Form	99	0
		_

Department of the Treasury

PUBLIC INSPECTION COPY

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.

Open to Public

OMB No. 1545-0047

2020

		Venue Service			rs.gov/Form990								
			dar year, or tax	year begini	ning		, 202	0, and endi	ng	-	,	20	
в	Check	if applicable:	С							D Employ	er identi	fication number	
	A	ddress change	Galveston	Bav Foi	indation,	Inc.				76-0)2798	376	
		ame change	1725 High	wav 146	,					E Telepho	ne numb	er	
		nitial return	Kemah, ŤX							281-	-332-	-3381	
										201-	-332-	-3301	
	_	nal return/terminated										.	
	A	mended return								G Gross re			
	A	pplication pending	F Name and addr	ess of principal	officer: Rober	rt J.	Stokes,	Jr.	.,	a group return		103	X No
			Same As C	Above					H(b) Are al	I subordinates " attach a list.	included	I? Yes	No
I	Tax	-exempt status:	X 501(c)(3)	501(c) ()◄ (inse	rt no.)	4947(a)(1)	or 527	11 110,	allacii a list.	566 II 151	liuctions	
J		· ·	w.galvbay.	ora	, ,	,			H(c) Group	exemption nu	mber 🕨		
ĸ		n of organization:	X Corporation	Trust	Association	Other ►		L Year of forma				egal domicile: TX	
		-		must	Association	Other -			uon: 190	/ M 3	late of le		<u> </u>
Pa		Summar	y		<u> </u>			~ .					
	1		be the organiza										
e			<u>clean</u> and										
anc		<u>for gene</u>	rations to	come.	<u>Our dive</u>	<u>rse p</u> i	<u>ograms</u>	preserv	<u>e and</u>	<u>protect</u>	<u>Tex</u>	<u>as' larg</u> e	<u>st_</u>
Ľ			productiv										
оvе	2		ox ► if the								net ass	sets.	
Ğ	3		oting members o								3		26
s 8	4	Number of in	dependent votir	ig members	of the govern	ing body	/ (Part VI, li	ne 1b)			4		26
tie:	5		of individuals e								5		33
Activities & Governance	6	Total number	of volunteers (estimate if r	necessary)						6		1,929
Acl	7a	Total unrelate	ed business reve	enue from F	Part VIII, colum	nn (C), li	ne 12				7a		0.
	b	Net unrelated	l business taxat	le income f	rom Form 990)-T, Part	I, line 11				7b		0.
										Prior Year		Current Ye	ear
	8	Contributions	and grants (Pa	rt VIII. line	1h)					9,106,9	05	11,264	
Revenue	9		vice revenue (Pa							18,5			,685.
/en	10	-	icome (Part VIII		•.					161,1			, 214.
Re	11		e (Part VIII, coli										
_	12		e (i alt viii, con e – add lines 8							-54,8			<u>,954.</u>
				-						9,231,8		11,431	
	13		milar amounts	-			-			25,9	48.	3,850	,340.
	14		to or for memb			-			-				
ŝ	15	Salaries, othe	er compensatior	n, employee	benefits (Par	t IX, colı	umn (A), lin	es 5-10)		1,792,8	78.	2,004	,842.
Expenses	16a	Professional	fundraising fees	(Part IX, c	olumn (A), line	e 11e)				122,4	46.	50	,348.
en	h	Total fundrai	sing expenses (Dart IX colu	Imn (D) line (25) ►	,						,
Ĕ								594,577.					
_	17		es (Part IX, col			-			-	1,836,4		3,494	
	18	Total expense	es. Add lines 13	8-17 (must e	equal Part IX, o	column	(A), line 25)			3,777,7	53.	9,399	,800.
	19	Revenue less	expenses. Sub	tract line 18	3 from line 12					5,454,0	57.	2,031	,659.
or es									Beginni	ng of Curren	t Year	End of Ye	
Net Assets or Fund Balances	20	Total assets	(Part X, line 16)							6,609,2		18,391	
^se Bal	21		s (Part X, line 2							1,469,1		1,220	
let J	22		fund balances.	•									
				Subtract III		3 20			·· 1;	5,140,0	57.	17,171	,/16.
Pa	rt II	Signatur	е вюск										
Unde	er pena	Ities of perjury, I de	eclare that I have exa irer (other than office	mined this retur	n, including accom	panying so	hedules and sta	tements, and to	the best of r	ny knowledge	and belie	ef, it is true, correct	, and
com	Jiele. L					пісп ріера		neuge.					
		ELe	ectronical	ly File	d								
Sig	ın	Signatu	re of officer	-					D	ate			
He	re	Rob	ert J. Sto	kes. Jr	-				Pres	ident			
		Type or	print name and title		•								
		Print/Type r	reparer's name		Preparer's signatu	ure		Date		Check	if F	PTIN	
_					1 5		male er	11/1	2/21				
Pai			a Murphy	~	Barbard	~ MU	rpny	ب ل /بد بد	L1 L L	self-employe	u	P01386215	
Pre	epar	er Firm's name	<u></u>										
US	e Or	IIY Firm's addre			, Suite 2	200				Firm's EIN	► <u>76</u> -	-0269860	
			Housto	on, TX 7	7027					Phone no.	(713	3) 439-573	39
May	/ the	IRS discuss th	is return with th			' See ins	structions					X Yes	No

Form	n 990 (2020) Galveston Bay Foundation, Inc.	76-0279876 P	Page 2
Par	rt III Statement of Program Service Accomplishments		
	Check if Schedule O contains a response or note to any line in this Part III		Х
1	- ,		
	The mission of the Galveston Bay Foundation (GBF) is to preserve		
	Galveston Bay as a healthy and productive place for generations	to come	
2	Did the organization undertake any significant program services during the year which were not listed on the pr	ior	
	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 set If "Yes," describe these changes on Schedule O.	ervices? Yes X	No
4		vices as measured by expen	505
-	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocatio	ns to others, the total expens	ses,
	and revenue, if any, for each program service reported.		
1.	a (Code:) (Expenses \$ 7,198,688. including grants of \$ 3,844,019.) (Pevenue \$	<u> </u>
40	See Schedule 0)
			· — — —
4 k	b (Code:) (Expenses \$ 627, 611. including grants of \$) (Revenue \$ 12,68	25)
			55.
	See Schedule 0		<u> </u>
	<u>See_Schedule_O</u>		<u></u>
	<u>See Schedule 0</u>		<u></u>
	See_Schedule_0		<u></u>
	See_Schedule_0		<u> </u>
	See_Schedule_O		<u></u>
	See_Schedule_0		
	See_Schedule_O		·
	See_Schedule_O		·
	See_Schedule_O		
40			
40	c (Code:) (Expenses \$341,125. including grants of \$) (
40		 Revenue \$ The goal_is to	
40	c (Code:) (Expenses \$	Revenue \$ The goal is to erse users of the so that the long-t	
40	c (Code:) (Expenses \$ 341,125. including grants of \$) (Advocacy_programs_position_GBF as the guardian of Galveston Bay. encourage and actively seek solutions to conflicts among the div Bay. GBF attempts to balance the multiple uses of Galveston Bay interests of the Bay_itself are not compromised. Through initiat	Revenue \$ The goal_is to erse_users of the so that the long-t ives_such_as the	
40	c (Code:) (Expenses \$ 341,125. including grants of \$) (Advocacy programs position GBF as the guardian of Galveston Bay. encourage and actively seek solutions to conflicts among the div Bay. GBF attempts to balance the multiple uses of Galveston Bay interests of the Bay itself are not compromised. Through initiat Galveston Bay Report_Card_(released in partnership with the Hous	Revenue \$ The goal is to erse users of the so that the long-t ives such as the ton Advanced Resea	
40	c (Code:) (Expenses \$	Revenue \$ The goal_is to erse users of the so that the long-t ives such as the ton Advanced Resea ting app, and the	
40	c (Code:) (Expenses \$ 341,125. including grants of \$) (Advocacy programs position GBF as the guardian of Galveston Bay. encourage and actively seek solutions to conflicts among the div Bay. GBF attempts to balance the multiple uses of Galveston Bay interests of the Bay itself are not compromised. Through initiat Galveston Bay Report Card (released in partnership with the Hous Center), the Galveston Bay Action Network (GBAN) pollution repor volunteer Wetland Permit Review Committee, GBF provides tools to	Revenue \$ The goal_is to erse users of the so that the long-t ives such as the ton Advanced Resea ting app, and the	
40	c (Code:) (Expenses \$	Revenue \$ The goal_is to erse users of the so that the long-t ives such as the ton Advanced Resea ting app, and the	
40	c (Code:) (Expenses \$ 341,125. including grants of \$) (Advocacy programs position GBF as the guardian of Galveston Bay. encourage and actively seek solutions to conflicts among the div Bay. GBF attempts to balance the multiple uses of Galveston Bay interests of the Bay itself are not compromised. Through initiat Galveston Bay Report Card (released in partnership with the Hous Center), the Galveston Bay Action Network (GBAN) pollution repor volunteer Wetland Permit Review Committee, GBF provides tools to	Revenue \$ The goal_is to erse users of the so that the long-t ives such as the ton Advanced Resea ting app, and the	
40	c (Code:) (Expenses \$ 341,125. including grants of \$) (Advocacy programs position GBF as the guardian of Galveston Bay. encourage and actively seek solutions to conflicts among the div Bay. GBF attempts to balance the multiple uses of Galveston Bay interests of the Bay itself are not compromised. Through initiat Galveston Bay Report Card (released in partnership with the Hous Center), the Galveston Bay Action Network (GBAN) pollution repor volunteer Wetland Permit Review Committee, GBF provides tools to	Revenue \$ The goal_is to erse users of the so that the long-t ives such as the ton Advanced Resea ting app, and the	
	c (Code:) (Expenses \$ 341,125. including grants of \$) (Advocacy programs position GBF as the quardian of Galveston Bay. encourage and actively seek solutions to conflicts among the div Bay. GBF attempts to balance the multiple uses of Galveston Bay interests of the Bay_itself are not compromised. Through initiat Galveston Bay Report Card (released in partnership with the Hous Center), the Galveston Bay Action Network (GBAN) pollution repor volunteer Wetland Permit Review Committee, GBF provides tools to take positive actions for Galveston Bay.	Revenue \$ The goal_is to erse users of the so that the long-t ives such as the ton Advanced Resea ting app, and the	
	c (Code:) (Expenses \$341,125. including grants of \$) (Advocacy programs position GBF as the quardian of Galveston Bay. encourage and actively seek solutions to conflicts among the div Bay. GBF attempts to balance the multiple uses of Galveston Bay interests of the Bay itself are not compromised. Through initiat Galveston Bay Report Card (released in partnership with the Hous Center), the Galveston Bay Action Network (GBAN) pollution repor volunteer Wetland Permit Review Committee, GBF provides tools to take positive actions for Galveston Bay. 	Revenue \$ The goal_is to erse users of the so that the long-t ives such as the ton Advanced Resea ting app, and the	
40	c (Code:) (Expenses \$ 341,125. including grants of \$) (Advocacy programs position GBF as the quardian of Galveston Bay. encourage and actively seek solutions to conflicts among the div Bay. GBF attempts to balance the multiple uses of Galveston Bay interests of the Bay_itself are not compromised. Through initiat Galveston Bay Report Card (released in partnership with the Hous Center), the Galveston Bay Action Network (GBAN) pollution repor volunteer Wetland Permit Review Committee, GBF provides tools to take positive actions for Galveston Bay.	Revenue \$ The goal_is to erse users of the so that the long-t ives such as the ton Advanced Resea ting app, and the	

Form 990 (2020)Galveston Bay Foundation, Inc.Part IVChecklist of Required Schedules

1 41	Checkist of Required Schedules		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A	1	X	NO
2	Is the organization required to complete Schedule B, Schedule of Contributors See instructions?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I.	3		Х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If 'Yes,' complete Schedule C, Part II	4	Х	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If 'Yes,' complete Schedule C, Part III	5		Х
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> .	6		Х
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>	7	Х	
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III.	8		Х
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> .	9	Х	
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>	10		Х
	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.			
	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If 'Yes,' complete Schedule D, Part VI	11 a	Х	
ł	Did the organization report an amount for investments – other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VII.	11 b		Х
(Did the organization report an amount for investments – program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VIII	11 c		Х
(Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part IX.	11 d		Х
(Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X	11 e		Х
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If 'Yes,' complete Schedule D, Part X	11 f		Х
	Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI and XII	12a	Х	
ł	Was the organization included in consolidated, independent audited financial statements for the tax year? If 'Yes,' and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		Х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E	13		Х
14 a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		Х
ł	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If 'Yes,' complete Schedule F, Parts I and IV	14b		Х
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>	15		Х
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If 'Yes,' complete Schedule F, Parts III and IV	16		Х
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If 'Yes,' complete Schedule G, Part I See instructions	17	Х	
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II.	18	Х	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III.	19		Х
20a	Did the organization operate one or more hospital facilities? If 'Yes,' complete Schedule H	20a		Х
Ł	If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If 'Yes,' complete Schedule I, Parts I and II.</i>	21	Х	

Form 990 (2020)

Form 990 (2020) Galveston Bay Foundation, Inc. Part IV Checklist of Required Schedules (continued)

1 0	oneckistor required ochedules (continued)		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If 'Yes,' complete Schedule I, Parts I and III	22		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	
24 a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No, 'go to line 25a.	24a		x
I	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
	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		
(Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?	24d		
25 a	a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I	25a		Х
I	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If 'Yes,' complete Schedule L, Part I.	25b		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		х
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
	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):			
á	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If 'Yes,' complete Schedule L, Part IV	28a		Х
I	A family member of any individual described in line 28a? If 'Yes,' complete Schedule L, Part IV.	28b		Х
(A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If Yes,' complete Schedule L, Part IV	28c		Х
29	Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M	29	Х	
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		х
31	Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II.	32		Х
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		х
34	Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Part II, III, or IV, and Part V, line 1.	34		Х
35 a	a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		Х
I	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? If 'Yes,' complete Schedule R, Part V, line 2	36		Х
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		Х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O	38	Х	
Pa	rt 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
1:	a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1 a 30		res	NO
	Denter the number of Forms W-2G included in line 1a. Enter -0- if not applicable			
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1 c	X	
BAA			n 990 ((2020)

Page 4

76-0279876

Form 990 (2020) Galveston Bay Foundation, Inc. 76-027987	5	F	Page 5
Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)			
		Yes	No
2 - Enter the number of employees reported on Ferm $W/2$. Transmittel of W are and Tay State			
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax State- ments, filed for the calendar year ending with or within the year covered by this return 2a 33			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2 b	Х	
Note: If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> (see instructions)			
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		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 0</i>	3b		
	20		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		Х
b If 'Yes,' enter the name of the foreign country►	τu		
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Х
			X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5 b		Λ
c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T?	5 c		
6 a 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?			
solicit any contributions that were not tax deductible as charitable contributions?	6 a		Х
b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were			
not tax deductible?	6 b		
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?	7 a	Х	
b If 'Yes,' did the organization notify the donor of the value of the goods or services provided?	7 b	Х	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file			
Form 8282?	7 c		Х
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?	7 e		Х
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7 f		Х
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899			
as required?	7 g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a			
Form 1098-C?	7 h		
organization have excess business holdings at any time during the year?	8		
	0		
9 Sponsoring organizations maintaining donor advised funds.	<u> </u>		
a Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9 b		
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 10 b			
11 Section 501(c)(12) organizations. Enter:			
a Gross income from members or shareholders 11 a			
b Gross income from other sources (Do not net amounts due or paid to other sources			
against amounts due or received from them.)			
12 a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year 12b			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state?	13a		
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			
c Enter the amount of reserves on hand			_
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		Х
b If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation on Schedule O	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or			
excess parachute payment(s) during the year?	15		Х
If 'Yes,' see instructions and file Form 4720, Schedule N.			
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		Х
If 'Yes,' complete Form 4720, Schedule O.	-		

	1 990 (2020) Galveston Bay Foundation, Inc. 76-0279876		P	age 6
Pa	t VI Governance, Management, and Disclosure For each 'Yes' response to lines 2 through 7b being a 'No' response to line 8a, 8b, or 10b below, describe the circumstances, processes, or change Schedule O. See instructions.	ges c	n	
<u> </u>	Check if Schedule O contains a response or note to any line in this Part VI.			. Х
Sec	tion A. Governing Body and Management		Yes	No
1;	a Enter the number of voting members of the governing body at the end of the tax year.1 a26If 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.1 a		Tes	NO
	D Enter the number of voting members included on line 1a, above, who are independent 1 b 26			
	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		Х
	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		Х
4	Did the organization make any significant changes to its governing documents			v
5	since the prior Form 990 was filed? Did the organization become aware during the year of a significant diversion of the organization's assets?	4 5		X X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
7	a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?			X
I	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7 b		Х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
i	a The governing body?	8 a	Х	
	Each committee with authority to act on behalf of the governing body?	8 b	Х	
	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? <i>If 'Yes,' provide the names and addresses on Schedule Q</i>	9		Х
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Re	1001		
		vent		
10	Did the organization have local chanters, branches, or affiliates?		Yes	No
	 a Did the organization have local chapters, branches, or affiliates? 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? 	10 a		
I	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?			No
ا 11 ن	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 	10a 10b	Yes	No
ן 11 ג ו	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?	10a 10b	Yes	No
 11 12	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 	10 a 10 b 11 a	Yes X	No
11 ; 12 ; 12 ;	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>SeeSchedule.O 	10a 10b 11a 12a 12b 12c	Yes X X X X X	No
11 a 12 a 13	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>See. Schedule .Q D Did the organization have a written whistleblower policy? 	10a 10b 11a 12a 12b 12c 13	Yes X X X X X X X	No
11 : 12 : 12 : 13 14	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>See.Schedule.O b Did the organization have a written whistleblower policy? c Did the organization have a written written blower policy? 	10a 10b 11a 12a 12b 12c	Yes X X X X X	No
11 : 12 : 12 : 13 14	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>See. Schedule .Q D Did the organization have a written whistleblower policy? 	10a 10b 11a 12a 12b 12c 13	Yes X X X X X X X	No
11: 12: 13 14 15	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>See.Schedule.O b Did the organization have a written whistleblower policy? c Did the organization have a written written blower policy? d Did the organization have a written occument retention and destruction policy? d Did the organization have a written document retention and destruction policy? d Did the process for determining compensation of the following persons include a review and approval by independent 	10a 10b 11a 12a 12b 12c 13	Yes X X X X X X X	No
11: 12: 13 14 15	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>See.Schedule O b Did the organization have a written whistleblower policy? c Did the organization have a written document retention and destruction policy? d Did the organization have a written document retention and destruction policy? d 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. See . Schedule. O. b Other officers or key employees of the organization. 	10a 10b 11a 12a 12b 12c 13 14	Yes X X X X X X X X X	No
11; 12; 13 14 15	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>See.Schedule .O. D Did the organization have a written whistleblower policy? D Did the organization have a written whistleblower policy? D Did the organization have a written document retention and destruction policy? D Did the organization have a written document retention and destruction policy? D Did the organization's CEO, Executive Director, or top management official. See .Schedule.O. D Other officers or key employees of the organization. If 'Yes' to line 15a or 15b, describe the process in Schedule O (see instructions). 	10 a 10 b 11 a 12 a 12 b 12 c 13 14 15 a	Yes X X X X X X X X X	No X
11 : 12 : 13 14 15 : 16 :	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>. See Schedule .0 D Did the organization have a written whistleblower policy? D Did the organization have a written document retention and destruction policy? D Did the organization have a written document retention and destruction policy? D Did the organization have a written document retention of the deliberation and decision? a The organization's CEO, Executive Director, or top management official. See . Schedule .0 b Other officers or key employees of the organization. If 'Yes' to line 15a or 15b, describe the process in Schedule O (see instructions). a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 	10 a 10 b 11 a 12 a 12 b 12 c 13 14 15 a	Yes X X X X X X X X X	No X
11 : 12 : 13 14 15 : 16 :	 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?. Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?. Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>. See Schedule O Did the organization have a written whistleblower policy? Did the organization have a written document retention and destruction policy? Did the organization in a denomporaneous substantiation of the deliberation and decision? The organization's CEO, Executive Director, or top management official. See . Schedule. O. Other officers or key employees of the organization. If 'Yes' to line 15a or 15b, describe the process in Schedule O (see instructions). Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?. 	10 a 10 b 11 a 12 a 12 b 12 c 13 14 15 a 15 b	Yes X X X X X X X X X	No X X
11: 12: 12: 13 14 15 16:	 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? a) Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b) Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a) Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. b) Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c) Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>. See Schedule Q c) Did the organization have a written whistleblower policy? d) Did the organization have a written document retention and destruction policy? d) 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 invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? b) If 'Yes,' did the organization follow a written policy or procedure requiring the organization to evaluate its 	10 a 10 b 11 a 12 a 12 b 12 c 13 14 15 a 15 b 16 a	Yes X X X X X X X X X	No X X
11: 12: 12: 13 14 15 16:	 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? I has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>. See Schedule O. Did the organization have a written whistleblower policy? Did the organization have a written document retention and destruction policy? Did the organization have a written document retention and destruction policy? Did the organization's CEO, Executive Director, or top management official. See Schedule. O. Other officers or key employees of the organization. If 'Yes' to line 15a or 15b, describe the process in Schedule O (see instructions). Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?. 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? 	10a 10b 11a 12a 12b 12c 13 14 15a 15b 16a 16b	Yes X X X X X X X X X	No X X
11; 12; 13 14 15 ; 16; 16;	 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? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i>. Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If 'Yes,' describe in Schedule O how this was done</i>. See. Schedule O Did the organization have a written whistleblower policy? Did the organization have a written document retention and destruction policy? Did the organization have a written document retention and destruction policy? Did the organization's CEO, Executive Director, or top management official. See . Schedule. O. Other officers or key employees of the organization. If 'Yes' to line 15a or 15b, describe the process in Schedule O (see instructions). Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?. 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? tion C. Disclosure List the states with which a copy of this Form 990 is required to be filed None 	10a 10b 11a 12a 12b 12c 13 14 15a 15b 16a 16b	Yes X X X X X X X 	No X X X X

20 State the name, address, and telephone number of the person who possesses the organization's books and records > Dawn Wahl Asbury 1725 Highway 146 Kemah TX 77565 281-332-3381

Form 990 (2020) Galveston Bay Foundation, Inc.	76-0279876	Page 7
Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest C Independent Contractors	compensated Employe	es, and
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 Compensate	d Employees	
1 a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with organization's tax year.	th or within the	

• List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List all of the organization's current key employees, if any. See instructions for definition of 'key employee.'

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

		(C)							
(A) Name and title	(B) Average hours	Pos thar is	Position (do not check than one box, unless is both an officer a director/trustee)		and a e)	Reportable compensation from		(F) Estimated amount of other	
	tions below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated	π the organization (W-2/1099-MISC)	related organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1) Robert J. Stokes, Jr.	40								
President	0		Σ	Χ			166,362	. 0.	4,627.
(2) Nicole Scanlin	<u>40</u>								
Development Dir	0			_		Х	140,211	. 0.	5,675.
(3) Dawn_Asbury	<u>40</u>					57	110 400	0	0 110
Controller	0			_		Х	119,423	. 0.	9,110.
(4) Lori Traweek	2	v		7				0	0
Chair (5) Charlie Prickey	0	Х	2	X			C	. 0.	0.
<u>(5) Charlie Prioleau</u> 1st Vice Chair		х	Σ	,			C	. 0.	0.
(6) Janelle Daniel	2	Λ		~				. 0.	0.
2nd Vice Chair		Х	X	z			C	. 0.	0.
(7) Chuck Buckner (thru 4/20)	2	Λ		2				. 0.	0.
Treasurer	0	Х	3	x			C	. 0.	0.
(8) Jeff Miers (beg. 4/20)	2			7					<u> </u>
Treasurer	0	Х	5	X			C	. 0.	0.
(9) Clayton Forswall	2			-					
Secretary	0	Х	Σ	Χ			C	. 0.	0.
(10) Fred Pounds	2						-		
Imm Past Chair	0	Х	Σ	ĸ			C	. 0.	0.
(11) Monty Briscoe	2								
Director	0	Х					C	. 0.	0.
(12) Shelley Britton	2								
Director	0	Х					C	. 0.	0.
(13) Mark Burroughs	2								
Director	0	Х					C	. 0.	0.
(14) Trae Camble	2								
Director	0	Х					C	. 0.	0.
ВАА	TEEA0	107L	10/07/2	20					Form 990 (2020)

(A) Nerve and the Arrow of the construction of the construct					-			-	
Ame and the Name and the Na		(B)			(C)				
Nume and the units of the present balance in the present balance in the present balance in the pr	(A)	Average	(do	not che	eck mo	re than one	(D)	(E)	(F)
under transmission under tra		hours	box	, unless	perso	n is both an			Estimated amount
19. James Dismukes 2. X 0. 0. Director 0 X 0. 0. 0. 19. Sarah Hudgins 2. 0. 0. 0. 0. 19. Guy Robert Jackson 2. 0. 0. 0. 0. 19. Fay Kirby 2. 0. 0. 0. 0. Director 0 X 0. 0. 0. 0. 19. Fey Kirby 2. 0. 0. 0. 0. 0. 0. 21. Jay Levy 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 23. Kathleen Lucas 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.		week					the organization	related organizations	of other
19. James Dismukes 2. X 0. 0. Director 0 X 0. 0. 0. 19. Sarah Hudgins 2. 0. 0. 0. 0. 19. Guy Robert Jackson 2. 0. 0. 0. 0. 19. Fay Kirby 2. 0. 0. 0. 0. Director 0 X 0. 0. 0. 0. 19. Fey Kirby 2. 0. 0. 0. 0. 0. 0. 21. Jay Levy 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 23. Kathleen Lucas 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.		hours	ndiv	1stit	¥.	ing ign	(W-2/1099-MISC)	(W-2/1099-MISC)	the organization
19. James Dismukes 2. X 0. 0. Director 0 X 0. 0. 0. 19. Sarah Hudgins 2. 0. 0. 0. 0. 19. Guy Robert Jackson 2. 0. 0. 0. 0. 19. Fay Kirby 2. 0. 0. 0. 0. Director 0 X 0. 0. 0. 0. 19. Fey Kirby 2. 0. 0. 0. 0. 0. 0. 21. Jay Levy 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 23. Kathleen Lucas 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.		related	rect	UD C	e m	est d			
19. James Dismukes 2. X 0. 0. Director 0 X 0. 0. 0. 19. Sarah Hudgins 2. 0. 0. 0. 0. 19. Guy Robert Jackson 2. 0. 0. 0. 0. 19. Fay Kirby 2. 0. 0. 0. 0. Director 0 X 0. 0. 0. 0. 19. Fey Kirby 2. 0. 0. 0. 0. 0. 0. 21. Jay Levy 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 23. Kathleen Lucas 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.		organiza - tions	or al tr	na I	Joy	e com			
19. James Dismukes 2. X 0. 0. Director 0 X 0. 0. 0. 19. Sarah Hudgins 2. 0. 0. 0. 0. 19. Guy Robert Jackson 2. 0. 0. 0. 0. 19. Fay Kirby 2. 0. 0. 0. 0. Director 0 X 0. 0. 0. 0. 19. Fey Kirby 2. 0. 0. 0. 0. 0. 0. 21. Jay Levy 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 23. Kathleen Lucas 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.		below	uste	bus	ee	pen			
19. James Dismukes 2. X 0. 0. Director 0 X 0. 0. 0. 19. Sarah Hudgins 2. 0. 0. 0. 0. 19. Guy Robert Jackson 2. 0. 0. 0. 0. 19. Fay Kirby 2. 0. 0. 0. 0. Director 0 X 0. 0. 0. 0. 19. Fey Kirby 2. 0. 0. 0. 0. 0. 0. 21. Jay Levy 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 23. Kathleen Lucas 2. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.			ö	ŝ		sate			
Director 0 X 0. 0. (9) James Doyle 2. 0. 0. 0. Director 0 X 0. 0. 0. (9) James Doyle 0. X 0. 0. 0. Director 0 X 0. 0. 0. (9) Sarah Hudgins 2. 0. 0. 0. 0. (9) Guy Robert Jackson 2. 0. 0. 0. 0. (9) Fay Kirby 2. 0. 0. 0. 0. (9) Fay Kirby 2. 0. 0. 0. 0. (9) Fay Kirby 2. 0. 0. 0. 0. (2) Ay Levy 2. 0. 0. 0. 0. (2) Madeleine Montes 2. 0. 0. 0. 0. (1) Erector 0 X 0. 0. 0. 0. (2) Jeff Myseron 2. 2. 0. 0. 0. 0. 0. (5) Jeff Myseron 2. 2. <						đ			
19. Janes Doyle	15) James Dismukes	2							
Director 0 0. 0. 0. 102 Andy Giffhorn 2. 0. 0. 0. Director 0 X 0. 0. 0. 109 Guy Robert Jackson 2. 0. 0. 0. 0. 109 Guy Robert Jackson 2. 0. 0. 0. 0. 109 Guy Robert Jackson 2. 0. 0. 0. 0. 101 rector 0 X 0. 0. 0. 0. 101 rector 0 X 0. 0. 0. 0. 0. 101 rector 0 X 0.	Director	0	Х				0.	0.	. 0
Director 0 0. 0. 0. 102 Andy Giffhorn 2. 0. 0. 0. Director 0 X 0. 0. 0. 109 Guy Robert Jackson 2. 0. 0. 0. 0. 109 Guy Robert Jackson 2. 0. 0. 0. 0. 109 Guy Robert Jackson 2. 0. 0. 0. 0. 101 rector 0 X 0. 0. 0. 0. 101 rector 0 X 0. 0. 0. 0. 0. 101 rector 0 X 0.	16) James Doyle	2							
17 Andy Giffhorn 2 X 0 0 Director 0 X 0 0 0 Director 0 X 0 0 0 Director 0 X 0 0 0 9 Guy Robert Jackson 2 0 0 0 91 Guy Robert Jackson 2 0 0 0 91 Fay Kirby 2 0 0 0 0 20 Fay Kirby 2 0 0 0 0 0 21 Helen Lane 2 X 0 0 0 0 0 21 Hay Levy 2 X 0 <td></td> <td></td> <td>X</td> <td></td> <td></td> <td></td> <td>0.</td> <td>0.</td> <td></td>			X				0.	0.	
Director 0 X 0 0 109 Sarah Hudgins 2 0 0 Director 0 X 0 0 0 109 Guy, Robert Jackson 2 0 0 0 101 Fay, Kirby 0 0 0 0 0 101 Fay, Kirby 2 0 0 0 0 0 101 Helen Jane 2 0 0 0 0 0 0 20. Halen Lane 2 0 0 0 0 0 21. Hadeleine Montes 2 2 0 0 0 0 22. Jay, Levy 2 0		2							
19. Sarah Hudgins 2 0 X 0 0 Director 0 X 0 0 0 19. Guy, Robert Jackson 2 X 0 0 0 20. Fay Kirby 2 0 X 0 0 0 20. Fay Kirby 2 0 0 0 0 0 21. Helen Lane 2 X 0 0 0 0 22. Jay, Levy 2 0 0 0 0 0 0 22. Jay Levy 2 0 0 0 0 0 0 0 23. Kathleen Lucas 2 X 0 0 0 0 0 24. Madeleine Montes 2 X 0 0 0 0 0 25. Jeff Myseron 2 X 0 </td <td></td> <td></td> <td>x</td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td></td>			x				0	0	
Director 0 X 0. 0. 19) Guy Robert Jackson 2. 0. 0. 0. Director 0 X 0. 0. 0. 20) Fay, Kirby 2. 0. 0. 0. 0. 20) Fay, Kirby 2. 0. 0. 0. 0. 21) Helen Lane 2. 0. 0. 0. 0. 21 Jay Levy 2. 0. 0. 0. 0. 22) Jay Levy 2. 0. 0. 0. 0. 23) Kathleen Lucas 2. 0. 0. 0. 0. 240 Madeleine Montes 2. 0. 0. 0. 0. 25) Jeff Myseron 2. X 0. 0. 0. 26) Jouretor 0. X 0. 0. 0. 0. 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 * 3 3 3 3 Did the organization * 3 3 3 10 for such individual.		-	21				0.	0.	•
19 Guy Robert Jackson 2 x 0 0 Director 0 X 0 0 0 Director 0 X 0 0 0 Director 0 X 0 0 0 20 Helen Lane 2 0 0 0 21 Helen Lane 0 0 0 0 22 Jay Levy 2 0 0 0 23 Kathleen Lucas 2 0 0 0 24 Madeleine Montes 2 0 0 0 0 25 Jeff Myseron 2 0 0 0 0 0 26 Jeff Myseron 2 0 </td <td></td> <td></td> <td>v</td> <td></td> <td></td> <td></td> <td></td> <td>_</td> <td></td>			v					_	
Director 0 X 0 0 0 20) Fay Kirby 2 0 0 0 0 Director 0 X 0 0 0 21) Helen Lane 2 0 0 0 22) Jay Levy 2 0 0 0 23) Kathleen Lucas 2 0 0 0 24) Madeleine Montes 2 0 0 0 25) Jeff Myseron 2 0 0 0 25) Jeff Myseron 2 0 0 0 1 b Subtotal 0 0 0 0 0 2 0 0 0 0 0 0 3 C total from continuation sheets to Part VII, Section A 425, 996 0 19, 41 4 Total (add lines 1b and 1c) 425, 996 0 19, 41 2 Total (add lines 1b and 1c) 3 4 X 3 3 Did the organization had related organizations grateer than \$10,0000 of reportable compensation from the organization is areacheridule J for such individual			X	-	-	+ $+$	0.	0.	. 0
20) Fay Kirby 2 x 0 0 Director 0 x 0 0 0 21) Helen Lane 2 0 x 0 0 0 22) Jay Levy 2 0 0 0 0 0 21) Elector 0 X 0 0 0 0 23) Kathleen Lucas 2 0 0 0 0 0 24) Madeleine Montes 2 2 0 0 0 0 24) Madeleine Montes 2 0 0 0 0 0 25) Jeff Myseron 2 0 0 0 0 0 Director 0 X 0 0 0 0 0 26) Jeff Myseron 2 2 0 0 0 0 0 0 1 Subtotal 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>_</td> <td></td> <td></td>							_		
Director 0 X 0. 0. 0. 21) Helen Lane 2. 0. 0. 0. 0. Director 0 X 0. 0. 0. 22) Jay Levy 2. 0. 0. 0. 0. 23) Kathleen Lucas 2. 0. 0. 0. 0. 23) Kathleen Lucas 2. 0. 0. 0. 0. 24) Madeleine Montes 2. 0. 0. 0. 0. Director 0 X 0. 0. 0. 0. 25. Jeff Myseron 2. 0		-	Х	\square		+ $+$	0.	0.	. 0
21) Helen Lane 2 X 0 0 22) Jay Levy 2 X 0 0 0 23) Kathleen Lucas 2 X 0 0 0 24) Madeleine Montes 2 X 0 0 0 25) Jercetor 0 X 0 0 0 26) Madeleine Montes 2 X 0 0 0 27) Director 0 X 0 0 0 0 27) Jeff Myseron 2 X 0 0 0 0 29. Jeff Myseron 2 X 0 <		2							
Director 0 0 0 22, Jay, Levy 2 2 0 0 Director 0 X 0 0 0 23 Kathleen Lucas 0 0 0 0 240 Madeleine Montes 0 0 0 0 25 Jeff Myseron 2 0 0 0 0 25 Jeff Myseron 2 0 0 0 0 0 1 Solitation 0	Director	0	Х				0.	0.	. 0
22. Jay Levy 2. X 0. 0. Director 0 X 0. 0. 23. Kathleen Lucas 2. X 0. 0. 24. Madeleine Montes 2. X 0. 0. 25. Jeff Myseron 2. X 0. 0. 25. Jeff Myseron 2. X 0. 0. 25. Jeff Myseron 2. X 0. 0. Director 0 X 0. 0. 25. Jeff Myseron 2. X 0. 0. Director 0 X 0. 0. 25. Jeff Myseron 2. X 0. 0. 1 b Subtotal 425,996. 0. 19,41 c Total from continuation sheets to Part VII, Section A 425,996. 0. 19,41 4 Total (add lines 1b and 12) 425,996. 0. 19,41 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 and related organizations in free than \$150,000? If Yes.' complete Schedule J for such individual for such experiment than \$150,000? if Yes.' complete Schedule J for such person 4 Total appendent Contractors 5 1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation' for such perso	21) Helen Lane	2							
22. Jay Levy 2. X 0. 0. Director 0 X 0. 0. 23. Kathleen Lucas 2. X 0. 0. 24. Madeleine Montes 2. X 0. 0. 25. Jeff Myseron 2. X 0. 0. 25. Jeff Myseron 2. X 0. 0. 25. Jeff Myseron 2. X 0. 0. Director 0 X 0. 0. 25. Jeff Myseron 2. X 0. 0. Director 0 X 0. 0. 25. Jeff Myseron 2. X 0. 0. 1 b Subtotal 425,996. 0. 19,41 c Total from continuation sheets to Part VII, Section A 425,996. 0. 19,41 4 Total (add lines 1b and 12) 425,996. 0. 19,41 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 and related organizations in free than \$150,000? If Yes.' complete Schedule J for such individual for such experiment than \$150,000? if Yes.' complete Schedule J for such person 4 Total appendent Contractors 5 1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation' for such perso	Director	0	Х				0.	0.	
Director 0 X 0 0 23 Kathleen Lucas 2 0 X 0 0 24) Madeleine Montes 0 X 0 0 0 24) Madeleine Montes 0 X 0 0 0 25) Jeff Myseron 2 X 0 0 0 25) Jeff Myseron 2 X 0 0 0 1 burlector 0 X 0 0 0 0 1 burlector 0 X 0 0 0 0 0 1 burlector 0 X 0		2							
33 Kathleen Lucas 2 2 0 X 0 0 0 249 Madeleine Montes 2 0 X 0 0 0 259 Jeff Myseron 2 X 0 0 0 259 Jeff Myseron 2 X 0 0 0 26 Total from continuation sheets to Part VII, Section A. 0 0 0 0 1 Subtotal 425, 996. 0 19, 41 0 0 0 2 Total from continuation sheets to Part VII, Section A. 425, 996. 0 19, 41 0 <td></td> <td></td> <td>x</td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td></td>			x				0	0	
Director 0 X 0. 0. 29 Madeleine Montes 2. X 0. 0. 29. Jeff Myseron 2. X 0. 0. 0. 29. Jeff Myseron 2. X 0. 0. 0. 29. Jeff Myseron 2. X 0. 0. 0. 21. bSubotal 0. 0. 0. 0. 0. 1 bSubotal 0. 0. 0. 0. 0. 19,41 C total from continuation sheets to Part VII, Section A. 425,996. 0. 19,41 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 ist any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. 4 X 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or indi							Ŭ.		
24) Madeleine Montes 2 X 0.0.0. Director 0 X 0.0.0. 25) Jeff Myseron 2 X 0.0.0. Director 0 X 0.0.0. 0.0.0. 25) Jeff Myseron 2.0.0.0.0. 0.0.0.0. Director 0.0.0.0.0.0.0.0. 425,996.0.0.19,41 c Total from continuation sheets to Part VII, Section A 0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.000 of reportable compensation from the organization 3 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 ist any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. 3 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual for services rendered to the organization? If 'Yes.' complete Schedule J for such person 4 5 Did any person listed on line 1a, is the sum of reportable compensation from any unrelated organization or individual for services rendered to the organization or frees,' complete Schedule J for such person 5 Icotal any person listed on line a receive or accrue compensation from the organizatio			x				0	0	
Director 0 X 0. 0. 25) Jeff Myseron 2 X 0. 0. Director 0 X 0. 0. 0. 1b Subtotal 0. 0. 0. 0. 0. 0. 1b Subtotal 0. 0. 0. 0. 0. 0. 0. 2 Total rom continuation sheets to Part VII, Section A 0. 0. 0. 0. 0. 0. 0. 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 > 3 3 3 3 3 3 3 3 Did the organization > 3 3		-	Λ				0.	0.	•
25) Jeff Myseron 2 0 X 0 0 1 b Subtotal 0 0 0 0 0 c Total from continuation sheets to Part VII, Section A 0 0 0 0 0 d Total (add lines 1b and 1c) 0 <			·v				0	0	
Director 0 X 0. 0. 1b Subtotal 0. 0. 0. 0. c Total from continuation sheets to Part VII, Section A 0. 0. 0. 0. d Total (add lines 1b and 1c) 0. 0. 0. 0. 0. 0. 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 ist any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. Yes 3 Did the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual for services rendered to the organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual for services rendered to the organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual for services rendered to the organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such as \$100,000 of compensation for the calendar year ending with or within the organization's tax year. 5 Complete this table for your five highest compensated independent contractors that received more than \$100,000		-	Λ				0.	0.	. 0
1 b Subtotal 425,996. 0. 19,41 c Total from continuation sheets to Part VII, Section A. 0. 0. 0. d Total (add lines 1b and 1c) 0. 0. 19,41 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 is any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. Yes 3 Did the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual. 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation's tax year. Compensation or individual 5 1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensated independent contractors that received more than \$100,000 of compensation and business address Construction 868,81 2 Adgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 868,95 569,55 2 Adgett Shoreline Construction 4115 Miller St Baycliff, TX									
c Total from continuation sheets to Part VII, Section A 0.0.0. 425, 996.0.19, 41 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 is any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. Yes 3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. 3 4 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual. 4 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. Report complete Schedule J for such person. 5 5 1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensate independent contractors that received more than \$100,000 of compensation stax year. (A) Name and business address Description of services Compensation 569,55 Name and business address Description of services Set (C) Set (C) Nadgett Shoreline Construction 4115 Miller St Baycliff,		0	Х						
d Total (add lines 1b and 1c). 425,996. 0. 19,41 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 > 3 3 3 Did the organization ist any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. Yes 4 For any individual listed on line 1a, is the sum of reportable compensation and ther compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual. 4 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 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 Description of services Compensation \$60, 55 Aggett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569, 55 569, 55 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569, 55 569, 55 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 56									
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 ist any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. Yes 3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. 3 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual. 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 iection 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. (C) (A) Name and business address 0 CO Name and business address 0 0 Compensation Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868,81 Padgett Shoreline Construction 4115 Miller St Bayclif	c Total from continuation sheets to Part VII, Sect	ion A				►			
from the organization 3 3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. 3 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual. 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual 5 5 6 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. CO Name and business address Description of services Compensation Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868, 81 adgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569, 55 bucks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133, 94	d Total (add lines 1b and 1c)					►	425,996.	0.	. 19,412
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. 3 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual. 3 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization. Report compensation for the calendar year ending with or within the organization's tax year. 5 6 Name and business address Description of services CO 7 Name and business address Description of services CO 868, 81 Padgett Shoreline Construct	2 Total number of individuals (including but not limite	d to those I	isted	above) who	received	more than \$100,00	0 of reportable com	pensation
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual. 3 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 4 X 5 Did any person listed on line 1a receive or accrue 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. 5 5 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. Complete this table for your five highest compensated independent. Tx 77092 Construction 868, 81 6 Name and business address Description of services Compensation 5	from the organization 🕨 3								
on line 1a? If 'Yes,' complete Schedule J for such individual. 3 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 4 X 5 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. 6 1 Complete this table for your five highest address Description of services Compensation 1 Complete this table for your five highest address Description of services Compensation 1 Complete this table for your five highest address Description of services Compensation 2 A A A A A 2 A Description of services Compensation									Yes N
on line 1a? If 'Yes,' complete Schedule J for such individual. 3 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 4 X 5 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. 6 1 Complete this table for your five highest address Description of services Compensation 1 Complete this table for your five highest address Description of services Compensation 1 Complete this table for your five highest address Description of services Compensation 2 A A A A A 2 A Description of services Compensation	3 Did the organization list any former officer dire	ctor tructe		w om	nlove	or hia	hest compensater		
such individual 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Section B. Independent Contractors 5 5 5 6 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) (C) Name and business address Description of services (C) Compensation Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868, 81 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569, 55 Ducks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133, 94	on line 1a? If 'Yes,' complete Schedule J for su	ch individu	ial						3 Σ
such individual 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Section B. Independent Contractors 5 5 5 6 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) (C) Name and business address Description of services (C) Compensation Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868, 81 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569, 55 Ducks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133, 94		<							
such individual 4 X 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person 5 5 5 Section B. Independent Contractors 5 5 5 6 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) (C) Name and business address Description of services (C) Compensation Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868, 81 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569, 55 Ducks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133, 94	4 For any individual listed on line 1a, is the sum of the organization and related organizations great	er than \$1	1e co	mpen 207 <i>If</i>	satio 'Yes	n and otr	ter compensation	trom	
for services rendered to the organization? If 'Yes,' complete Schedule J for such person	such individual								4 X
for services rendered to the organization? If 'Yes,' complete Schedule J for such person	5 Did any person listed on line 1a receive or accru	le comper	nsatio	n fror	n anı	unrelate	d organization or	individual	
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 Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868,81 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569,55 Ducks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133,94	for services rendered to the organization? If 'Ye	s,' comple	ete So	chedu	le J f	or such p	erson		5
compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year. (A) (B) (C) Name and business address Description of services Compensation Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868,81 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569,55 Ducks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133,94									
(A) Name and business address (B) Description of services (C) Compensation Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868,81 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569,55 Ducks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133,94	1 Complete this table for your five highest comper	nsated ind	epen	dentio	contra	actors tha	at received more t	han \$100,000 of	
Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868,81 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569,55 Pucks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133,94	· · · · · · · · · · · · · · · · · · ·		the c	alenda	ar yea	ir ending v	1		
Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868,81 Padgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569,55 Pucks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133,94	(A)	trace					(B)) of convious	(C)
Vadgett Shoreline Construction 4115 Miller St Baycliff, TX 77518 Construction 569,55 Oucks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133,94		11622					Description	UI SEIVICES	Compensation
Ducks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133,94	Reel Design Build, LLC 4202 Directors Row #100 Houston, TX 77092 Construction 868,817.								
Ducks Unlimited 193 Business Park Dr Ste E Ridgeland, MS 39157 Reef Engineering, Design 133,94	adgett Shoreline Construction 4115 Mille	r St Bay	clif	f, T	X 77	518	Construction		569,550
2 Total number of independent contractors (including but not limited to these listed above) who received more than			~/					5,	
2. Total number of independent contractors (including but not limited to these listed above) who received more than									
A THREE TRANSPORTED FOR THE TRANSPORTED FOR THE TRANSPORTED AND								ľ	

Continuation Sheet for Form 990

OMB No. 1545-0047

2020

Employler Identification number

Department of the Treasury Internal Revenue Service

Name of the Organization

Galveston Bay Foundation, Inc. 76-0279876 Part VII Continuation: Officers, Directors, Trustees, Key Employees, and **Highest Compensated Employees** (A) (B) (C) (D) (F) (E) Position (check all that apply) Reportable compensation from Reportable compensation from Estimated amount of other Name and title Average Individual t or director Average hours per week (list any hours for related organiza-tions below Officer Highest compensated Institutional trustee employee Former ŝ compensation from the organization and related the organization (W-2/1099-MISC) related organizations (W-2/1099-MISC) y employee organizations l trustee below dotted line) Larry Neuhaus 2 0 Director Х 0. 0 0. Matthew Pinster 2 Director 0 Х 0. 0. 0. Steve Provenazo 2 0 Х Director 0. 0. 0. Ed Randall 2 Director 0 Х 0. 0 0. 2 Scott Rice Director 0 Х 0. 0 0. 2 Brian Sauer Х 0. Director 0 0. 0. Tom Tollett 2 Director 0 Х 0. 0. 0. Matt Woodruff 2 Director 0 Х 0. 0. 0. ____ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _____ _____ ____ _ _ _ _ _ _ _ _ _____ _____

Form 990 (2020) Galveston Bay Foundation, Inc.

Page 9

	Check if Schedule O contains a resp	oonse or note to an	y line in this Part VII	L		
			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from under section 512-514
s][]	1 a Federated campaigns 1 a					
nol	b Membership dues	1.40.450				
	c Fundraising events.1 cd Related organizations1 d	149,450.				
E	e Government grants (contributions) 1 e f All other contributions, gifts, grants, and	4,276,288.				
	similar amounts not included above 1 f g Noncash contributions included in	6,838,868.				
DU	lines 1a-1f		11 264 606			
	II I I I I I I Adu III es Ta-It	Business Code	11,264,606.			
2	2a <u>Workshop fees</u>	900099	12,685.	12,685.		
	b					
	c					
	ёе					
	f All other program service revenue					
	g Total. Add lines 2a-2f	▶	12,685.			
3	3 Investment income (including dividends, i other similar amounts)		10,214.			10,21
4	4 Income from investment of tax-exemp	t bond proceeds 🕨				
5	5 Royalties					
	(i) Real	(ii) Personal				
e	6 a Gross rents 6 a b Less: rental expenses 6 b					
	c Rental income or (loss) 6c					
	d Net rental income or (loss)	▶				
7	7 a Gross amount from (i) Securities	(ii) Other				
ľ	sales of assets					
	b Less: cost or other basis and sales expenses 7b					
	c Gain or (loss) 7c					
	d Net gain or (loss)					
8	8 a Gross income from fundraising events (not including $\$ 149,450$.) of contributions reported on line 1c).					
	See Part IV, line 18 8	a 50,585.				
	b Less: direct expenses 8	b 60,596.				
	c Net income or (loss) from fundraising	events ►	-10,011.			-10,01
9	9 a Gross income from gaming activities. See Part IV, line 19. 9	a				
	b Less: direct expenses 9	-				
	c Net income or (loss) from gaming activ	vities ►				
10	0 a Gross sales of inventory, less returns and allowances	a 34,465.				
	b Less: cost of goods sold 10	b 500.				
	c Net income or (loss) from sales of inve	-	33,965.			33,96
	1a Ingurance processes	Business Code	120,000			120.00
Kevenue	<pre>1a Insurance proceeds</pre>	900099	120,000.			120,00
Š	~ c					1
R R	d All other revenue					1
	e Total. Add lines 11a-11d	· · · · · · · · · · · · · · · · · · ·	120,000.			
12	2 Total revenue. See instructions	▶	11,431,459.	12,685.	0.	154,16

Form 990 (2020)Galveston Bay Foundation, Inc.Part IXStatement of Functional Expenses

-	t IX Statement of Functional Expen				
Sec	tion 501(c)(3) and 501(c)(4) organizations must con		÷		
	Check if Schedule O contains a				
Do 6b,	not include amounts reported on lines 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	3,850,340.	3,850,340.		
2	Grants and other assistance to domestic individuals. See Part IV, line 22				
3	Grants and other assistance to foreign organizations, foreign governments, and for- eign 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	170,989.	89,365.	22,954.	58,670.
6	Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.	0.	0.	0.
7	Other salaries and wages	1,600,484.	1,020,263.	220,391.	359,830.
8	Pension plan accruals and contributions (include section 401(k) and 403(b)				
	employer contributions)	33,135.	20,810.	9,734.	2,591.
9	Other employee benefits	69,944.	42,211.	17,826.	9,907.
10	Payroll taxes	130,290.	73,555.	30,280.	26,455.
11	Fees for services (nonemployees):				
	a Management				
	b Legal	24,481.	14,350.		10,131.
0	c Accounting	28,073.		28,073.	
	d Lobbying	412.	412.		
e	e Professional fundraising services. See Part IV, line 17	50,348.			50,348.
	Investment management fees				
g	Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule 0.)	153,902.	95,899.	7,073.	50,930.
12	Advertising and promotion.	5,045.	2,212.	.,,,,,,,	2,833.
13	Office expenses	170,392.	131,716.	2,858.	35,818.
14	Information technology	58,029.	16,751.	3,124.	38,154.
15	Royalties	00,010	20,7027	0,1211	00,201
16	Occupancy	81,473.	60,965.	7,759.	12,749.
17	Travel	14,726.	11,415.	335.	2,976.
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	7,066.	5,819.		1,247.
20	Interest	31,634.		31,634.	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	80,444.	55,223.	13,661.	11,560.
23	Insurance	72,535.	46,234.	19,259.	7,042.
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.)				
ä	<pre>a Conservation_expenses</pre>	2,687,482.	2,687,482.		
	• Event expenses	55,425.	47,671.	20.	7,734.
	Dues_and_subscriptions	21,581.	15,612.	367.	5,602.
	Volunteer_support	1,570.	1,570.		
	All other expenses.				
25	Total functional expenses. Add lines 1 through 24e	9,399,800.	8,289,875.	415,348.	694,577.
26	Joint costs. Complete this line only if				

26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ► ______ if following SOP 98-2 (ASC 958-720).

Form 990 (2020) Galveston Bay Foundation, Inc. Part X Balance Sheet

	Check if Schedule O contains a response or note to	o any lin	e in this Part X			
				(A) Beginning of year		(B) End of year
1	Cash – non-interest-bearing			10,541.	1	1,374,199.
2	5 1 5			3,549,015.	2	3,064,690.
3	Pledges and grants receivable, net			2,763,937.	3	1,989,185.
4	Accounts receivable, net	1,100.	4	411.		
5	Loans and other receivables from any current or form trustee, key employee, creator or founder, substantia controlled entity or family member of any of these pe		5			
6	Loans and other receivables from other disqualified p section 4958(f)(1)), and persons described in section				6	
7					7	
					8	
° Se			L	41 200	9	100 000
Assets 6 8 8		1 1		41,302.	9	138,083
10	a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10 a	11,866,417.			
	b Less: accumulated depreciation		183,599.	10,056,056.	10 c	11,682,818
11				10,000,000.	11	11,002,010
12					12	
13					13	
14				184,260.	14	128,429
15				3,000.	15	14,000
16			-	16,609,211.	16	18,391,815
	Total assets. Add lines I through 15 (must equal line	55)		10,009,211.		10,351,015
17				604,962.	17	316,394
18					18	
19	Deferred revenue			14,820.	19	41,092
20					20	
<u>0</u> 21	Escrow or custodial account liability. Complete Part			130,260.	21	155,476
21 21 22 22	Loans and other payables to any current or former of key employee, creator or founder, substantial contribu controlled entity or family member of any of these pe	ficer, dir utor, or 3 rsons	ector, trustee, 35%		22	
23			_	619,112.	23	607,137
24		•	_	100,000.	24	100,000
25		•		1007000.	25	1007000
26	······································			1,469,154.	26	1,220,099
Net Assets of Fund Balances 22 30 31 32 33 33 33 33 34 35 35 35 35 35 35 35 35 35 35	Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.					
8 27				8,740,482.	27	11,794,694
<u>0</u> 28				6,399,575.	28	5,377,022
Duni	Organizations that do not follow FASB ASC 958, che and complete lines 29 through 33.	eck here	► []			
5 29	Capital stock or trust principal, or current funds			29		
8 30					30	
31					31	
32				15,140,057.	32	17,171,716
Ž 33				16,609,211.	33	18,391,815
BAA			L 10/07/20	10,000,211.	'	Form 990 (2020

Page 11

Forn	990 (2020) Galveston Bay Foundation, Inc. 76-0	279876		Pa	ge 12
Par					
	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 1	1,4	31,4	159.
2	Total expenses (must equal Part IX, column (A), line 25).	2	9,3	99,8	300.
3	Revenue less expenses. Subtract line 2 from line 1	3		31,6	
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4 1		40,0	
5	Net unrealized gains (losses) on investments.	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain 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,				
		10 1	7,1	71,7	16.
Par	t XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				
		_		Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O.				
2 a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		Х
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed separate basis, consolidated basis, or both:	l on a			
t	Were the organization's financial statements audited by an independent accountant?		2b	Х	
	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: X Separate basis Consolidated basis Both consolidated and separate basis	e			
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?		2 c	Х	
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.				
	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		3a	Х	
k	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		3 b	Х	
BAA	TEEA0112L 10/19/20		Form	990 ((2020)

SCHEDULE A
(Form 990 or 990-F7

Department of the Treasury

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.

2020	
Open to Public	

OMB No. 1545-0047

Internal Revenue Service					latosti				
Name of the organization						Employer	identifica	ation numbe	÷r
Galveston Bay Fo						76-02			
Part I Reason for F	Public Cha	arity Status. (All o	organizations must	comple	ete this	s part.) See i	nstruc	tions.	
The organization is not a	private found	dation because it is: (For lines 1 through 12,	check o	nly one	box.)			
1 A church, convent	tion of church	nes, or association of c	hurches described in sec	tion 1 70(b)(1)(A)(i).			
2 A school describe	d in section 1	170(b)(1)(A)(ii). (Attach	Schedule E (Form 990 or	990-EZ).)				
3 A hospital or a c	ooperative h	nospital service organ	ization described in sec	tion 17	0(b)(1)(A	A)(iii).			
			unction with a hospital				J(iii). E	nter the I	hospital's
name, city, and	-						~ /		
5 An organization	operated for	the benefit of a colle	ege or university owned		ated by	a governmental	unit de	scribed i	
section 170(b)(1 6 A federal, state,			ental unit described in s	ection 1	70(b)(1))(A)(v).			
7 X An organization th	nat normally i	-	part of its support from a				eral put	olic descri	bed
			A)(vi). (Complete Part	-					
			ction 170(b)(1)(A)(ix) oper						
	non-land-gra	nt college of agriculture	e (see instructions). Enter	the nan	ne, city,	and state of the c	ollege c	or	
university:					· ·		·		
from activities re investment incor	elated to its e me and unre	exempt functions, sub	han 33-1/3% of its supp bject to certain exceptio e income (less section Part III.)	ns: and	(2) no r	nore than 33-1/3	3% of it	s suppor	t from gross
			ely to test for public saf	ety. See	sectior	n 509(a)(4).			
12 An organization or more publicly	organized a supported c	nd operated exclusive organizations describe	ely for the benefit of, to ed in section 509(a)(1) o	perform or sectio	the fun n 509(a	ictions of, or to o (2). See sectior	carry ou 1 509(a '	ut the pur)(3). Cheo	rposes of one ck the box in
lines 12a through	h 12d that de	escribes the type of s	upporting organization	and com	nplete lii	nes 12e, 12f, an	d 12g.		
a Type I. A supporti organization(s) th complete Part IV	e power to re	equiarly appoint or elect	d, or controlled by its sup t a majority of the directo	ported or s or trus	rganizat stees of t	ion(s), typically by the supporting org	y giving janizatio	the supp on. You m	orted iust
·			controlled in connection	with its	support	ed organization	(s), by	having co	ontrol or
management of th must complete I	ne supporting	organization vested in	the same persons that c	ontrol or	manage	the supported or	ganizati	ion(s). Yo	u
C Type III functiona	lly integrated see instructi	. A supporting organizations). You must com	tion operated in connectio plete Part IV, Sections	n with, ai A, D, an	nd functio d E.	onally integrated w	vith, its s	supported	
d Type III non-funct functionally inter	tionally integ	rated. A supporting orgorganization generally	panization operated in con must satisfy a distribu ms A and D, and Part V.	nection	with its s	supported organiz	zation(s)	that is no	ot
e Check this box it	f the organiz	ation received a writt	en determination from supporting organization	the IRS	that it is	а Туре I, Туре	II, Type	e III funct	tionally
								[
g Provide the followin	informatio	n about the supporte	d organization(s).					L	
(i) Name of supported organ	nization	(ii) EIN	(iii) Type of organization	(iv)	s the	(v) Amount of mo	onetary	(vi) A	Amount of other
			(déscribed on lines 1-10 above (see instructions))	organizat	ion listed overning nent?	support (see instru	ictions)	support	(see instructions)
				Yes	No				
					[
(A)									
(B)									
(C)									
(D)									
(E)									
Total									

Schedule A (Form 990 or 990-EZ) 2020 Galvest	on Bay	Foundation,	Inc.
--	--------	-------------	------

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

Cale begi	ndar year (or fiscal year nning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any 'unusual grants.)	7,783,061.	7,892,722.	7,634,589.	9,106,905.	11264606.	43,681,883.
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0.
3	The value of services or facilities furnished by a governmental unit to the organization without charge	17,682.	17,688.	143,096.	48,353.	33,534.	260,353.
4	Total. Add lines 1 through 3					11298140.	43,942,236.
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)						6,115,310.
6	Public support. Subtract line 5 from line 4						37,826,926.
Sec	tion B. Total Support						, , ,
Cale begi	ndar year (or fiscal year nning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7	Amounts from line 4	7,800,743.	7,910,410.	7,777,685.	9,155,258.	11298140.	43,942,236.
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	442.	2,346.	3,472.	18,258.	10,214.	34,732.
9	Net income from unrelated business activities, whether or not the business is regularly carried on						0.
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) See Part VI					120,000.	120,000.
	Total support. Add lines 7 through 10						44,096,968.
12	Gross receipts from related activ	vities, etc. (see ins	structions)			12	169,573.
13	First 5 years. If the Form 990 is organization, check this box and	for the organization	on's first, second,	third, fourth, or f	ifth tax year as a	section 501(c)(3)	►
Sec	tion C. Computation of Pu	blic Support P	ercentage				
	Public support percentage for 20						85.78%
15	Public support percentage from	2019 Schedule A,	Part II, line 14			15	86.12%
16a	33-1/3% support test-2020. If t and stop here. The organization	he organization di qualifies as a pul	id not check the b plicly supported o	oox on line 13, and rganization	d line 14 is 33-1/3	3% or more, chec	k this box ·····► X
b	33-1/3% support test-2019. If the and stop here. The organization	ne organization die n qualifies as a pu	d not check a box blicly supported c	on line 13 or 16a	a, and line 15 is 3	3-1/3% or more, o	check this box ·····►
17a	10%-facts-and-circumstances te or more, and if the organization the organization meets the facts	meets the facts-a	nd-circumstances	s test, check this I	box and stop here	. Explain in Part	VI how
	10%-facts-and-circumstances te or more, and if the organization organization meets the 'facts-an	meets the facts-a d-circumstances'	nd-circumstances test. The organization	s test, check this lation qualifies as	box and stop here a publicly support	e. Explain in Part ed organization.	VI how the
18	Private foundation. If the organi	zation did not che	ck a box on line	13, 16a, 16b, 17a	, or 17b, check th	is box and see in	structions ►
BAA					Scl	adula A (Earm 9	90 or 990-EZ) 2020

Schedule A (Form 990 or 990-EZ) 2020

76-0279876

76-0279876

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.)

Sec	tion A. Public Support						
	lar year (or fiscal year beginning in) ► Gifts, grants, contributions, and membership fees	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
	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						
3	tax-exempt purpose 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						
	Total. Add lines 1 through 5 Amounts included on lines 1, 2, and 3 received from disqualified persons						
	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.						
С	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from line 6.)						
Sec	tion B. Total Support						
	dar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
	Amounts from line 6	(u) 2010	(5) 2017	(6) 2010	(4) 2015	(0) 2020	(i) rotar
	Gross income from interest, dividends,						
6	payments received on securities loans, rents, royalties, and income from similar sources						
D	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
с 11	Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First 5 years. If the Form 990 is organization, check this box and						►
Sec	tion C. Computation of Pu	blic Support P	Percentage				
15	Public support percentage for 20	20 (line 8, colum	n (f), divided by li	ne 13, column (f)))	15	00
16	Public support percentage from	2019 Schedule A,	Part III, line 15.			16	00
	tion D. Computation of Inv					1 1	
17	Investment income percentage f				umn (f))		0/0
18	Investment income percentage f	•		-			0/0
	33-1/3% support tests–2020. If						
	is not more than 33-1/3%, check	this box and sto	p here. The organ	ization qualifies	as a publicly supp	orted organization	
	33-1/3% support tests—2019. If the line 18 is not more than 33-1/3%	, check this box a	and stop here. Th	e organization qu	alifies as a public	ly supported organ	iization 🕨
20	Private foundation. If the organi	zation did not che	eck a box on line	14, 19a, or 19b, o	check this box and	I see instructions	►

Part IV Supporting Organizations

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

Inc.	76-0279876	Page 5

Yes

1

2

No

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

 Yes
 No

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).
 - a The organization satisfied the Activities Test. Complete line 2 below.
 - **b** The organization is the parent of each of its supported organizations. *Complete line 3 below.*
 - c The organization supported a governmental entity. Describe in **Part VI** how you supported a governmental entity (see instructions).

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

- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If 'Yes,' then in **Part VI identify those supported** organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.
- b Did the activities described in line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If 'Yes,' explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.
- 3 Parent of Supported Organizations. Answer lines 3a and 3b below.
- a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If 'Yes' or 'No,' provide details in **Part VI**.
- **b** Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If 'Yes,' describe in **Part VI** the role played by the organization in this regard.

Yes

2a

2b

3a

3h

No

Schedule A (Form 990 or 990-EZ) 2020 Galveston Bay Foundation, 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 instructions. All other Type III non-functionally integrated supporting organization	t on No ns mus	v. 20, 1970 (explain in t complete Sections A	n Part VI). See 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		
ection B – Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (explain in detail in Part VI):			
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d.	3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 0.035.	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		
Section C – Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, column A)	1		
2 Enter 0.85 of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4 Enter greater of line 2 or line 3.	4		

5 Income tax imposed in prior year 6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency 6 temporary reduction (see instructions).

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

5

BAA

Schedule A (Form 990 or 990-EZ) 2020

Pa	t V Type III Non-Functionally Integrated 509(a)(3) Su	upporting Organiza	ations (continue	ed)	
Sec	tion D – Distributions				Current Year
1	Amounts paid to supported organizations to accomplish exempt pu	irposes		1	
2	Amounts paid to perform activity that directly furthers exempt purposes in excess of income from activity	of supported organizatior	IS,	2	
3	Administrative expenses paid to accomplish exempt purposes of su	upported organizations		3	
4	Amounts paid to acquire exempt-use assets			4	
5	Qualified set-aside amounts (prior IRS approval required - provide	e details in Part VI)		5	
6	Other distributions (describe in Part VI). See instructions.			6	
7	Total annual distributions. Add lines 1 through 6.			7	
8	Distributions to attentive supported organizations to which the organizati in Part VI). See instructions.	ion is responsive (provide	e details	8	
9	Distributable amount for 2020 from Section C, line 6			9	
10	Line 8 amount divided by line 9 amount			10	
Sec	tion E – Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributio Pre-2020	ons	(iii) Distributable Amount for 2020
1	Distributable amount for 2020 from Section C, line 6				
2	Underdistributions, if any, for years prior to 2020 (reasonable cause required – <i>explain in Part VI</i>). See instructions.				
3	Excess distributions carryover, if any, to 2020				
á	From 2015				
Ŀ	• From 2016				
	: From 2017				
	From 2018				
	e From 2019				
	f Total of lines 3a through 3e				
ç	Applied to underdistributions of prior years				
ŀ	Applied to 2020 distributable amount				
	i Carryover from 2015 not applied (see instructions)				
	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.				
4	Distributions for 2020 from Section D, line 7: \$				
ć	Applied to underdistributions of prior years				
ł	Applied to 2020 distributable amount				
	Remainder. Subtract lines 4a and 4b from line 4.				
5	Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.				
6	Remaining underdistributions for 2020. 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 2021. Add lines 3j and 4c.				
8	Breakdown of line 7:				
á	Excess from 2016				
_ ł	Excess from 2017				
	Excess from 2018				
(Excess from 2019				
	Excess from 2020				

BAA

Schedule A (Form 990 or 990-EZ) 2020

Schedule A (Form 990 or 990-EZ) 2020	Galveston Bay Foundation, Inc	c. 76-0279876 Page 8
B, lines 1 and 2; Part IV 3a, and 3b; Part V, line	rmation. Provide the explanations required b ion A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c , Section C, line 1; Part IV, Section D, lines 2 ar 1; Part V, Section B, line 1e; Part V, Section D, l omplete this part for any additional information.	nd 3; Part IV, Section E, lines 1c, 2a, 2b, lines 5, 6, and 8; and Part V, Section E,
Part II, Line 10 - Other Income	2	
Nature and Source	2020 2019 2	2018 2017 2016
Insurance proceeds Total	\$ 120,000. \$ 120,000. \$ 0.	<u> 0.</u> <u>\$ 0.</u> <u>\$ 0.</u>

Schedule E	3
------------	---

(Form 990, 990-EZ, or 990-PF)

Department	of	the	Treasury

Internal Revenue Service

PUBLIC DISCLOSURE COPY Schedule of Contributors

► Attach to Form 990, Form 990-EZ, or Form 990-PF. ► Go to www.irs.gov/Form990 for the latest information. OMB No. 1545-0047

2020

Name of the organization	Employer identification number		
Galveston Bay Found	76-0279876		
Organization type (check one):			
Filers of:	Section:		
Form 990 or 990-EZ	X 501(c)(3) (enter number) organization		
	4947(a)(1) nonexempt charitable trust not treated as a private foundation		
	527 political organization		
Form 990-PF	501(c)(3) exempt private foundation		
	4947(a)(1) nonexempt charitable trust treated as a private foundation		
	501(c)(3) taxable private foundation		

Check if your organization is covered by the General Rule or a Special Rule.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33-1/3% support test of the regulations Х under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ). Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering 'N/A' in column (b) instead of the contributor name and address). II. and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year.

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it must answer 'No' on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

BAA For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)	1 2	Page 2
Name of organization	Employer identification number	
Galveston Bay Foundation, Inc.	76-0279876	

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional sp	pace is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
<u>1</u>		\$250,000.	PersonXPayrollNoncash(Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$1,548,004.	PersonXPayrollNoncash(Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
<u>3_</u>		\$1,472,025.	PersonXPayrollNoncash(Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
<u>4</u>		\$1,600,000.	Person Payroll Noncash X (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5		\$1,032,393.	Person Payroll Noncash X (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
<u>6</u>		\$1,609,326.	Person X Payroll

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)	2	2	Page 2
Name of organization	Employer identification number	r	
Galveston Bay Foundation, Inc.	76-0279876		

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional s	pace is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$ <u>326,894</u> .	PersonXPayrollNoncash(Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
<u>8_</u> _		\$460,704.	PersonXPayrollNoncash(Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	 	\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)	1	1	Page 3
Name of organization	Employer ider	ntification nu	ımber
Galveston Bay Foundation, Inc.	76-0279	876	

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date receive
4	Land		
<u>4</u>			
		\$\$1,600,000.	12/14/20
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date receive
5	Publicly traded securities		
		 \$1,032,393.	Various
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date receive
		^{\$}	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date receive
		 \$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date receive
		²	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date receive
	L	^{\$}	

	B (Form 990, 990-EZ, or 990-PF) (2020)		1 1 Page 4
Name of organ			Employer identification number
	ton Bay Foundation, Inc.		76-0279876
Part III	Exclusively religious, charitable, et or (10) that total more than \$1,000 for the the following line entry. For organizations of contributions of \$1,000 or less for the year. Use duplicate copies of Part III if additional	he year from any one contributo ompleting Part III, enter the total of (Enter this information once. See in	exclusively religious, charitable, etc.,
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
<u> </u>	N/A		
			+
		(e) Transfer of gift	I
	Transferee's name, addres	ss, and ZIP + 4	Relationship of transferor to transferee
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
		(e) Transfer of gift	
	Transferee's name, addres		Relationship of transferor to transferee
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
		(e) Transfer of gift	
	Transferee's name, addres		Relationship of transferor to transferee
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
		·	+
	(e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee		
BAA			Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

SCHE	EDL	JLE	- (2
(Form	99 0	or	99	0-EZ)

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

Department of the Treasury

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.

Open to Public

OMB No. 1545-0047

2020

Internal Revenue Serv	ice				mepressen
 Section 501(Section 501(c)(3) organization c) (other than sec	on Form 990, Part IV, line 3, or Form 990-EZ, I is: Complete Parts I-A and B. Do not comp ction 501(c)(3)) organizations: Complete Par mplete Part I-A only.	lete Part I-C.		
	-	on Form 990, Part IV, line 4, or Form 990-EZ, I	Part VI, line 47 (Lobbyi	ng Activities), then	
		that have filed Form 5768 (election under sect			
 Section 501(Part II-A. 	c)(3) organizatior	is that have NOT filed Form 5768 (election	under section 501(h)): Complete Part II-B. D	o not complete
If the organizatio (Proxy Tax) (See	e separate instruc	•	(See separate instruc	tions) or Form 990-EZ	, Part V, line 35c
 Section 501(Name of organization 	c)(4), (5), or (6) c	organizations: Complete Part III.		Envelopment identifie	
-	Dess Dessedet	ten Tra		Employer identific	
Part I-A Cor	Bay Foundat	rganization is exempt under section	on $501(c)$ or is a	76-027987	o zation
		organization's direct and indirect political of			201011.
(See instru	ctions for definition	on of 'political campaign activities')			
		xpenditures (See instructions)			
		campaign activities (See instructions)			
		rganization is exempt under section			
	-	cise tax incurred by the organization under			
2 Enter the a	amount of any exc	cise tax incurred by organization managers	under section 4955.	▶Ş	0.
3 If the organ	nization incurred a	a section 4955 tax, did it file Form 4720 for	this year?		Yes No
4 a Was a corr	ection made?				Yes No
	scribe in Part IV.				
Part I-C Cor	nplete if the o	rganization is exempt under section	on 501(c) , excep	t section 501(c)(3).	
1 Enter the a	mount directly ex	pended by the filing organization for section	on 527 exempt function	n activities 🏲 \$	
2 Enter the a 527 exemp	mount of the filin t function activitie	g organization's funds contributed to other	organizations for sec	tion ▶\$	
3 Total exem line 17b	pt function exper	ditures. Add lines 1 and 2. Enter here and	on Form 1120-POL,	►\$	
4 Did the filir	ng organization fil	e Form 1120-POL for this year?			
5 Enter the n organizatio amount of p	ames, addresses n made payments political contributior	and employer identification number (EIN) s. For each organization listed, enter the a ns received that were promptly and directly de al action committee (PAC). If additional spa	of all section 527 pol mount paid from the livered to a separate po	itical organizations to w filing organization's fun plitical organization, such	hich the filing ds. Also enter the as a separate
(a) №	Vame	(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
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
BAA For Paperw	ork Reduction Act	Notice, see the Instructions for Form 990 or	990-EZ.	Schedule C (Fo	rm 990 or 990-EZ) 2020

Schedule C (Form 990 or 990-EZ) 2020	Galveston E	Bay Foundation,	Inc.
--------------------------------------	-------------	-----------------	------

Schedule C (Form 990 or 990-EZ) 2020 Galveston	Bay Foundation, Inc.	76-0279	876 Page 2
	on is exempt under section 501(c)(3) and	filed Form 5768 (ele	ection under
A Check ► if the filing organization below	ngs to an affiliated group (and list in Part IV each affiliat	ted group member's name	' ,
address, EIN, expenses, a	nd share of excess lobbying expenditures).		
B Check ► ☐ if the filing organization ch	ecked box A and 'limited control' provisions apply.		
Limits on Lobb (The term 'expenditures' me	ying Expenditures ans amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1 a Total lobbying expenditures to influence p	ublic 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			
e Total exempt purpose expenditures (add l	ines 1c and 1d)		
f Lobbying nontaxable amount. Enter the a both columns	mount from the following table in		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:		
Not over \$500,000	20% of the amount on line 1e.		
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.		
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.		
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.		
Over \$17,000,000	\$1,000,000.		
g Grassroots nontaxable amount (enter 25%	of line 1f)		
h Subtract line 1g from line 1a. If zero or le	ss, enter -0		
i Subtract line 1f from line 1c. If zero or les	s, enter -0		
	er line 1h or line 1i, did the organization file Form 4720 n		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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total		
2 a Lobbying nontaxable amount							
b Lobbying ceiling amount (150% of line 2a, column (e))							
c Total lobbying expenditures							
d Grassroots nontaxable amount							
e Grassroots ceiling amount (150% of line 2d, column (e))							
f Grassroots lobbying expenditures							

BAA

Schedule C (Form 990 or 990-EZ) 2020

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

	(a	i)	(b)	
For each 'Yes' response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	Yes	No	Am	ount	
 See Part IV During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of: 					
a Volunteers?		Х			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	Х				
c Media advertisements?		Х			
d Mailings to members, legislators, or the public?		Х			
e Publications, or published or broadcast statements?		Х			
f Grants to other organizations for lobbying purposes?		Х			
g Direct contact with legislators, their staffs, government officials, or a legislative body?	Х			4	412.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		Х			
i Other activities?		Х			
j Total. Add lines 1c through 1i				4	412.
2 a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		Х			
b If 'Yes,' enter the amount of any tax incurred under section 4912					
c If 'Yes,' enter the amount of any tax incurred by organization managers under section 4912					
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?					
Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(6).	(c)(5)	, or			
				Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?			1		
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?			2		
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the	prior y	ear?	3		
Part III-B Complete if the organization is exempt under section 501(c)(4), section 501 (6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered 'No,' OR (b) answered 'Yes.'	(c)(5) Part I	, or se II-A, lii	ction 5 ne 3, is	01(c)	
1 Dues, assessments and similar amounts from members		1			-
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).					
a Current year		2 a			
h Carryover from last year		2 h			

		20	
	c Total	2 c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
	Taxable amount of lobbying and political expenditures (See instructions)	5	

Part IV Supplemental Information

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

Part II-B - Description of Lobbying Activity

During 2020, GBF contacted federal and state representatives to discuss various $% \left({\left[{{{\rm{BF}}} \right]_{\rm{stat}}} \right)$

federal and state conservation programs and related appropriations.

76-0279876

SCHEDULE D (Form 990) Department of the Treasury Department of the Treasury Departm						OMB No. 1545-0047 2020 Open to Public	
Internal Revenue S	ervice	ww.irs.gov/Form990 for Instructions a	and the latest information.		Inspectio	on	
Part I Or	Bay Foundation, In ganizations Maintaining	Donor Advised Funds or Othe		76-027	entification nun 9876	nber	
Co	mplete if the organization	answered 'Yes' on Form 990,	Part IV, line 6.				
		(a) Donor advised fu	unds (b)	Funds and c	ther accour	nts	
2 Aggregate	mber at end of year value of contributions to (during year) value of grants from (during year)						
	te value at end of year						
5 Did the	organization inform all donors a	nd donor advisors in writing that the a to the organization's exclusive legal c	assets held in donor advised	d funds	Yes	No	
6 Did the	organization inform all grantees	, donors, and donor advisors in writing benefit of the donor or donor advisor,	g that grant funds can be u	sed only			
					Yes	No	
	nservation Easements.						
		answered 'Yes' on Form 990,					
		held by the organization (check all tha	at apply).				
		example, recreation or education)	Preservation of a hist	5 1		area	
21	ection of natural habitat		Preservation of a cert	ified historic	structure		
	ervation of open space						
	lines 2a through 2d if the organiz of the tax year.	zation held a qualified conservation contr					
- Tatal mu	where of componentian accounted	-		Held at the	End of the	ax Year	
		is n easements					
	е ,	a certified historic structure included in		,090			
structure	listed in the National Register.	uded in (c) acquired after 7/25/06, and ed, transferred, released, extinguished, o		on during the	<u></u>		
tax year	<u> </u>				;		
	1 1 3 ,	conservation easement is located ►	increation handling of via	lations			
and enfo	rcement of the conservation ea	licy regarding the periodic monitoring sements it holds?See Part 2 oring, inspecting, handling of violations,	KIII	Х	Yes	No	
▶	57						
7 Amount o ►\$	of expenses incurred in monitoring 1,869.	g, inspecting, handling of violations, and	enforcing conservation easen	nents during t	he year		
8 Does ea and sect	ch conservation easement repo ion 170(h)(4)(B)(ii)?	rted on line 2(d) above satisfy the req	uirements of section 170(h)	(4)(B)(i)	Yes	No	
include,	(III, describe how the organizati if applicable, the text of the foo ation easements. See Par	ion reports conservation easements in thote to the organization's financial st T XIII	n its revenue and expense s tatements that describes the	tatement ar e organizatio	d balance s on's accoun	sheet, and ting for	
Part III Or	ganizations Maintaining	Collections of Art, Historical T answered 'Yes' on Form 990,	reasures, or Other Sin Part IV, line 8.	milar Asso	ets.		
historica	l treasures, or other similar ass	l under FASB ASC 958, not to report i ets held for public exhibition, education nancial statements that describes the	on, or research in furtherand	d balance sl ce of public	neet works o service, pro	of art, vide in	
historical following	treasures, or other similar assets amounts relating to these item	I under FASB ASC 958, to report in its held for public exhibition, education, or ns: rt VIII, line 1	research in furtherance of pul	olic service, p	works of ar provide the	t,	
		rt VIII, IIne Ι					
		of art, historical treasures, or other simila FASB ASC 958 relating to these items			owing		
a Revenue	included on Form 990, Part VI	II, line 1		▶\$			
					.l. D (5	000 0000	
BAA For Pap	erwork Reduction Act Notice, s	see the Instructions for Form 990.	TEEA3301L 08/18/20	Schedu	ule D (Form	990) 2020	

-	······································		
BAA	For Paperwork Reduction Act Notice,	see the Instructions	for Form 990

Schedule D (Form 990) 2020 Galve				76-027		Page 2
Part III Organizations Mainta	ining Collectio	ns of Art, Histo	rical Treasures, or	Other Similar Ass	ets (continu	ued)
3 Using the organization's acquisition items (check all that apply):	, accession, and oth	ner records, check an	y of the following that ma	ake significant use of its	collection	
a Public exhibition		d Loan o	r exchange program			
b Scholarly research		e Other				
c Preservation for future gener	rations					
4 Provide a description of the organiz Part XIII.	ation's collections a	and explain how they	further the organization's	exempt purpose in		
5 During the year, did the organiza to be sold to raise funds rather the sole to raise funds rather the sole to raise funds rather the sole to be sole to raise funds rather the sole to be	ition solicit or rece han to be maintain	ive donations of art ed as part of the or	, historical treasures, or ganization's collection?	other similar assets	Yes	No
Part IV Escrow and Custodia	I Arrangement	s. Complete if th	ne organization ans		rm 990, Pa	rt IV,
line 9, or reported an	amount on For	m 990, Part X, I	ine 21.			
1 a Is the organization an agent, trus on Form 990, Part X?	stee, custodian or	other intermediary f	or contributions or othe	r assets not included	Yes	X No
b If 'Yes,' explain the arrangement						
					Amount	
c Beginning balance				1c		
d Additions during the year				1d		
e Distributions during the year				1e		
f Ending balance						0.
2 a Did the organization include an a						No
b If 'Yes,' explain the arrangement		•		d on Part XIII		Х
Part V Endowment Funds. C		See Part XII		rm QQA Dart IV/ lir	no 10	
	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four year	rs hack
1 a Beginning of year balance						5 Duck
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 percentag	e of the current ve	ar end balance (line	e 1g. column (a)) held a	as:		
a Board designated or guasi-endowm	2	8	3,			
b Permanent endowment	00					
c Term endowment ►	010					
The percentages on lines 2a, 2b, a	nd 2c should equal	100%.				
3 a Are there endowment funds not in t	the possession of th	e organization that a	e held and administered	for the		
organization by:		Ũ			Yes	No
(i) Unrelated organizations					3a(i)	
(ii) Related organizations					3a(ii)	
b If 'Yes' on line 3a(ii), are the rela	-				. 3b	
4 Describe in Part XIII the intended		nization's endowme	nt funds.			
Part VI Land, Buildings, and Complete if the organi		d 'Vos' on Form	000 Part IV line	112 Soo Form 00	0 Part V li	no 10
	1				<u> </u>	
Description of property	(a) C	ost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book v	alue
1 a Land			9,198,645.		9,198	
b Buildings			2,047,762.	83,369.	1,964	
c Leasehold improvements			5,947.	1,190.		<u>,757.</u>
d Equipment			275,266.	99,040.		<u>,226.</u>
e Other			338,797.	►		<u>,797.</u>
Total. Add lines 1a through 1e. (Colum	in (a) must equal l	- 01111 990, Part X, C	oluinn (B), Ine IUC.)		11,682	<u>.</u>
BAA				Scried	ule D (Form 99	u) 2020

Schedule E	(Form 990) 2020 Galveston Bay Foun	ndation, Inc.	76-02	79876 Page 3
Part VII	Investments – Other Securities.		N/A	
	Complete if the organization answered			
	ription of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-	of-year market value
	al derivatives			
., ,	held equity interests			
(3) Other				
(<u>A)</u>				
(<u>B)</u>				
<u>(C)</u>				
(<u>D)</u> (E)				
<u>(F)</u>				
<u>(H)</u>				
(l)				
	nn (b) must equal Form 990, Part X, column (B) line 12.) 🕨			
	Investments – Program Related.		N/A	
Fart VIII	Complete if the organization answered	d 'Yes' on Form 990	, Part IV, line 11c. See Form 9	990, Part X, line 13.
	(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end	
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				
	nn (b) must equal Form 990, Part X, column (B) line 13.) 🕨			
Part IX	Other Assets. Complete if the organization answered	N/A	Part IV/ line 11d See Form (00 Dort V line 15
		scription	, Fait IV, ille TTu. See Forms	(b) Book value
(1)	(4)			
(2)				
(3)				
(4)				
(5)				
(6)				<u> </u>
(7)				
(8) (9)				
(10)				<u> </u>
	lumn (b) must equal Form 990, Part X, column ((R) line 15)	•	•
Part X	Other Liabilities.	_,		<u> </u>
	Complete if the organization answered 'Yes' on F	Form 990, Part IV, line 11	e or 11f. See Form 990, Part X, line 25).
l.		ription of liability		(b) Book value
	ral income taxes			
(2)				
(3)				
(4)				<u> </u>
(5)				<u> </u>
(6) (7)				+
(8)				+
(9)				+
(10)				+
(11)				1
Fotal. (Colun	nn (b) must equal Form 990, Part X, column (B) line 25.)		•	•

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

chedule D (Form 990) 2020 Galveston Bay Foundation, Inc. 76		9876 Pa	age 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	11,496,4	91.
2 Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a Net unrealized gains (losses) on investments 2a			
b Donated services and use of facilities	2.		
c Recoveries of prior year grants			
d Other (Describe in Part XIII.)			
e Add lines 2a through 2d.	2e	65,0	32.
3 Subtract line 2e from line 1	3	11,431,4	
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.)	_		
c Add lines 4a and 4b.	4c		
5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	11,431,4	59.
Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses p	er Retur		
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.			
1 Total expenses and losses per audited financial statements	1	9,464,8	32.
2 Amounts included on line 1 but not on Form 990, Part IX, line 25:		, ,	
a Donated services and use of facilities	2		
b Prior year adjustments			
c Other losses	_		
d Other (Describe in Part XIII.)	_		
e Add lines 2a through 2d.	2e	65,0	32
3 Subtract line 2e from line 1	3	9,399,8	00
4 Amounts included on Form 990, Part IX, line 25, but not on line 1:		5,000,0	
a Investment expenses not included on Form 990, Part VIII, line 7b 4a			
b Other (Describe in Part XIII.)			
c Add lines 4a and 4b.	4c		
5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	9,399,8	00.
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 II, Line 5 - Summarized Policy

Monitoring and inspections of conservation easements are conducted at least once per year via ground inspection by the Conservation Lands Manager or his appropriately trained designee. Enforcement of easements is conducted primarily through landowner education and relationship building, but GBF also carries legal insurance if litigation becomes necessary. All easements are monitored, inspected, and enforced.

Schedule D (Form 990) 2020

Part II, Line 9 - Organization Reporting Of Conservation Easements

Conservation easements represent rights to restrict the use, access, and development of certain properties. GBF monitors these easements in the normal course of its operations and associated costs are expensed as incurred. The Foundation receives gifts of conservation easements and grants toward the purchase of conservation easements, which represent numerous restrictions over the use and development of land not owned by the Foundation. The donated value of the conservation easements are recorded, based on the estimated appraised value, as revenue when received and estimated conservation easement expense is recorded for an equal amount. Easements are not reported as assets because the Foundation does not believe the easements represent a future economic benefit.

Part IV, Line 2b - Explanation Of Escrow Account Liability

GBF holds custodial funds pursuant to an agreement with another local nonprofit conservation entity for the purchase of undeveloped land. GBF will hold these funds until they are requested for disbursement of such purchase.

	Suppleme	ental Informa	ation Reg	jarding F	undraising or Gami	ng Activities	OMB No. 1545-0047		
SCHEDULE G (Form 990 or 990-EZ)	Comple	2020							
Department of the Treasury Internal Revenue Service	► G	 Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for instructions and the latest information. 							
Name of the organization		_				Employer identific			
		Foundation, Inc. 76-0279 Activities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 17.							
Form 990-Ě	Z filers are not re	quired to comp	lete this p	oart.					
	0	raised funds th	rough any		owing activities. Check	11.5			
a X Mail solicitati	ions email solicitations				X Solicitation of non- X Solicitation of gove				
b X Internet and c X Phone solicit		>			X Special fundraising	-			
d X In-person so				g	A opecial fundiciping	events			
		r oral agreemen	t with any i	individual (i	including officers, director	rs, trustees, or key			
employees listed	in Form 990, Par	t VII) or entity	in connec	tion with p	rofessional fundraising	services?			
b If 'Yes,' list the 1 compensated at	0 highest paid inc least \$5,000 by th	lividuals or ent le organization	ities (fund	raisers) pl	irsuant to agreements i	under which the fundra	iser is to be		
(i) Name and addres or entity (fund		(ii) Activity	have custo	fundraiser dy or control ributions?	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in column (i)	(vi) Amount paid to (or retained by) organization		
Sterling & As	ssociates		Yes	No					
1 55 Waugh Dr,		Capital							
Houston TX 77	7007	campaign		Х	1,143,176.	50,348.	1,092,828.		
2									
3									
4									
5									
6									
7									
8									
9									
10									
Total			<u> </u>	↓ ►	1,143,176.	50,348.	1,092,828.		
					ontributions or has been				

76-0279876 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.

e			(a) Event #1 Gala (event type)	(b) Event #2	(c) Other events None (total number)	(d) Total events (add column (a) through column (c))		
Revenue	1	Gross receipts	200,035.			200,035.		
œ	2	Less: Contributions	149,450.			149,450.		
	3	Gross income (line 1 minus line 2)	50,585.			50,585.		
	4	Cash prizes						
	5	Noncash prizes						
ses	6	Rent/facility costs	1,265.			1,265.		
Direct Expenses	7	Food and beverages	8,036.			8,036.		
ect E	8	Entertainment	13,568.			13,568.		
Ē	9	Other direct expenses	37,727.			37,727.		
	10 11	Direct expense summary. Add lines 4 thr				60,596.		
Par	11 Net income summary. Subtract line 10 from line 3, column (d)							
		\$15,000 on Form 990-EZ, line 6a.						
Revenue			(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add column (a) through column (c))		
~	1	Gross revenue						
ses	2	Cash prizes						
Exper	3	Noncash prizes				_		
Direct Expenses	4	Rent/facility costs						
	5	Other direct expenses						
	6	Volunteer labor	Yes%	Yes% No	Yes%			
	7	Direct expense summary. Add lines 2 thr	ough 5 in column (d)					
	8	Net gaming income summary. Subtract li	ne 7 from line 1, colum	ın (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?								
	10 a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year?							

Schedule G (Form 990 or 990-EZ) 2020

Schedule G (Form 990 or 990-EZ) 2020 Galveston Bay Foundation, Inc. 76	5-0279876	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	00
b An outside facility.	13b	010
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 b If 'Yes,' enter the amount of gaming revenue received by the organization ► \$ and the of gaming revenue retained by the third party ► \$ c If 'Yes,' enter name and address of the third party: 	e? Yes e amount	No
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 t	the	
organization's own exempt activities during the tax year ► \$		
Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, col and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any information. See instructions.		v);

SCHEDULE I		G	rants and Ot	her Assistance	to Organization	15.		OMB No. 1545-0047	
(Form 990)		Gov	vernments, a	nd Individuals i on answered 'Yes' on F	n the United St	ates	-	2020	
Department of the Treasury Internal Revenue Service			-	Attach to Form 99 rs.gov/Form990 for the	0.			Open to Public Inspection	
Name of the organization				-			Employer identifi	ication number	
Galveston Bay							76-02798	76	
Part I General In	formation on G	rants and Assista	ance						
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?									
	be in Part IV the organization's procedures for monitoring the use of grant funds in the United States. See Part IV								
				and Domestic Govennment of the more than \$5,000. F					
1 (a) Name and addr or gove	ess of organization rnment	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance	
(1) The Trust for P 325 N St Paul S								Land	
Dallas, TX 7520		23-7222333	501(c)(3)	21,635.	0.			conservation	
(2) Univ of Houston									
2700 Bay Area B		74 0001200	Government	11 040	0.			EIH marine life	
Houston, TX 770 (3) City of Texas C		74-0001399	Government	11,242.	0.			research	
1801 9th Ave N	<u>,</u>							Land	
Texas City, TX	77592		Government	0.	1,600,000.	Appraisal	Land	Conservation	
(4) Texas Parks and									
4200 Smith Scho					0 100 004			Land	
Austin, TX 7874 (5) Clear_Lake_City		74-1680372	Government	0.	2,132,384.	Appraisal	Land	Conservation Park habitat,	
900 Bay Area Bo								trails and	
Houston, TX 770		74-6056171	Government	90,000.	0.			irrigation	
(6)			0000211110110						
<u>(7)</u>									
(8)									
<u> </u>									
· · · · · · · · · · · · · · · · · · ·									
		., .	0	in the line 1 table				•	
	er of other organizat	uons listed in the line					······	- (

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

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
1					
2					
3					
4					
5					
3					
7					
art IV Supplemental Information. F	Provide the information	n required in Part I	, line 2; Part III, co	lumn (b); and any othe	er additional information.

Part I, Line 2 - Procedures for Monitoring Use of Grants Funds in U.S.

Reimbursable grants issued to other conservation organizations require that organizations submit proof of expenditures and validity of expenditures to the Conservation Lands Manager. The Conservation Lands Manager reviews and approves the expenses, the CFO confirms that the records are complete, and then the Grants Billing Specialist issues payment. All grants paid up front require the receiving entity to provide weekly updates on the progress of the project and expenditures. A final report is due upon completion of the project which details the use of the funds and the project accomplishments.

SCHEDULE J	
(Form 990)	

Compensation Information

OMB No. 1545-0047

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

► Complete if the organization answered 'Yes' on Form 990, Part IV, line 23.

Depar	tment of the Treasury al Revenue Service	Attach to Form 990. O					
	al Revenue Service of the organization	► Go to www.irs.gov/Form990 for instructions and the latest information.					
	Galveston Bay Foundation, Inc. 76-0279876						
Par		s Regarding Compensation		10 021901	0		
1 41	u question	s regularing compensation				Yes	No
1 a	Check the approp	riate box(es) if the organization provided any of the	he following to or for a person listed on F	orm 990. Part		163	NO
10	VII, Section A, li	riate box(es) if the organization provided any of the ne 1a. Complete Part III to provide any relevation of the terminate of termin	int information regarding these items.				
	First-class o	r charter travel	Housing allowance or residence fo	r personal use			
	Travel for co	mpanions	Payments for business use of pers	onal residence			
	Tax indemni	fication and gross-up payments	Health or social club dues or initia	tion fees			
	Discretionary	y spending account	Personal services (such as maid, o	chauffeur, chef)			
b		s on line 1a are checked, did the organization foll			16		
		or provision of all of the expenses described a	bove? If No, complete Part III to exp	all1	1b		
2	Did the organiza	tion require substantiation prior to reimbursing	or allowing expenses incurred by all	directors.			
-	trustees, and off	icers, including the CEO/Executive Director, re	egarding the items checked on line 1a	?	2		
3	Indicate which, if Executive Direct	any, of the following the organization used to esta	ablish the compensation of the organizati kes for methods used by a related orga	on's CEO/ anization to			
	establish compe	or. Check all that apply. Do not check any box nsation of the CEO/Executive Director, but ex	plain in Part III.				
	Compensatio	on committee	Written employment contract				
	Independent	compensation consultant	X Compensation survey or study				
	X Form 990 of	other organizations	X Approval by the board or compens	ation committee	e		
4	During the year, organization or a	did any person listed on Form 990, Part VII, S a related organization:	Section A, line 1a, with respect to the	filing			
а	Receive a severa	ance payment or change-of-control payment?			4a		Х
Ł	Participate in or	receive payment from a supplemental nonqua	alified retirement plan?		4b		Х
c Participate in or receive payment from an equity-based compensation arrangement?							Х
	If 'Yes' to any of	lines 4a-c, list the persons and provide the a	pplicable amounts for each item in Pa	rt III.			
	Only continue E01		must somelete lines 5 0				
	-	I(c)(3), 501(c)(4), and 501(c)(29) organizations	-				
5	For persons listed contingent on th	I on Form 990, Part VII, Section A, line 1a, did the revenues of:	e organization pay or accrue any comper	isation			
а	•	i?			5a		Х
	b Any related organization?						X
	If 'Yes' on line 5a	or 5b, describe in Part III.					
6	For persons listed	l on Form 990, Part VII, Section A, line 1a, did the enter earnings of:	e organization pay or accrue any comper	isation			
a	-	1?			6a		Х
		nization?					X
		or 6b, describe in Part III.					
7	For persons liste payments not de	ed on Form 990, Part VII, Section A, line 1a, c escribed on lines 5 and 6? If 'Yes,' describe in	lid the organization provide any nonfix Part III	ed	7		х
8	Were any amour	nts reported on Form 990, Part VII, paid or ac	crued pursuant to a contract that was				
	to the initial conf If 'Yes,' describe	tract exception described in Regulations sections in Part III	on 53.4958-4(a)(3)?		8		Х
9	9 If 'Yes' on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?						

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

Schedule J (Form 990) 2020

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-MIS	SC compensation	(C) Detirement		(E) Total of	(F) Compensation
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns(B)(i)-(D)	in column (B) reported as deferred on prior Form 990
Robert J. Stokes, Jr.	(i)	<u> 155,000.</u>	<u>5,962</u> .	<u> </u>	<u>4,627</u> .	0.	<u>170,989</u> .	0.
1 President	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
2	(ii)							
	(i)							
3	(ii)							
	(i)							
4	(ii)							
	(i)							
5	(ii)							
	(i)							
6	(ii)							
_	(i)							
7	(ii)							
	(i)							
8	(ii)							
	(i)							
9	(ii)							
10	(i)				+			
10	(ii)							
11	(i)				+			
<u>11</u>	(ii)							
10	(i)				+		+	
12	(ii)							
12	(i)		+		+		+	
13	(ii)							
14	(i)		+		+		+	
14	(ii)							
15	(i)		+		+		+	
15	(ii)							
16	(i)		+		+		+	
16 BAA	(ii)		TEEA4102L 09/25	100				J (Form 990) 2020

76-0279876

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.

SCHEDULE M (Form 990)

Noncash Contributions

OMB No. 1545-0047

Complete if the organizations answered 'Yes' on I	Form 990, Part IV, lines 29 or 30.
---	------------------------------------

► Attach to Form 990.

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

Open to Public Inspection

Employer identification number

76-0279876

Department of the Treasury Internal Revenue Service Name of the organization

Galveston Bay Foundation, Inc.

Par	t I Types of Property							
		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	Meth noncash	od of o contri	d) determir bution a	ning amounts
1	Art – Works of art							
2	Art – Historical treasures							
3	Art – Fractional interests.							
4	Books and publications.							
5	Clothing and household goods							
6	Cars and other vehicles							
7	Boats and planes							
8	Intellectual property.							
9	Securities – Publicly traded		5	1,186,772.	NYSE			
10	Securities – Closely held stock			1/100///2:	MICH			
11	Securities – Partnership, LLC, or trust interests.							
12	Securities – Miscellaneous.							
13	Qualified conservation contribution – Historic structures							
14	Qualified conservation contribution – Other							
14	Real estate – Residential							
	Real estate – Commercial							
16			1	1 600 000	7		TTD (T 7	
17	Real estate – Other.		1	1,600,000.	Appra	isal	ΕMV	
18	Collectibles.							
19	Food inventory.							
20	Drugs and medical supplies							
21	Taxidermy							
22	Historical artifacts.							
23	Scientific specimens							
24	Archeological artifacts.							
25	Other► (<u>Auction_items</u>)		30	35,885.	Sale	proc	eeds	
26	Other► (Goods/materials)	Х	9	8,211.	FMV			
27	Other► ()							
28	Other► ()							
29	Number of Forms 8283 received by the organization of	luring the tax	year for contributions fo	r which the				
	organization completed Form 8283, Part V, Done				29			1
							Yes	No
20-	During the year, did the organization receive by contr	ibution any n	conorty reported in Part I	lines 1 through 28 that				
30a	it must hold for at least three years from the date	of the initia	l contribution, and which	ch isn't required to be u	ised			
	for exempt purposes for the entire holding period					30 a		Х
b	If 'Yes,' describe the arrangement in Part II.							
	Does the organization have a gift acceptance poli	cy that requi	ires the review of any r	nonstandard contributio	ns?	31	Х	
	32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?.							v
L	If 'Yes,' describe in Part II.					32 a		X
		imp (c) for c	type of property for wh	nich column (a) is char	kod			
	If the organization didn't report an amount in colu describe in Part II.			nen columin (a) is chec				
BAA	For Paperwork Reduction Act Notice, see the Ins	structions fo	r Form 990.		Schedu	ıle M (Form 99	90) 2020

76-0279876 Page 2 Part II Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Supplemental Information to Form 990 or 990-EZ Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. Attach to Form 990 or 990-EZ.

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



Department of the Treasury Internal Revenue Service Name of the organization

Galveston Bay Foundation, Inc.

Employer identification number 76-0279876

Form 990, Part III, Line 4a - Program Service Accomplishments

Conservation programs work to preserve, protect, and restore important coastal habitats that provide critical ecosystem services and have suffered loss or degradation. GBF works closely with numerous partners in land acquisition, land stewardship, habitat restoration, and habitat enhancement activities across the Bay. As an accredited land trust, GBF protects natural areas by acquiring real estate and partnering with landowners to establish conservation easements on private lands. Currently, GBF owns or holds conservation easements on 8,288 acres of land around Galveston Bay to ensure it is conserved in perpetuity. In 2020, GBF closed on two new conservation properties. The first, a 106-acre tract of native coastal prairie and wetlands in Galveston County, was acquired through a conservation easement with the new landowner, the City of Texas City. The second is a 79-acre tract of remnant coastal prairie in Brazoria County acquired by fee simple acquisition. In addition, GBF facilitated the acquisition and permanent protection of over 150 acres of land on Follets Island and 962 acres on Matagorda Peninsula, all of which are now held as coastal preserves by the Texas Parks and Wildlife Department.

Habitat restoration activities work to ensure healthy habitats for productive and sustainable populations of native species. Projects focus on shoreline protection; wetlands, oyster reef, and bird rookery restoration; and removal of marine debris.

Form 990, Part III, Line 4b - Program Service Accomplishments

Education and outreach programs reach thousands of youth and adults each year. The goal of the program is to develop a knowledgeable constituency, ranging from school children to public officials, which recognizes the positive quality-of-life benefits that a healthy Galveston Bay system provides for the Houston-Galveston region. Youth-focused programs aim to cultivate life-long stewards of the Bay through

Schedule O (Form 990 or 990-EZ) (2020)				
Name of the organization	Employer identification number			
Galveston Bay Foundation, Inc.	76-0279876			

Form 990, Part III, Line 4b - Program Service Accomplishments

Typically offered both in the classroom and on the Bay, many of these programs were adapted as virtual field trips and digital resources for parents and teachers in 2020, in light of restrictions related to the pandemic. Beyond youth education, our public outreach initiatives consist of campaigns and events aimed at increasing the public's awareness of the importance of Galveston Bay. Ongoing campaigns educate targeted segments of the population on various Bay issues of concern. GBF continues to host our annual signature education and outreach events, including the family friendly "Bay Day Festival," adapted as a virtual celebration of Galveston Bay in 2020, and the popular "Bike Around the Bay" bike ride that showcases the natural beauty of Galveston Bay while aiming to raise awareness and encourage area citizens to appreciate and visit the Bay. GBF also offers rain barrel installation workshops and distributes rain barrels to the public.

Form 990, Part III, Line 4d - Other Program Services Description

Research programs focus on the monitoring some of Galveston Bay's most valuable coastal resources. Several programs utilize trained citizen scientists to augment professional monitoring data and aid in watershed planning. Most monitoring efforts are ongoing in an effort to collect large datasets spanning many years. Some, however, are initiated to allow GBF to respond to incidents impacting Galveston Bay. Beyond the research efforts we take on, GBF also regularly advocates for the allocation of research dollars to the region to ensure the health of Galveston Bay and its users.

Form 990, Part VI, Line 11b - Form 990 Review Process

Form 990 is electronically distributed to the Board of Directors and is reviewed in detail with the finance and audit committee of the Board prior to filing. The finance and audit committee reviews both the Form 990 and the independent annual

Form 990, Part VI, Line 11b - Form 990 Review Process (continued)

audit and presents reports to the full Board of Directors.

Form 990, Part VI, Line 12c - Explanation of Monitoring and Enforcement of Conflicts

All Board members and key employees are required to disclose any potential conflicts of interest and relationships via an annual disclosure statement and signed written conflict of interest policy. Management ensures that all Board members and key employees complete and submit the signed disclosure and COI policy annually, and reviews the completed forms.

Form 990, Part VI, Line 15a - Compensation Review & Approval Process - CEO & Top Management

Board members reviewed outside data sources, Charity Navigator and the local United Way wage and benefits summary to determine reasonable compensation when the President was hired in 2004 and again when the President received a salary increase in 2019.

Form 990, Part VI, Line 19 - Other Organization Documents Publicly Available

Annual audited financial statements are available via the organization's website. All other documents are available upon request.