGATE-PALMOLIVE FOR THE THIRD CONSECUTIVE YEAR TO PARTICIPATE IN LITERACY DAY AT THE ANN NORTON SCULPTURE GARDENS, WHERE COLGATE-PALMOLIVE GENEROUSLY PROVIDED EDUCATIONAL ACTIVITIES, BOOKS, AND DENTAL HYGIENE KITS FOR YOUNG READERS FROM LOCAL TITLE I SCHOOLS. WE ALSO CONTINUED OUR PARTNERSHIP WITH AT&T AND THE PUBLIC LIBRARY ASSOCIATION TO SUPPORT ADULT LEARNERS AT SIX PILOT SITES IN ARKANSAS, GEORGIA, KENTUCKY, MICHIGAN, NEW MEXICO, AND SOUTH CAROLINA IN DIGITAL LITERACY SKILL BUILDING FOR PERSONAL AND CAREER GOALS, AS WELL AS TO

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COLLECT DATA ON THE EFFICACY OF THE PROGRAM.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:
BUILDING MULTISECTOR ENGAGEMENT - RAISING AWARENESS

BBF AMBASSADOR GERI HALLIWELL-HORNER

WE CONTINUE TO PARTNER WITH AUTHOR, ENTERTAINER, AND PHILANTHROPIST GERI HALLIWELL-HORNER TO RAISE AWARENESS ABOUT LITERACY ISSUES NATIONWIDE. WIDELY RECOGNIZED AS "GINGER SPICE," AN ORIGINAL MEMBER OF THE RECORD-BREAKING BRITISH POP GROUP THE SPICE GIRLS, GERI IS A LONGTIME ADVOCATE FOR LITERACY IN THE U.K. THROUGH HER WORK AS AN AMBASSADOR FOR THE ROYAL COMMONWEALTH SOCIETY. THROUGH OUR ONGOING PARTNERSHIP, SHE SERVES AS AN AMBASSADOR FOR THE BARBARA BUSH FOUNDATION, EXPANDING HER ADVOCACY WORK INTO THE U.S. AND ENCOURAGING FAMILIES NATIONWIDE TO CONNECT THROUGH READING.

IN 2024, WE PARTNERED WITH GERI FOR TWO DAYS OF LITERACY-FOCUSED EVENTS IN WASHINGTON, D.C., DURING WHICH SHE VISITED A LOCAL SCHOOL TO INTERACT WITH YOUNG READERS OF HER MOST RECENT BOOK, THE NEW YORK TIMES BESTSELLING "ROSIE FROST & THE FALCON QUEEN;" MET WITH MEMBERS OF CONGRESS AND KEY STAFF ON CAPITOL HILL, INCLUDING THE OFFICES OF MAJORITY LEADER CHUCK SCHUMER, REPRESENTATIVE BRIAN FITZPATRICK, AND REPRESENTATIVE DEBBIE DINGELL, TO DISCUSS THE IMPORTANCE OF FAMILY LITERACY; AND PARTICIPATED IN A MODERATED CONVERSATION WITH AWARD-WINNING AUTHOR AND WASHINGTON POST REPORTER HELENA ANDREWS-DYER.

WE CONTINUE TO PROVIDE FREE ACCESS TO OUR FAMILY RESOURCE GUIDE, CREATED IN PARTNERSHIP WITH PENGUIN RANDOM HOUSE, TO ACCOMPANY "ROSIE FROST & THE FALCON QUEEN" ON OUR WEBSITE. THE GUIDE, WHICH IS AVAILABLE IN ENGLISH AND SPANISH, INCLUDES ACTIVITIES AND CONVERSATION STARTERS THAT PARENTS AND CAREGIVERS CAN USE TO EXPLORE "ROSIE FROST" ALONG WITH THEIR CHILDREN, DEEPENING THEIR ENGAGEMENT WITH THE BOOK'S SUBJECT MATTER AND SUPPORTING THEIR DEVELOPMENT AS READERS. IN 2025, WE LOOK FORWARD TO CREATING A GUIDE TO HELP READERS ENGAGE WITH GERI'S UPCOMING RELEASE, "ROSIE FROST: ICE ON FIRE."

BARBARA BUSH CENTENNIAL

IN NOVEMBER 2024, WE LAUNCHED THE BARBARA BUSH CENTENNIAL - A YEARLONG INITIATIVE HONORING THE 100TH ANNIVERSARY OF OUR FOUNDER'S BIRTH THAT WILL RUN THROUGH THE END OF 2025. THE CENTENNIAL INITIATIVE WILL INCLUDE THE LAUNCH OF NEW FAMILY LITERACY PROGRAMMING AND RESOURCES, AWARENESS-BOOSTING INITIATIVES AND PARTNERSHIPS, AND SPECIAL EVENTS ACROSS THE COUNTRY.

WE MARKED THE OFFICIAL LAUNCH OF THE CENTENNIAL IN NEW YORK, WHICH BROUGHT TOGETHER BESTSELLING AUTHORS AND SPECIAL GUESTS TO RAISE AWARENESS OF OUR NATION'S LITERACY CRISIS. THIS INCREDIBLE EVENING IN NEW YORK CITY WAS EMCEED BY MSNBC'S ALI VELSHI, AND FEATURED APPEARANCES BY BROOKE SHIELDS, KIRSTEN MILLER, JESSAMINE CHAN, AND ABIGAIL QUAMMEN (MISS NEW YORK 2024).

EDUCATION AND OUTREACH

WE ACTIVELY ENGAGE IN THE NATIONAL CONVERSATION AROUND LITERACY, PARTICIPATING IN KEY GATHERINGS BOTH INSIDE AND OUTSIDE OF THE FIELD. DURING 2024, OUR TEAM PRESENTED AT IN-PERSON AND VIRTUAL CONVENINGS

Name of the organization	THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC	Employer identification number	26-0587238
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HOSTED BY THE COALITION ON ADULT BASIC EDUCATION (COABE); EDWEB;
IMMERSIVE LEARNING RESEARCH NETWORK; JOBS FOR THE FUTURE; LITERACY NEW
YORK; MARYLAND ASSOCIATION FOR ADULT, COMMUNITY AND CONTINUING
EDUCATION; NATIONAL ASSOCIATION OF STATE DIRECTORS OF ADULT EDUCATION
(NASDAE); NATIONAL CENTER FOR FAMILIES LEARNING; PROLITERACY; TESOL;
AND THE U.S. DEPARTMENT OF EDUCATION.

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

JEB BUSH, JR, ROBERT KOCH, AND DORO BUSH KOCH ARE RELATED.

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

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

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

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

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

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

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

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

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

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

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

FORM 990, PART VI, SECTION A, LINE 8

THE EXECUTIVE COMMITTEE WHICH SHALL CONSIST OF THE CHAIR (WHO SHALL BE
THE CHAIRPERSON OF THE EXECUTIVE COMMITTEE), THE HONORARY CHAIR (IF

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APPLICABLE), THE VICE CHAIR, THE OFFICERS OF THE BOARD OF DIRECTORS, THE PRESIDENT/CEO, AND SUCH ADDITIONAL DIRECTORS AS MAY BE APPOINTED BY THE CHAIR AND APPROVED BY THE BOARD OF DIRECTORS. AT LEAST A MAJORITY OF THE MEMBERS OF THE EXECUTIVE COMMITTEE SHALL CONSTITUTE A QUORUM FOR THE TRANSACTION OF ITS BUSINESS.

THE EXECUTIVE COMMITTEE SHALL FORMULATE, SUPERVISE AND IMPLEMENT THE POLICIES OF THE CORPORATION UNDER THE DIRECTION OF THE BOARD OF DIRECTORS AND BETWEEN THE MEETINGS OF THE BOARD OF DIRECTORS AND WHILE THE BOARD OF DIRECTORS IS NOT IN SESSION, AND SHALL HAVE ALL THE POWERS AND EXERCISE ALL THE DUTIES OF THE BOARD OF DIRECTORS IN THE MANAGEMENT OF THE BUSINESS OF THE CORPORATION, EXCEPT THOSE ENUMERATED IN THE BYLAWS.

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

PROFESSIONAL SERVICE:

PROGRAM SERVICE EXPENSES	830,650.
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MANAGEMENT AND GENERAL EXPENSES	22,114.
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FUNDRAISING EXPENSES	85,253.
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TOTAL EXPENSES	938,017.
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TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	938,017.
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REGULATION SECTION 1.263(A)-1(F) - DE MINIMIS SAFE HARBOR ELECTION

TAXPAYER NAME: THE BARBARA BUSH FOUNDATION FOR FAMILY LITERACY INC

TAXPAYER ADDRESS: 1307 NEW YORK AVENUE N.W. , WASHINGTON, DC 20005

TAXPAYER ID NUMBER: 26-0587238

YEAR-END: 12/31/2024

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