

EXTENDED TO MAY 16, 2022

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form **990**

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

2020

Department of the Treasury
Internal Revenue Service

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

Open to Public Inspection

A For the 2020 calendar year, or tax year beginning **JUL 1, 2020** and ending **JUN 30, 2021**

B Check if applicable: Address change Name change Initial return Final return/terminated Amended return Application pending	C Name of organization AFRICAN WILDLIFE FOUNDATION, INC.		D Employer identification number 52-0781390	
	Doing business as		E Telephone number 202-939-3333	
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 35,773,908.	
	1100 NEW JERSEY AVENUE, SE	900	H(a) Is this a group return for subordinates? Yes <input checked="" type="checkbox"/> No	
City or town, state or province, country, and ZIP or foreign postal code WASHINGTON, DC 20003		H(b) Are all subordinates included? Yes No		
F Name and address of principal officer: KADDU SEBUNYA SAME AS C ABOVE		If "No," attach a list. See instructions		
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527		H(c) Group exemption number ▶		
J Website: ▶ WWW.AWF.ORG		L Year of formation: 1961 M State of legal domicile: DC		
K Form of organization: <input checked="" type="checkbox"/> Corporation Trust Association Other ▶				

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: AWF WORKS TO ENSURE WILDLIFE AND WILDLANDS THRIVE IN MODERN AFRICA.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	27
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	26
	5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	52
	6 Total number of volunteers (estimate if necessary)	6	56
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 28,651,691.	Current Year 31,809,676.
	9 Program service revenue (Part VIII, line 2g)	105,148.	0.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,209,734.	1,011,529.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	169,205.	49,545.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	31,135,778.	32,870,750.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	3,144,334.
14 Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		12,055,675.	13,378,930.
16a Professional fundraising fees (Part IX, column (A), line 11e)		280,803.	288,832.
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 4,419,058.			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		12,816,379.	15,231,310.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		28,297,191.	32,391,661.
19 Revenue less expenses. Subtract line 18 from line 12	2,838,587.	479,089.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 53,071,771.	End of Year 56,596,202.
	21 Total liabilities (Part X, line 26)	10,132,548.	8,392,666.
	22 Net assets or fund balances. Subtract line 21 from line 20	42,939,223.	48,203,536.

Part II Signature Block

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

Sign Here	Signature of officer		Date		
	RICHARD HOLLY, CHIEF FINANCIAL OFFICER Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed	PTIN
	J. ANDREW SMITH	J. ANDREW SMITH	04/25/22	<input type="checkbox"/>	P00635175
Firm's name ▶ CLIFTONLARSONALLEN LLP			Firm's EIN ▶ 41-0746749		
Firm's address ▶ 901 N. GLEBE ROAD, SUITE 200 ARLINGTON, VA 22203			Phone no. 571-227-9500		

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: AWF'S MISSION IS TO ENSURE THAT WILDLIFE AND WILD LANDS THRIVE IN MODERN AFRICA. AWF'S VISION IS OF AN AFRICA WHERE SUSTAINABLE DEVELOPMENT INCLUDES THRIVING WILDLIFE AND WILD LANDS AS A CULTURAL AND ECONOMIC ASSET FOR AFRICA'S FUTURE GENERATIONS.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

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

4a (Code:) (Expenses \$ 9,063,451. including grants of \$ 3,492,589.) (Revenue \$) SPECIES AWF WORKS ACROSS A WIDE SPECTRUM OF GOVERNMENT AGENCIES AND LAW ENFORCEMENT ORGANIZATIONS TO CONSERVE SOME OF THE WORLD'S MOST ENDANGERED SPECIES, INCLUDING THE AFRICAN SAVANNAH ELEPHANT, MOUNTAIN GORILLA, GREVY'S ZEBRA, AND THE ETHIOPIAN WOLF. WE TRAIN AND EQUIP NUMEROUS RANGER DEPARTMENTS AND PROVIDE WILDLIFE DETECTION DOGS TO SIX AFRICAN COUNTRIES TO HELP INTERDICT BLACK MARKET TRAFFICKING NETWORKS, UTILIZE THE LATEST ADVANCEMENTS IN TECHNOLOGY TO SUPPORT ANTI-POACHING EFFORTS, AND ASSIST NATIONAL INITIATIVES TO IDENTIFY AND REDUCE GROWING THREATS TO WILDLIFE, BOTH MANMADE AND OCCURRING IN THE NATURAL ENVIRONMENT. AN OVERARCHING THEME IN AWF'S WORK TO PROTECT SPECIES IS OUR COMMITMENT TO EMPOWER LOCAL COMMUNITIES THROUGH

4b (Code:) (Expenses \$ 8,785,122. including grants of \$) (Revenue \$) LAND CONSERVATION AWF WORKS IN LARGE-LANDSCAPES TO DEVELOP CONSERVATION AREAS WHERE RURAL AFRICAN COMMUNITIES CAN CO-EXIST WITH AND BENEFIT FROM THE DIVERSE WILDLIFE AND ECOSYSTEMS AROUND THEM. PROTECTED AREA PLANS, HOW WE PURSUE COMPREHENSIVE CONSERVATION, SOCIAL AND ECONOMIC DEVELOPMENT PLANS THAT BENEFIT PEOPLE, WILDLIFE AND LAND, AND METHODS FOR FINANCING CONSERVATION EFFORTS ARE ALL PIECES OF A COLLABORATIVE PROCESS. AWF PROGRAMS IN THESE AREAS IMPROVE CONSERVATION CAPACITY, PROVIDE SUPPORT FOR SUSTAINABLE ENTERPRISE & MICROENTERPRISES, AND TEACH HUMAN-WILDLIFE CONFLICT MITIGATION.

LOCATED IN NORTHERN CAMEROON, FARO NATIONAL PARK IS AN ESSENTIAL

4c (Code:) (Expenses \$ 8,417,029. including grants of \$) (Revenue \$) EDUCATION AND LEADERSHIP AWF INVESTS IN CONSERVATION EDUCATION AND LEADERSHIP THROUGH PROGRAMS STRENGTHENING TEACHING AND LEARNING, AND AFRICAN GOVERNMENTS' PRIMARY EDUCATION SYSTEMS SUPPORTING CRITICAL WILDLIFE ECOSYSTEMS. TO ASSIST BUDDING CONSERVATION LEADERS IN COLLEGE, WE LEVERAGE HIGHER EDUCATION OPPORTUNITIES, INCLUDING LEADERSHIP NETWORKS FOCUSED ON CAPACITY-BUILDING FOR A GROWING CADRE OF POWERFUL MANAGERS, ADVOCATES AND LEADERS. THROUGH THESE INITIATIVES, AWF HELPS TO BUILD AND CATALYZE THE FULL POTENTIAL OF A RAPIDLY GROWING YOUTH POPULATION ACROSS THE CONTINENT, WHO REPRESENT A CRITICAL FORCE TODAY AND THE KEY TO UNLOCKING A FUTURE OF SUSTAINABLE DEVELOPMENT AND HEALTHY, THRIVING WILDLIFE AND WILD LANDS. WE SEEK TO EMPOWER YOUTH INFLUENCERS AND

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

4e Total program service expenses 26,265,602.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and financial reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding grants, compensation, tax-exempt bonds, excess benefits, and controlled entities.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with columns for question number, question text, and Yes/No checkboxes. Includes questions 2a through 16 regarding employee counts, tax returns, business income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 27; 1b Enter the number of voting members included on line 1a... 26; 2 Did any officer, director, trustee, or key employee have a family relationship... X; 3 Did the organization delegate control over management duties... X; 4 Did the organization make any significant changes to its governing documents... X; 5 Did the organization become aware during the year of a significant diversion of the organization's assets... X; 6 Did the organization have members or stockholders... X; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body... X; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body... X; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body... X; b Each committee with authority to act on behalf of the governing body... X; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O... X

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates... X; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? X; 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13... X; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? X; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done... X; 13 Did the organization have a written whistleblower policy? X; 14 Did the organization have a written document retention and destruction policy? X; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official... X; b Other officers or key employees of the organization... X; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? X; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed AL, AR, CA, CT, FL, GA, HI, IL, KS, KY, MD, MA
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [X] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records RICHARD HOLLY - 202-939-3333 1100 NEW JERSEY AVENUE, SE, SUITE 900, WASHINGTON, DC 20003

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) KADDU SEBUNYA PRESIDENT, THEN CEO	40.00	X		X				366,290.	0.	65,486.
(2) CRAIG SHOLLEY SENIOR VP, PHILANTHROPY AND MARKETIN	40.00			X				120,800.	0.	22,337.
(3) RICHARD HOLLY CFO	40.00			X				220,690.	0.	29,188.
(4) ERIC COPPENGER CHIEF OF STAFF	40.00			X				166,774.	0.	33,348.
(5) LINDSAY KOSNIK SENIOR VP, PHILANTHROPY AND MARKETIN	40.00			X				205,990.	0.	37,993.
(6) CHARLY FACHEUX SR VP, CONSERVATION STRATEGY, IMPACT	40.00			X				209,768.	0.	41,753.
(7) PHILIP MURUTHI VP - SPECIES CONSERVATION AND SCIENC	40.00			X				187,538.	0.	24,491.
(8) FELIX OTIENO DIRECTOR OF IT AND GOVERNANCE	40.00					X		125,369.	0.	35,330.
(9) DAVID WILLIAMS DIRECTOR OF CONSERVATION GEOGRAPHY	40.00					X		125,552.	0.	31,916.
(10) FREDERICK KUMAH VP OF GLOBAL LEADERSHIP	40.00			X				156,996.	0.	37,895.
(11) ALTHEA WILSON SENIOR DIR. OF CORP. AND FND RELATIO	40.00					X		142,831.	0.	33,723.
(12) ALISTAIR POLE SENIOR DIRECTOR, PROJECT MANAGEMENT	40.00					X		158,000.	0.	36,595.
(13) ANDREA ATHANAS SENIOR DIRECTOR, BUSINESS ENGAGEMENT	40.00					X		140,360.	0.	27,010.
(14) MYMA BELO-OSAGIE SECRETARY	4.00	X		X				0.	0.	0.
(15) MARLEEN GROEN TREASURER	4.00	X		X				0.	0.	0.
(16) HEATHER STURT HAAGA CHAIRMAN	4.00	X		X				0.	0.	0.
(17) CHARLES R. WALL (UNTIL 5/21) VICE CHAIRMAN	4.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) SARA AVIEL TRUSTEE	2.00	X						0.	0.	0.
(19) MARK BURSTEIN (AS OF 2/21) TRUSTEE	1.00	X						0.	0.	0.
(20) PAYSON COLEMAN TRUSTEE	3.00	X						0.	0.	0.
(21) LYNN DOLNICK TRUSTEE	3.00	X						0.	0.	0.
(22) GREG EDWARDS TRUSTEE	1.00	X						0.	0.	0.
(23) STEPHEN GOLDEN TRUSTEE	1.00	X						0.	0.	0.
(24) DONALD GRAY TRUSTEE	3.00	X						0.	0.	0.
(25) LARRY GREEN TRUSTEE	2.00	X						0.	0.	0.
(26) GILLES HARERIMANA (AS OF 8/20) TRUSTEE	1.00	X						0.	0.	0.
1b Subtotal								2,326,958.	0.	457,065.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,326,958.	0.	457,065.

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 **23**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
SANKY COMMUNICATIONS, INC. 599 11TH AVE. 6TH FLOOR, NEW YORK, NY 10036	MAIL & ONLINE FUNDRAISING	2,488,476.
SQUARE 742, LLC, 1100 NEW JERSEY AVE. SE STE 100, WASHINGTON, DC 20003-3304	SPACE RENTAL	825,099.
SALAKA, 6TH/7TH FLOOR DIAS PIER BUILDING, LE CAUDAN WATERFRONT, CAUD	CANINE PROCUREMENT AND TRAINING	487,783.
MAISHA CONSULTING YAVNE ST 30, , TEL AVIV, ISRAEL 6579205	RISK MANAGEMENT AND SECURITY CONSULTING	472,265.
SPACE FOR GIANTS PO BOX 174, , NANYUKI, KENYA	CONSERVATION SCIENCE	212,585.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **23**

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	9,959,152.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	21,850,524.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 1,204,463.				
	h Total. Add lines 1a-1f			31,809,676.			
Program Service Revenue	2 a	Business Code					
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			569,820.		569,820.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal				
	b Less: rental expenses	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	3,340,017.	4,850.		
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b	2,903,158.	0.			
	c Gain or (loss)	7c	436,859.	4,850.			
	d Net gain or (loss)			441,709.		441,709.	
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a OTHER INCOME	Business Code	900099	30,333.		30,333.	
	b VEHICLE POOL NET REVENUE		900099	7,830.		7,830.	
	c LIST RENTAL REVENUE		900099	7,512.		7,512.	
	d All other revenue		900099	3,870.		3,870.	
	e Total. Add lines 11a-11d			49,545.			
	12 Total revenue. See instructions			32,870,750.	0.	0.	1,061,074.

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	3,492,589.	3,492,589.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,030,331.	1,644,568.	101,517.	284,246.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	7,130,706.	5,304,844.	478,408.	1,347,454.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	775,055.	775,055.		
9 Other employee benefits	2,979,801.	1,856,841.	317,209.	805,751.
10 Payroll taxes	463,037.	463,037.		
11 Fees for services (nonemployees):				
a Management				
b Legal	63,557.	48,861.	4,019.	10,677.
c Accounting	130,477.	74,242.	55,124.	1,111.
d Lobbying				
e Professional fundraising services. See Part IV, line 17	288,832.			288,832.
f Investment management fees	56,904.	46,092.	2,845.	7,967.
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)				
12 Advertising and promotion	658,093.	471,507.	190.	186,396.
13 Office expenses	1,909,854.	1,240,580.	39,893.	629,381.
14 Information technology	878,375.	571,425.	119,175.	187,775.
15 Royalties				
16 Occupancy	1,315,592.	961,407.	232,592.	121,593.
17 Travel	1,095,378.	1,083,704.	3,607.	8,067.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	1,409,534.	1,386,768.	7,578.	15,188.
20 Interest	243,772.	78,934.	562.	164,276.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	237,006.	124,021.	108,458.	4,527.
23 Insurance	93,251.	79,415.	13,836.	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a CONTRACTORS AND CONSULT	2,418,118.	2,194,001.	82,135.	141,982.
b SUPPLIES/FIELD SUPPLIES	1,577,179.	1,560,646.	8,082.	8,451.
c EQUIPMENT RENTAL AND MA	1,113,574.	1,112,786.	247.	541.
d ALLOWANCE FOR LOSSES	664,774.	394,813.	69,060.	200,901.
e All other expenses	1,365,872.	1,299,466.	62,464.	3,942.
25 Total functional expenses. Add lines 1 through 24e	32,391,661.	26,265,602.	1,707,001.	4,419,058.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720)	2,472,873.	1,330,241.	0.	1,142,632.

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	5,595,065.	1	3,643,888.
	2 Savings and temporary cash investments	10,081,045.	2	5,017,893.
	3 Pledges and grants receivable, net	6,124,759.	3	9,283,811.
	4 Accounts receivable, net	208,670.	4	132,003.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net	684,454.	7	511,576.
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	646,001.	9	627,418.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 7,499,755.		
	b Less: accumulated depreciation	10b 3,359,928.	10c	4,139,827.
	11 Investments - publicly traded securities	20,938,402.	11	28,741,915.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	4,670,020.	15	4,497,871.
16 Total assets. Add lines 1 through 15 (must equal line 33)	53,071,771.	16	56,596,202.	
Liabilities	17 Accounts payable and accrued expenses	2,118,036.	17	2,191,161.
	18 Grants payable		18	
	19 Deferred revenue	1,012,195.	19	552,823.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties	0.	23	
	24 Unsecured notes and loans payable to unrelated third parties	802,337.	24	0.
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	6,199,980.	25	5,648,682.
	26 Total liabilities. Add lines 17 through 25	10,132,548.	26	8,392,666.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	28,516,802.	27	35,327,664.
	28 Net assets with donor restrictions	14,422,421.	28	12,875,872.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	42,939,223.	32	48,203,536.
33 Total liabilities and net assets/fund balances	53,071,771.	33	56,596,202.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	32,870,750.
2	Total expenses (must equal Part IX, column (A), line 25)	2	32,391,661.
3	Revenue less expenses. Subtract line 2 from line 1	3	479,089.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	42,939,223.
5	Net unrealized gains (losses) on investments	5	4,941,534.
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	-156,310.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	48,203,536.

Part XII Financial Statements and Reporting

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

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

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

Form 990 (2020)

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	24185152.	25416311.	27913456.	28651691.	31809676.	137976286
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	24185152.	25416311.	27913456.	28651691.	31809676.	137976286
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)						3075230.
6 Public support. Subtract line 5 from line 4.						134901056

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4	24185152.	25416311.	27913456.	28651691.	31809676.	137976286
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	691,600.	714,999.	817,459.	739,748.	569,820.	3533626.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	87,687.	-4,279.		238,111.	49,545.	371,064.
11 Total support. Add lines 7 through 10						141880976
12 Gross receipts from related activities, etc. (see instructions)					12	1,953,907.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f))	14	95.08	%
15 Public support percentage from 2019 Schedule A, Part II, line 14	15	94.46	%
16a 33 1/3% support test - 2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

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

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

Section A. Public Support

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

Section B. Total Support

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

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

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

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
3		

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

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

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

Schedule A (Form 990 or 990-EZ) 2020

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

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

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

Schedule A (Form 990 or 990-EZ) 2020

Schedule B

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

Department of the Treasury
Internal Revenue Service

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

AFRICAN WILDLIFE FOUNDATION, INC.

Employer identification number

52-0781390

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

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 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).

Name of organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
<u>1</u>	 <hr/> <hr/> <hr/>	\$ <u>755,000.</u>	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
<u>2</u>	 <hr/> <hr/> <hr/>	\$ <u>1,272,697.</u>	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
<u>3</u>	 <hr/> <hr/> <hr/>	\$ <u>1,001,000.</u>	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
<u>4</u>	 <hr/> <hr/> <hr/>	\$ <u>802,337.</u>	Person <input checked="" type="checkbox"/> Payroll Noncash (Complete Part II for noncash contributions.)
_____	 <hr/> <hr/> <hr/>	\$ _____	Person Payroll Noncash (Complete Part II for noncash contributions.)
_____	 <hr/> <hr/> <hr/>	\$ _____	Person Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
--	---

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 received
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____

Name of organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

(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	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**
▶ **Attach to Form 990.**

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

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization **AFRICAN WILDLIFE FOUNDATION, INC.** Employer identification number **52-0781390**

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	Yes	No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	Yes	No

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

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

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2020

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

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	30,538,377.	29,737,624.	28,547,774.	26,188,660.	25,453,553.
b Contributions	-2,100,000.	1,000,000.		385,541.	1,229,345.
c Net investment earnings, gains, and losses	5,881,291.	645,753.	1,740,423.	2,099,073.	3,334,961.
d Grants or scholarships					
e Other expenditures for facilities and programs	888,238.	845,000.	550,573.	125,500.	3,829,199.
f Administrative expenses					
g End of year balance	33,431,430.	30,538,377.	29,737,624.	28,547,774.	26,188,660.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 84.9400 %
 - b Permanent endowment 9.3100 %
 - c Term endowment 5.7500 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|-----|----|
| (i) Unrelated organizations | | X |
| (ii) Related organizations | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		993,157.		993,157.
b Buildings		2,420,249.	514,786.	1,905,463.
c Leasehold improvements		1,228,228.	427,378.	800,850.
d Equipment		1,173,630.	858,065.	315,565.
e Other		1,684,491.	1,559,699.	124,792.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				4,139,827.

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

(a) Description	(b) Book value
(1) ADVANCE TO PARTNERS	452,729.
(2) SECURITY DEPOSITS	87,821.
(3) RIGHT OF USE ASSET	3,957,321.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	4,497,871.

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) DEFERRED RENT & LEASE INCENTIVES	5,500,325.
(3) ANNUITIES PAYABLE	148,357.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	5,648,682.

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 ...

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	37,671,302.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	4,941,534.	
b	Donated services and use of facilities	2b	72,232.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	-156,310.	
e	Add lines 2a through 2d	2e	4,857,456.	
3	Subtract line 2e from line 1	3	32,813,846.	
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	56,904.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c	56,904.	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	32,870,750.	

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

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

1	Total expenses and losses per audited financial statements		1	32,406,989.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	72,232.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e	72,232.	
3	Subtract line 2e from line 1	3	32,334,757.	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	56,904.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c	56,904.	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	32,391,661.	

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 V, LINE 4:

THE BOARD OF TRUSTEES HAS ADOPTED A SPENDING POLICY TO USE UP TO THREE PERCENT OF THE AVERAGE BEGINNING INVESTED MARKET VALUES FOR THE PRIOR FOUR FISCAL YEARS, OF THE BOARD-DESIGNATED ENDOWMENT TO MEET BOARD APPROVED BUDGETED EXPENDITURES. SPECIAL CIRCUMSTANCES THAT REQUIRE ADDITIONAL USE OF RESERVES MUST BE APPROVED BY THE BOARD OF TRUSTEES UPON RECOMMENDATION FROM THE FINANCE COMMITTEE. THE BOARD-DESIGNATED ENDOWMENT FUND IS EXPECTED TO ACHIEVE REAL GROWTH NET OF INFLATION OVER THE LONG RUN.

PART X, LINE 2:

AWF PERFORMED AN EVALUATION OF UNCERTAINTY IN INCOME TAXES FOR THE YEAR ENDED JUNE 30, 2021, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD

Part XIII Supplemental Information (continued)

REQUIRE RECOGNITION OR DISCLOSURE IN THESE CONSOLIDATED FINANCIAL STATEMENTS OR WHICH MAY HAVE AN EFFECT ON THE TAX-EXEMPT STATUS OF AWF, INC.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

UNREALIZED GAIN/LOSS ON CGA	43,690.
UNREALIZED GAIN/LOSS ON LIMALIMO LODGE	-200,000.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	-156,310.

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

▶ Attach to Form 990.

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

OMB No. 1545-0047

2020

Open to Public
Inspection

Name of the organization **AFRICAN WILDLIFE FOUNDATION, INC.** Employer identification number **52-0781390**

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
SUB-SAHARAN AFRICA	22	175	PROGRAM SERVICES	AWF MAINTAINS AN ARRAY OF PROGRAMS DESIGNED TO PROMOTE THE PRESERVATION OF WILD LANDS AND	27,815,915.
SUB-SAHARAN AFRICA	0	0	GRANTS TO RECIPIENTS	MANAGING AWARDS TO SUBRECIPIENTS	3,492,590.
EUROPE (INCLUDING ICELAND & GREENLAND)	3	3	FUNDRAISING		326,982.
EUROPE (INCLUDING ICELAND & GREENLAND)	1	1	PROGRAM SERVICES	GLOBAL LEADERSHIP OVERSEEING THE VOLCANO NATIONAL PARK EXPANSION PROJECT IN RWANDA, OUR	226,477.
3 a Subtotal	26	179			31,861,964.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	26	179			31,861,964.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule F (Form 990) 2020
SEE PART V FOR COLUMN (E) DESCRIPTIONS

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	SUPPORT TO FARO NATIONAL PARK	172,842.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	PARTNERSHIP FOR IMPROVED ANTI-POACHING AND COMPATIBLE LAND USE	46,051.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SUPPORT TO MASSAI MARA WILDLIFE CONSERVANCY	148,529.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	AIRPORT SNIFFER DOGS	57,856.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SUPPORT TO GICH COMMUNITY ETHIOPIA	32,967.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SUPPORT TO GLOBAL YOUTH BIODIVERSITY NETWORK	19,300.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	ANTI-POACHING OPERATIONS FOR MANYARA RANCH	98,304.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	MANAGEMENT OF THE BILI MBOMU FOREST SAVANNA COMPLEX	507,478.	WIRE TRANSFER	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ▶ _____

3 Enter total number of other organizations or entities ▶ _____

SEE PART V FOR COLUMN (D) DESCRIPTIONS

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	COUNTERING WILDLIFE TRAFFICKING THRO' AIR TRANSIT	17,374.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SAFEGUARDING BONOBO AND MARINGA-LOPORI-WAMBA FOREST LANDSCAPE	13,627.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	DRAFTING OF WILDLIFE REGULATIONS, NGULIA RHINO PROGRAM, TSAVO WEST NATIONAL PARK	246,842.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	MANYARA RANCH ANTI-POACHING PROGRAM	22,992.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SUPPORT MOZAMBIQUE CANINE UNIT	43,917.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	ADC-MUTARA RANGERS SUPPORT UNIFORMS& TRAINING	134,788.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SUPPORT FOR RHINO PROTECTION	167,631.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SUPPORT TO THE UGANDA INVESTMENT PROJECT	108,227.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SUPPORT TANZANIA CANINE FOR CONSERVATION	68,014.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	PARTNERSHIP FOR IMPROVED ANTI-POACHING AND COMPATIBLE LAND USE	5,556.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SUPPORT TO DJA NATIONAL PARK	17,599.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	HEAVY ROAD EQUIPMENT FOR PARK MAINTENANCE	533,692.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	BUILDING RESILIENCE OF THE COMMUNITY AROUND VNP	14,582.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	SUPPORT TO MANA POOLS NATIONAL PARK	197,692.	WIRE TRANSFER	0.		

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
DIPLOMA WILDLIFE MANAGEMENT-MWEKA COLLEGE-TANZANIA	SUB-SAHARAN AFRICA	1	9,835.	WIRE TRANSFER	0.		
DOCTORAL STUDIES IN FISHERIES MANAGEMENT	SUB-SAHARAN AFRICA	1	12,850.	WIRE TRANSFER	0.		
MASTER OF SCIENCE STUDIES IN RESOURCE CONSERVATION BIOLOGY	SUB-SAHARAN AFRICA	1	10,475.	WIRE TRANSFER	0.		
KABALE ROTARY CLUB SCHOLARSHIP PROGRAM	SUB-SAHARAN AFRICA	9	17,300.	WIRE TRANSFER	0.		
DOCTORAL STUDIES IN MANAGEMENT	SUB-SAHARAN AFRICA	1	7,862.	WIRE TRANSFER	0.		

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Schedule F (Form 990) 2020

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

PART I, LINE 2:

THE GRANTS & CONTRACTS OFFICER REVIEWS THE SUB-RECIPIENT FINANCIAL REPORTS AND THEN FORWARDS TO THE GRANTS FINANCIAL MANAGER OF A FURTHER QUALITY CONTROL. ONLY UPON THE REVIEW AND APPROVAL BY THE GRANTS FINANCIAL MANAGER AND THE TECHNICAL PROGRAM LEAD ARE FURTHER PAYMENTS OR ADVANCES PROVIDED. ALL LARGE SUB-RECIPIENTS PAYMENTS AND CONTRACTS ARE ROUTED TO THE CFO FOR ADDED SCRUTINY AND APPROVAL PRIOR TO DISTRIBUTION.

PART I, LINE 3, COLUMN (E):

REGION: SUB-SAHARAN AFRICA

(E) SPECIFIC TYPES OF SERVICES IN REGION: AWF MAINTAINS AN ARRAY OF PROGRAMS DESIGNED TO PROMOTE THE PRESERVATION OF WILD LANDS AND WILDLIFE IN AFRICA. PROGRAMS INCLUDE LANDSCAPE PLANNING, PROTECTED AREA MANAGEMENT, SPECIES PROTECTION AND ANTI POACHING AND ILLEGAL WILDLIFE TRAFFICING ACTIVITIES, COMMUNITY ENGAGEMENT, ECONOMIC AND ENTERPRISE DEVELOPMENT, PROGRAM DESIGN AND PUBLIC EDUCATION.

REGION: EUROPE (INCLUDING ICELAND & GREENLAND)

(E) SPECIFIC TYPES OF SERVICES IN REGION: GLOBAL LEADERSHIP OVERSEEING THE VOLCANO NATIONAL PARK EXPANSION PROJECT IN RWANDA, OUR RIGHTS BASED APPROACH TO CONSERVATION AND ENTERPRISE DEVELOPMENT.

PART II, COLUMN (D):

REGION: SUB-SAHARAN AFRICA

(D) PURPOSE OF GRANT: PARTNERSHIP FOR IMPROVED ANTI-POACHING AND COMPATIBLE LAND USE IN COMMUNITY LANDS LOZA

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

REGION: SUB-SAHARAN AFRICA

(D) PURPOSE OF GRANT: DRAFTING OF WILDLIFE REGULATIONS, NGULIA RHINO PROGRAM, TSAVO WEST NATIONAL PARK RHINO ANTIPOACHING & WATER IMPROVEMENT

REGION: SUB-SAHARAN AFRICA

(D) PURPOSE OF GRANT: PARTNERSHIP FOR IMPROVED ANTI-POACHING AND COMPATIBLE LAND USE IN COMMUNITY LANDS MANA POOLS

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

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

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

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

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

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No
 b If "Yes," explain: _____

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

a The organization's facility	13a	%
b An outside facility	13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ _____

Address ▶ _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____

c If "Yes," enter name and address of the third party:

Name ▶ _____

Address ▶ _____

- 16 Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

Director/officer Employee Independent contractor

- 17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

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

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

(I) NAME OF FUNDRAISER: SANKY COMMUNICATIONS, INC.

(I) ADDRESS OF FUNDRAISER: 599 11TH AVENUE, 6TH FLOOR, NEW YORK, NY 10036

(I) NAME OF FUNDRAISER: SHARPE GROUP

(I) ADDRESS OF FUNDRAISER:

855 RIDGE LAKE BOULAVARD, SUITE 300, MEMPHIS, TN 38120

**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.
 ▶ Attach to Form 990.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization **AFRICAN WILDLIFE FOUNDATION, INC.** Employer identification number **52-0781390**

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|---|
| <input type="checkbox"/> First-class or charter travel | <input checked="" type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input checked="" type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

- b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain
- 2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b	X	
2	X	
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

LHA 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-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) KADDU SEBUNYA PRESIDENT, THEN CEO	(i)	325,000.	0.	41,290.	28,000.	37,486.	431,776.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) RICHARD HOLLY CFO	(i)	220,690.	0.	0.	0.	29,188.	249,878.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ERIC COPPENGER CHIEF OF STAFF	(i)	166,774.	0.	0.	15,550.	17,798.	200,122.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) LINDSAY KOSNIK SENIOR VP, PHILANTHROPY AND MARKETIN	(i)	205,990.	0.	0.	19,485.	18,508.	243,983.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) CHARLY FACHEUX SR VP, CONSERVATION STRATEGY, IMPACT	(i)	201,450.	3,500.	4,818.	20,145.	21,608.	251,521.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) PHILIP MURUTHI VP - SPECIES CONSERVATION AND SCIENC	(i)	187,538.	0.	0.	18,753.	5,738.	212,029.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) FELIX OTIENO DIRECTOR OF IT AND GOVERNANCE	(i)	125,369.	0.	0.	12,625.	22,705.	160,699.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) DAVID WILLIAMS DIRECTOR OF CONSERVATION GEOGRAPHY	(i)	125,000.	0.	552.	12,374.	19,542.	157,468.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) FREDERICK KUMAH VP OF GLOBAL LEADERSHIP	(i)	156,996.	0.	0.	15,699.	22,196.	194,891.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) ALTHEA WILSON SENIOR DIR. OF CORP. AND FND RELATIO	(i)	142,831.	0.	0.	13,145.	20,578.	176,554.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) ALISTAIR POLE SENIOR DIRECTOR, PROJECT MANAGEMENT	(i)	158,000.	0.	0.	15,800.	20,795.	194,595.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) ANDREA ATHANAS SENIOR DIRECTOR, BUSINESS ENGAGEMENT	(i)	140,360.	0.	0.	10,590.	16,420.	167,370.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

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.

PART I, LINE 1A:

AS AN EXPATRIATE IN KENYA, THE CEO RECEIVES AN EXPATRIATE COMPENSATION PACKAGE THAT IS COMMENSURATE WITH OTHER EXPATRIATE CHIEF EXECUTIVES IN SIMILAR NGOS IN KENYA.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization **AFRICAN WILDLIFE FOUNDATION, INC.** Employer identification number **52-0781390**

Part I	Types of Property			
	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1	Art - Works of art			
2	Art - Historical treasures			
3	Art - Fractional interests			
4	Books and publications			
5	Clothing and household goods			
6	Cars and other vehicles			
7	Boats and planes			
8	Intellectual property			
9	Securities - Publicly traded	X	64	1,204,463. FAIR MARKET VALUE
10	Securities - Closely held stock			
11	Securities - Partnership, LLC, or trust interests			
12	Securities - Miscellaneous			
13	Qualified conservation contribution - Historic structures			
14	Qualified conservation contribution - Other			
15	Real estate - Residential			
16	Real estate - Commercial			
17	Real estate - Other			
18	Collectibles			
19	Food inventory			
20	Drugs and medical supplies			
21	Taxidermy			
22	Historical artifacts			
23	Scientific specimens			
24	Archeological artifacts			
25	Other ()			
26	Other ()			
27	Other ()			
28	Other ()			

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

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

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2020

Open to Public
Inspection

Name of the organization

AFRICAN WILDLIFE FOUNDATION, INC.

Employer identification number

52-0781390

FORM 990, PART III, LINE 1,

WE ADDRESS SHRINKING HABITATS, ILLEGAL WILDLIFE TRADE, AND WORSENING
IMPACTS FROM CLIMATE CHANGE USING HOLISTIC STRATEGIES, WHILE ENSURING
THAT CONSERVATION EFFORTS AND SUSTAINABLE DEVELOPMENT ARE PART OF THE
SAME EQUATION. WE EMBRACE PUBLIC AND PRIVATE PARTNERSHIPS THAT HELP TO
ACHIEVE KEY, SUPPORTIVE POLICY OBJECTIVES AND HELP TO BUILD MORE
RESILIENT AND SUSTAINABLE LIVELIHOODS FOR COMMUNITIES LIVING NEAR
CONSERVED AND PROTECTED AREAS. NOW, IN OUR 60TH YEAR OF OPERATION, WE
ARE BUILDING INNOVATIVE CAMPAIGNS TO ENGAGE YOUTH, EDUCATE THE NEXT
GENERATION OF AFRICAN CONSERVATIONISTS, AND AMPLIFY AND ADVOCATE
AFRICA'S CONSERVATION PRIORITIES TO GLOBAL INSTITUTIONS AND THE
INTERNATIONAL COMMUNITY.

AWF WORKS IN 10 AFRICAN COUNTRIES ACROSS THE CONTINENT, INCLUDING:
BOTSWANA, CAMEROON, DEMOCRATIC REPUBLIC OF THE CONGO (DRC), ETHIOPIA,
KENYA (HQ), NIGER, RWANDA, TANZANIA, UGANDA, AND ZIMBABWE. IN 2020,
WE INITIATED A PAN-AFRICAN LEADERSHIP PLATFORM - THE AFRICAN CIVIL
SOCIETY ORGANIZATION BIODIVERSITY ALLIANCE - LINKING CSOS INTO CRITICAL
GLOBAL POLICY PROCESSES, INCLUDING NEGOTIATIONS AT THE CONVENTION ON
BIOLOGICAL DIVERSITY (CBD) AND THE WORLD CONSERVATION CONGRESS. AWF'S
POLICY TEAM COORDINATES THIS GROUP, WHICH CONSISTS OF 80 AFRICAN
ORGANIZATIONS. IN FY21, AWF CONVENED VIRTUAL EVENTS WITH CSOS TO
PREPARE FOR THE CONVENTION DIALOGUES. OUR GOAL IS TO SHARE THE AFRICAN
VISION FOR PROTECTED AREAS AND BIODIVERSITY PROTECTION THAT WILL HELP
SHAPE CONSERVATION POLICY AND PRACTICE ON THE CONTINENT AS WELL AS
GLOBAL INVESTMENT.

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

Schedule O (Form 990 or 990-EZ) 2020

032211 11-20-20

Name of the organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

CONSERVATION-FRIENDLY DEVELOPMENT.

AS PART OF AWF'S MODERN COUNTER WILDLIFE TRAFFICKING PROGRAM AND SOON TO SERVE EIGHT AFRICAN COUNTRIES (KENYA, THE DEMOCRATIC REPUBLIC OF THE CONGO, ETHIOPIA, TANZANIA, BOTSWANA, CAMEROON, MOZAMBIQUE, AND UGANDA) CANINES FOR CONSERVATION IS DESIGNED TO TAKE DOWN ILLEGAL WILDLIFE POACHERS, TRAFFICKERS AND TRADE SYNDICATES. IN FY21, AWF LAUNCHED THE EXPANSION OF ITS CANINES PROGRAM TO ETHIOPIA, STARTING WITH CONSTRUCTING A FACILITY AT BOLE INTERNATIONAL AIRPORT. DURING THE HEIGHT OF THE PANDEMIC, NEW DOG TEAMS WERE DEPLOYED AT TANZANIA'S KILIMANJARO INTERNATIONAL AIRPORT AND SERENGETI NATIONAL PARK, WHICH PRODUCED IMMEDIATE RESULTS IN THE FORM OF ARRESTS. IN TANZANIA, THE CANINE TEAMS SEARCHED 2,089 FLIGHTS AND OVER 700 VEHICLES IN 2021. THE TEAMS CONDUCTED 13 INTELLIGENCE-LED OPERATIONS, LEADING TO THE RECOVERY OF 110 KILOGRAMS OF RAW IVORY AND THE ARREST OF 28 SUSPECTS. IN ADDITION TO ENFORCEMENT, THE SNIFFER DOGS ALSO PLAY AN INCREASINGLY POWERFUL ROLE IN DETERRING WOULD-BE SMUGGLERS FROM ATTEMPTING THE WILDLIFE CRIME.

AWF IS HARNESSING TECHNOLOGY EVERY DAY TO GIVE WILDLIFE CRIME FIGHTERS THE ADVANTAGE OVER POACHERS, AND PROVIDE NEW TOOLS FOR FIELD-DATA COLLECTION. IN 2021, AWF DELIVERED FOUR FORENSIC WORKSTATIONS TO THE UGANDA WILDLIFE AUTHORITY (UWA) IN KAMPALA. THE WORKSTATIONS ENSURE THAT UWA INVESTIGATORS HAVE THE CAPACITY TO INVESTIGATE AND PROSECUTE WILDLIFE CYBERCRIME INCIDENTS. THEY INCLUDE FORENSIC INVESTIGATION

Name of the organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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DESKTOP COMPUTERS VALUED AT US\$ 11,119 AND EQUIPPED WITH THE REQUISITE SOFTWARE TO ENHANCE WILDLIFE CYBERCRIME FORENSICS. FOLLOWING THE HANDOVER, AWF, UWA, AND UGANDA POLICE FORCE (UPF) HOSTED A DIGITAL AND ELECTRONIC EVIDENCE TRAINING OF TRAINERS WORKSHOP TO BUILD THE CAPACITY OF UWA INVESTIGATORS TO CARRY OUT TRAINING OF FIRST RESPONDERS IN THE FIELD ON DIGITAL AND ELECTRONIC EVIDENCE, INCLUDING CASE MANAGEMENT OF DIGITAL EVIDENCE.

THE AWF WILDLIFE CYBERCRIME INVESTIGATION PROGRAM COMBATS CYBER TRAFFICKING OF ILLEGAL WILDLIFE PRODUCTS THROUGH A NETWORK OF INFORMATION SHARING TO SUPPORT LAW ENFORCEMENT IN UNCOVERING, INVESTIGATING, AND DISRUPTING ILLEGAL TRADE IN WILDLIFE AND WILDLIFE PRODUCTS THROUGH ONLINE PLATFORMS.

OUTSIDE OF THE LAW ENFORCEMENT ARENA, AWF FREQUENTLY PARTNERS WITH AFRICAN GOVERNMENTS TO CONDUCT ECOLOGICAL AND SCIENTIFIC RESEARCH ON ENDANGERED WILDLIFE POPULATIONS. IN MAY 2021, AWF ASSISTED THE KENYA WILDLIFE SERVICE (KWS) IN ITS FIRST COUNTRYWIDE WILDLIFE CENSUS. PATROLS BY AIR, GROUND, AND WATER WERE COMBINED WITH THE EXAMINATION OF DATA FROM CAMERA TRAPS, RADIO COLLARS, AND GROUND SURVEYS. SURVEYORS COUNTED AS MANY SPECIES AS POSSIBLE FROM LARGE TERRESTRIAL AND MARINE MAMMALS, TO KEY BIRD SPECIES. THE KWS CENSUS IS PROVIDING AN INVALUABLE OVERVIEW OF KENYA'S WILDLIFE AND WILL HELP SHAPE FUTURE CONSERVATION WORK, SUCH AS IMPLEMENTATION OF THE COUNTRY'S NATIONAL ELEPHANT ACTION AND RECOVERY PLAN.

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

SAVANNA ECOSYSTEM BORDERING THE FARO RIVER AND NIGERIA TO THE WEST. THE

Name of the organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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1,329 SQUARE MILE LARGER LANDSCAPE IS HOME TO AFRICAN ELEPHANTS, BLACK RHINOS, CHEETAHS AND A LARGE HIPPO POPULATION. IN THE FARO LANDSCAPE, AWF SUPPORTS THE INDIGENOUS PEOPLE WITH OPPORTUNITIES FOR DEEPER ENGAGEMENT IN CONSERVATION EDUCATION AND ACTIVITIES. WE DELIVER PARTICIPATORY LAND-USE PLANNING, TRAINING IN COUNTER-WILDLIFE-TRAFFICKING, AND MEDIATION OF COMMUNITY CONFLICTS RELATED TO TRANSHUMANCE THE PRACTICE OF MOVING LIVESTOCK FROM ONE GRAZING GROUND TO ANOTHER DURING A SEASONAL CYCLE. IN 2021, AWF HELPED LOCAL COMMUNITIES AROUND FARO TO ADDRESS THIS PROBLEM BY CONVENING TRANSHUMANT HERDERS, LOCAL COMMUNITIES, AND AUTHORITIES TO MEDIATE CONFLICTS OVER LAND RIGHTS. WE HELPED TO SENSITIZE HERDERS TO LAWS GOVERNING LAND USE AND PRESENTED ALTERNATIVES TO HARMFUL GRAZING PRACTICES.

FOR COMMUNITY-ROOTED STRATEGIES TO FLOURISH, AWF CREATES OPPORTUNITIES FOR SUSTAINABLE ENTERPRISE IN LARGER LANDSCAPES. IN COMMUNITIES IN AND AROUND DJA FAUNAL RESERVE AND CAMPO MA'AN NATIONAL PARK IN CAMEROON, AWF EMPOWERS COMMUNITIES THROUGH ALTERNATIVE LIVELIHOOD TRAINING. IN 2021, DURING THE HEIGHT OF COVID-19, AWF HELPED 70 WOMEN ENTREPRENEURS INCREASE THE QUALITY AND QUANTITY OF THEIR NON-TIMBER FOREST PRODUCTS AND SURVEY MARKETS AND COMPETITIVE PRICING, RESULTING IN HIGHER INCOMES. DESPITE THE IMPACT OF COVID-19, 71 INDIGENOUS WOMEN SOLD US \$28,633 OVER 10 MONTHS A 70 PERCENT REVENUE INCREASE.

IN FARO AND CAMEROON'S TCHAMBA DISTRICT, AWF DEVELOPS MICROENTERPRISES IN BEEKEEPING. IN 2021, THE AWF BEEKEEPERS HARVESTED RECORD AMOUNTS OF HONEY AND EXPANDED THEIR INVENTORY OF HIVES. ALONG WITH IMPROVING INCOMES, SUCH PROJECTS FOSTER TRUST IN AWF AND STRENGTHEN OUR

Name of the organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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RELATIONSHIPS WITH GOVERNMENT AND PRIVATE-SECTOR PARTNERS AS WELL.

AS AFRICAN COUNTRIES TRY TO OFFSET REVENUE STREAMS FOR CONSERVATION HARMED BY PANDEMIC TRAVEL RESTRICTIONS AND A SHARP DECLINE IN WILDLIFE TOURISM, GOVERNMENTS ARE SCRAMBLING TO IDENTIFY AND PREVENT BIODIVERSITY LOSS TO HELP STRENGTHEN WILDLIFE ECONOMIES AND CONTRIBUTE TO GDP. IN 2021, AWF WAS APPROACHED BY THE ZIMBABWE MINISTRY OF ENVIRONMENT, CLIMATE, TOURISM AND HOSPITALITY INDUSTRY TO PRODUCE A REPORT AS A TOOL TO INFORM POLICIES AROUND MAXIMIZING THE COUNTRY'S INCLUSIVE WEALTH AND MAINTAINING THE LONG-TERM SUSTAINABILITY OF ITS BIOLOGICAL RESOURCE BASE. THE STUDY WILL BE THE FIRST-EVER STATE OF THE BIODIVERSITY ECONOMY IN ZIMBABWE, INCLUDING A FRAMEWORK FOR NATURAL CAPITAL ACCOUNTING AND A BLUEPRINT FOR LEVERAGING KEY INVESTMENT OPPORTUNITIES IN THE BIODIVERSITY ECONOMY.

AWF IS TACKLING HUMAN-WILDLIFE CONFLICT IN LARGE LANDSCAPES TO ADDRESS ECOLOGICAL CHALLENGES, BUT ALSO TO MANAGE THE SHIFTING NEEDS OF HUMAN COMMUNITIES. IN AFRICA, WILDLIFE CAN OFTEN POSE A NUISANCE TO FARMERS AND A DANGER TO PUBLIC SAFETY. THAT'S WHY WE TRAIN ECO-SCOUTS IN MITIGATION STRATEGIES TO HELP SENSITIZE COMMUNITIES TO CONSERVATION REALITIES, INCLUDING THE IMPORTANCE OF WILDLIFE TO THE MAINTENANCE OF HEALTHY ECOSYSTEMS. IN FY21, AWF AND THE KENYA WILDLIFE SERVICE IDENTIFIED SIX HUMAN-ELEPHANT CONFLICT HOTSPOTS WITHIN THE TSAVO ECOSYSTEM, AND TRAINED 240 FARMERS IN SOLUTIONS THAT INCLUDED MAKING NOISE AND USING LIGHT TO DEFLECT APPROACHING ELEPHANTS. BETWEEN NOVEMBER 2020 AND APRIL 2021, AWF'S RAPID-RESPONSE TEAM IN TSAVO HANDLED 48 HUMAN-ELEPHANT CONFLICT INCIDENTS.

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

Name of the organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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ACTIVISTS TO RAISE AWARENESS FOR CRITICAL ISSUES, SUCH AS BIODIVERSITY LOSS AND THE CLIMATE CRISIS. ADVOCACY PLAYS AN EQUALLY IMPORTANT ROLE, AND AWF WORKS WITH THE POLITICAL AND ECONOMIC LEADERSHIP IN AFRICA AND BEYOND TO INTEGRATE CONSERVATION INTO DEVELOPMENT AND ECONOMIC PLANS.

IN 2021, AWF AND THE AFRICAN LEADERSHIP UNIVERSITY SCHOOL OF WILDLIFE CONSERVATION (ALU SOWC) ENTERED AN AGREEMENT THAT WILL SEE BOTH INSTITUTIONS MENTOR UPCOMING CONSERVATION STUDENTS AND COLLABORATE ON APPLIED RESEARCH. THE PARTNERSHIP IN LINE WITH AWF'S YOUTH ENGAGEMENT STRATEGY AND LEADERSHIP FRAMEWORK WILL SEE AWF PROVIDE INTERNSHIP OPPORTUNITIES, CURATE IDEAS FOR SOLUTIONS THROUGH MBA CAPSTONES, AND COLLABORATIVE RESEARCH AROUND WILDLIFE ECONOMIES ANNUALLY.

YOUTH LEADERSHIP PROGRAMS AT AWF HELP TO MOTIVATE ENTREPRENEURIAL SPIRIT AND RAISE AWARENESS FOR BIG IDEAS THAT CAN HELP INFLUENCE OTHER STUDENTS, YOUNG PROFESSIONALS, AND BIZ LEADERS IN REGIONAL, NATIONAL, AND INTERNATIONAL FORUMS AND NEGOTIATIONS. IN 2021, AWF-SUPPORTED THE TOP 100 YOUNG AFRICAN CONSERVATION LEADERS LIST CAMPAIGN TO SPEARHEAD A WIDE RANGE OF MARINE AND TERRESTRIAL PROJECTS FROM ECOTOURISM BUSINESSES IN TANZANIA; TO APPS THAT MAP ILLEGAL-WASTE SITES IN KENYA; TO TOOLKITS FOR WILDLIFE CRIME PROSECUTION IN ZIMBABWE.

FOR MONTHS IN THE RUN-UP TO THE CONVENTION ON BIOLOGICAL DIVERSITY (OCTOBER 2021), AWF FACILITATED WORKSHOPS FOR COUNTRY REPRESENTATIVES OF THE GLOBAL YOUTH BIODIVERSITY NETWORK (THE OFFICIAL YOUTH DELEGATION TO THE CONVENTION) TO HELP REPRESENTATIVES DEVELOP REGIONAL POSITIONS AND PREPARE FOR DELIBERATIONS. THROUGHOUT 2021, AWF CONVENED CIVIL SOCIETY ORGANIZATIONS FROM AFRICA AND CHINA TO PREPARE FOR THE

Name of the organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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CONVENTION DIALOGUES, WHICH HELPED DEFINE A SHARED AFRICAN VISION FOR PROTECTED AREAS AND BIODIVERSITY PROTECTION THAT WILL HELP SHAPE CONSERVATION POLICY AND PRACTICE ON THE CONTINENT AS WELL AS GLOBAL INVESTMENT.

AS ONE OF THE CO-CONVENERS OF THE FIRST-EVER AFRICA PROTECTED AREAS CONGRESS (APAC), AWF WORKED IN 2021 TO DEVELOP A COMPREHENSIVE FRAMEWORK FOR DELIBERATIONS AND KEY PARTICIPANTS. AT APAC, AWF WILL ENGAGE WITH AFRICA'S MOST IMPORTANT WILDLIFE AND ENVIRONMENT AUTHORITIES, THE AFRICAN PROTECTED AREA DIRECTORS (APAD). THE APAC CONGRESS WILL BE AN IMPETUS TO EXPAND APAD MEMBERSHIP FROM ACROSS THE CONTINENT, SERVE AS A FORUM FOR COLLABORATIVE POLICY MAKING, AND INTRODUCE A NEWLY PROPOSED CONSERVATION FINANCE MECHANISM THAT APAD IS RALLYING BEHIND THE FORMATION OF A PAN-AFRICAN CONSERVATION TRUST (A-PACT). INTENDED TO CREATE AN EXHAUSTIVE SUSTAINABLE FINANCING SOLUTION FOR ALL OF AFRICA'S PROTECTED AND CONSERVED AREAS, A-PACT IS ENVISIONED TO HAVE A SUFFICIENT ENDOWMENT (US\$ 95-225 BILLION) TO PAY OUT \$2.63-6.7 BILLION ANNUALLY ASSUMING A 3% RETURN ON INVESTMENT, WHICH EQUATES TO BETWEEN \$390 AND \$990 PER KM2 FOR EACH AREA.

ORIGINALLY SCHEDULED FOR MARCH 2022, THE CONGRESS IS CURRENTLY SET TO BE HELD IN KIGALI, RWANDA IN JULY 2022.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

CAMEROON, CANADA, ETHIOPIA, KENYA,

NIGER, TANZANIA, UGANDA, ZIMBABWE,

CONGO, DEM REP

Name of the organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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FORM 990, PART VI, SECTION A, LINE 2:

STEPHEN GOLDEN AND LYNNE G. DOLNICK HAD FAMILY RELATIONSHIPS.

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

DATA AND INFORMATION FOR THE FEDERAL FORM 990 ARE COMPILED BY THE FINANCE DEPARTMENT AND REVIEWED BY THE DIRECTOR OF FINANCE. UPON RECEIPT OF THE DRAFT VERSION OF THE FEDERAL FORM 990 FROM AWF'S TAX PREPARER, THE RETURN IS REVIEWED BY THE CFO WHO COMMUNICATES ANY NECESSARY CHANGES TO THE TAX PREPARER. THE FINAL DRAFT OF THE FORM 990 IS REVIEWED BY THE AUDIT COMMITTEE. A COPY OF THE 990 IS PROVIDED TO THE FULL BOARD OF TRUSTEES BEFORE FILING WITH THE INTERNAL REVENUE SERVICE.

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

TRUSTEES AND OFFICERS RECEIVE AND SIGN A CONFLICT OF INTEREST POLICY STATEMENT UPON ELECTION TO THE BOARD OF TRUSTEES, ANNUALLY. IF A TRUSTEE FEELS THAT HE/SHE MAY HAVE A POTENTIAL CONFLICT OF INTEREST WITH AWF, THESE CONCERNS ARE BROUGHT TO THE ATTENTION OF THE BOARD OF TRUSTEES' CHAIR AND/OR AUDIT COMMITTEE OF THE BOARD OF TRUSTEES' FOR DELIBERATION.

ALL STAFF MEMBERS ARE REQUIRED TO SIGN A CONFLICT OF INTEREST POLICY UPON HIRING AND WITH EACH NEW CONTRACT AMENDMENT. STAFF CONCERNS REGARDING CONFLICTS OF INTEREST ARE BROUGHT TO THE HUMAN RESOURCES AND CULTURE DEPARTMENT FOR REVIEW BY THE CFO AND OTHER MEMBERS OF THE EXECUTIVE LEADERSHIP TEAM WHEN REQUIRED.

STAFF THAT REVIEW AND ENTER INTO PURCHASE CONTRACTS ARE TRAINED TO QUESTION POTENTIAL CONFLICTS OF INTEREST. LOCAL FINANCE OFFICERS REVIEW TRANSACTIONS UP TO \$1,000. ADDITIONAL SCRUTINY IS GIVEN TO LARGER

Name of the organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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CONTRACTS BY THE DIRECTOR OF ADMINISTRATION AND FACILITIES. ANY POTENTIAL CONFLICTS OF INTEREST ARE FORWARDED TO THE CFO AND/OR THE CEO FOR REVIEW.

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

THE CFO GATHERS DATA FROM PUBLICLY AVAILABLE SOURCES TO COMPARE COMPENSATION OF SIMILAR ORGANIZATIONS, GROUPED BY SIZE. ADDITIONALLY, AN OUTSIDE FIRM CONDUCTS AN INDEPENDENT REVIEW TO SHOW PAY RANGES FOR THE TOP EXECUTIVE OF SIMILAR FIRMS AND MAKES A RECOMMENDATION. THE DATA IS PROVIDED TO THE COMPENSATION COMMITTEE OF THE BOARD OF TRUSTEES WHO ULTIMATELY DECIDE THE LEVEL OF THE CEO'S COMPENSATION.

INFORMAL SALARY REVIEWS FOR OFFICERS AND KEY EMPLOYEES ARE PERFORMED ANNUALLY BY THE HUMAN RESOURCES DEPARTMENT WITH OVERSIGHT BY THE CFO. FORMALIZED SALARY SURVEYS BY AN OUTSIDE FIRM ARE CONDUCTED EVERY 3-5 YEARS FOR OFFICERS, KEY EMPLOYEES AND HIGHLY COMPENSATED EMPLOYEES. FOR ALL OFFICERS AND KEY STAFF LOCATED WITHIN THE UNITED STATES, INFORMATION FROM COMPARABLE ORGANIZATIONS IS COLLECTED THROUGH PUBLICLY AVAILABLE FEDERAL FORM 990S. FOR KEY EMPLOYEES LOCATED OUTSIDE THE UNITED STATES, COMPENSATION STUDIES ARE OBTAINED AS NECESSARY TO PROVIDE COMPARABLE DATA. RECOMMENDATIONS ARE MADE BY THE CFO TO THE CEO WHO ULTIMATELY MAKES COMPENSATION DECISIONS.

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

AL, AR, CA, CT, FL, GA, HI, IL, KS, KY, MD, MA, MI, MN, MS, NH, NJ, NM, NY, NC, OR, PA, RI, SC, TN
UT, VA, WV, WI

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

AWF GOVERNING DOCUMENTS, POLICIES, FINANCIAL STATEMENTS, AND FEDERAL FORM

Name of the organization AFRICAN WILDLIFE FOUNDATION, INC.	Employer identification number 52-0781390
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990 ARE AVAILABLE TO THE PUBLIC UPON REQUEST. ADDITIONALLY, COPIES OF THE FEDERAL FORM 990 AND ANNUAL REPORTS ARE MAINTAINED ON THE WEBSITE.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

UNREALIZED GAIN/LOSS ON CGA	43,690.
UNREALIZED GAIN/LOSS ON LIMALIMO LODGE	-200,000.
TOTAL TO FORM 990, PART XI, LINE 9	-156,310.