

For calendar year 2020, or tax year beginning 01-01-2020 , and ending 12-31-2020

Name of foundation THE ROBERT D AND PATRICIA E KERN FAMILY FOUNDATION INC		A Employer identification number 39-1923558
Number and street (or P.O. box number if mail is not delivered to street address) W305 S4239 BROOKHILL ROAD	Room/suite	B Telephone number (see instructions) (262) 968-6838
City or town, state or province, country, and ZIP or foreign postal code WAUKESHA, WI 53189		C If exemption application is pending, check here ☐
G Check all that apply: ☐ Initial return ☐ Initial return of a former public charity ☐ Final return ☐ Amended return ☐ Address change ☐ Name change		D 1. Foreign organizations, check here..... ☐ 2. Foreign organizations meeting the 85% test, check here and attach computation ... ☐
H Check type of organization: ☒ Section 501(c)(3) exempt private foundation ☐ Section 4947(a)(1) nonexempt charitable trust ☐ Other taxable private foundation		E If private foundation status was terminated under section 507(b)(1)(A), check here ☐
I Fair market value of all assets at end of year (from Part II, col. (c), line 16) \$ 717,991,169	J Accounting method: ☒ Cash ☐ Accrual ☐ Other (specify) _____ (Part I, column (d) must be on cash basis.)	F If the foundation is in a 60-month termination under section 507(b)(1)(B), check here ☐

Part I Analysis of Revenue and Expenses (The total of amounts in columns (b), (c), and (d) may not necessarily equal the amounts in column (a) (see instructions).)		(a) Revenue and expenses per books	(b) Net investment income	(c) Adjusted net income	(d) Disbursements for charitable purposes (cash basis only)
Revenue	1 Contributions, gifts, grants, etc., received (attach schedule)				
	2 Check ☒ if the foundation is not required to attach Sch. B				
	3 Interest on savings and temporary cash investments				
	4 Dividends and interest from securities	3,990,683	3,990,683		
	5a Gross rents				
	b Net rental income or (loss) _____				
	6a Net gain or (loss) from sale of assets not on line 10	32,756,095			
	b Gross sales price for all assets on line 6a _____ 140,692,102				
	7 Capital gain net income (from Part IV, line 2)		32,756,095		
	8 Net short-term capital gain				
	9 Income modifications				
	10a Gross sales less returns and allowances _____				
Operating and Administrative Expenses	b Less: Cost of goods sold				
	c Gross profit or (loss) (attach schedule)				
	11 Other income (attach schedule)	6,733,645	7,325,334	0	
	12 Total. Add lines 1 through 11	43,480,423	44,072,112	0	
	13 Compensation of officers, directors, trustees, etc.	1,159,192	135,784	0	1,023,408
	14 Other employee salaries and wages	3,247,747	26,990	0	3,220,757
	15 Pension plans, employee benefits	1,323,455	39,439	0	1,284,016
	16a Legal fees (attach schedule)	23,861	0	0	15,057
	b Accounting fees (attach schedule)	34,955	17,478	0	17,477
	c Other professional fees (attach schedule)	3,614,826	3,275,450	0	324,713
	17 Interest				
	18 Taxes (attach schedule) (see instructions)	362,680	0	0	0
	19 Depreciation (attach schedule) and depletion				
	20 Occupancy	34,367	0	0	34,367
	21 Travel, conferences, and meetings	645,941	0	0	645,941
	22 Printing and publications	3,467	0	0	3,467
	23 Other expenses (attach schedule)	2,922,795	0	0	2,922,795
	24 Total operating and administrative expenses. Add lines 13 through 23	13,373,286	3,495,141	0	9,491,998
	25 Contributions, gifts, grants paid	54,070,664			54,070,664
	26 Total expenses and disbursements. Add lines 24 and 25	67,443,950	3,495,141	0	63,562,662
	27 Subtract line 26 from line 12:				
	a Excess of revenue over expenses and disbursements	-23,963,527			
	b Net investment income (if negative, enter -0-)		40,576,971		
	c Adjusted net income (if negative, enter -0-)			0	

Part II		Balance Sheets	Attached schedules and amounts in the description column should be for end-of-year amounts only. (See instructions.)	Beginning of year	End of year	
				(a) Book Value	(b) Book Value	(c) Fair Market Value
Assets	1	Cash—non-interest-bearing		-10,032	49,722	49,722
	2	Savings and temporary cash investments		4,086,495	8,627,151	8,627,151
	3	Accounts receivable ▶ _____ Less: allowance for doubtful accounts ▶ _____				
	4	Pledges receivable ▶ _____ Less: allowance for doubtful accounts ▶ _____				
	5	Grants receivable				
	6	Receivables due from officers, directors, trustees, and other disqualified persons (attach schedule) (see instructions)				
	7	Other notes and loans receivable (attach schedule) ▶ _____ Less: allowance for doubtful accounts ▶ _____				
	8	Inventories for sale or use				
	9	Prepaid expenses and deferred charges				
	10a	Investments—U.S. and state government obligations (attach schedule)				
	b	Investments—corporate stock (attach schedule)		350,025,504	349,031,148	349,031,148
	c	Investments—corporate bonds (attach schedule)		69,742,061	81,494,977	81,494,977
	11	Investments—land, buildings, and equipment: basis ▶ _____ Less: accumulated depreciation (attach schedule) ▶ _____				
	12	Investments—mortgage loans				
	13	Investments—other (attach schedule)		294,570,071	278,788,171	278,788,171
	14	Land, buildings, and equipment: basis ▶ _____ Less: accumulated depreciation (attach schedule) ▶ _____				
15	Other assets (describe ▶ _____)					
16	Total assets (to be completed by all filers—see the instructions. Also, see page 1, item I)		718,414,099	717,991,169	717,991,169	
Liabilities	17	Accounts payable and accrued expenses				
	18	Grants payable				
	19	Deferred revenue.				
	20	Loans from officers, directors, trustees, and other disqualified persons				
	21	Mortgages and other notes payable (attach schedule)				
	22	Other liabilities (describe ▶ _____)				
	23	Total liabilities (add lines 17 through 22).		0	0	
Net Assets or Fund Balances	Foundations that follow FASB ASC 958, check here ▶ ☒ and complete lines 24, 25, 29 and 30.					
	24	Net assets without donor restrictions		718,414,099	717,991,169	
	25	Net assets with donor restrictions				
	Foundations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 26 through 30.					
	26	Capital stock, trust principal, or current funds				
	27	Paid-in or capital surplus, or land, bldg., and equipment fund				
	28	Retained earnings, accumulated income, endowment, or other funds				
	29	Total net assets or fund balances (see instructions)		718,414,099	717,991,169	
	30	Total liabilities and net assets/fund balances (see instructions) .		718,414,099	717,991,169	

Part III Analysis of Changes in Net Assets or Fund Balances		
1	Total net assets or fund balances at beginning of year—Part II, column (a), line 29 (must agree with end-of-year figure reported on prior year's return)	1 718,414,099
2	Enter amount from Part I, line 27a	2 -23,963,527
3	Other increases not included in line 2 (itemize) ▶ _____	3 23,540,597
4	Add lines 1, 2, and 3	4 717,991,169
5	Decreases not included in line 2 (itemize) ▶ _____	5 0
6	Total net assets or fund balances at end of year (line 4 minus line 5)—Part II, column (b), line 29.	6 717,991,169

Part IV

Capital Gains and Losses for Tax on Investment Income

(a) List and describe the kind(s) of property sold (e.g., real estate, 2-story brick warehouse; or common stock, 200 shs. MLC Co.)		(b) How acquired P—Purchase D—Donation	(c) Date acquired (mo., day, yr.)	(d) Date sold (mo., day, yr.)
1 a VARIOUS STOCKS AND BONDS				
b GAINS REPORTED ON K-1S AND PARTNERSHIPS				
c				
d				
e				
(e) Gross sales price	(f) Depreciation allowed (or allowable)	(g) Cost or other basis plus expense of sale	(h) Gain or (loss) (e) plus (f) minus (g)	
a 132,856,392		107,936,007	24,920,385	
b 7,835,710			7,835,710	
c				
d				
e				
Complete only for assets showing gain in column (h) and owned by the foundation on 12/31/69			(l) Gains (Col. (h) gain minus col. (k), but not less than -0-) or Losses (from col.(h))	
(i) F.M.V. as of 12/31/69	(j) Adjusted basis as of 12/31/69	(k) Excess of col. (i) over col. (j), if any		
a			24,920,385	
b			7,835,710	
c				
d				
e				
Capital gain net income or (net capital loss)			2	32,756,095
{ If gain, also enter in Part I, line 7 If (loss), enter -0- in Part I, line 7 }				
3 Net short-term capital gain or (loss) as defined in sections 1222(5) and (6):			3	0
{ If gain, also enter in Part I, line 8, column (c) (see instructions). If (loss), enter -0- in Part I, line 8 }				

Part V

Qualification Under Section 4940(e) for Reduced Tax on Net Investment Income

SECTION 4940(e) REPEALED ON DECEMBER 20, 2019 - DO NOT COMPLETE

1 Reserved			
(a) Reserved	(b) Reserved	(c) Reserved	(d) Reserved
2 Reserved			2
3 Reserved.			3
4 Reserved			4
5 Reserved			5
6 Reserved			6
7 Reserved			7
8 Reserved			8

Part VII

Excise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4948—see instructions)

1a	Exempt operating foundations described in section 4940(d)(2), check here ☐ and enter "N/A" on line 1.		
	Date of ruling or determination letter: _____ (attach copy of letter if necessary—see instructions)		
b	Reserved	1	564,020
All other domestic foundations enter 1.39% of line 27b. Exempt foreign organizations enter 4% of Part I, line 12, col. (b)			
2	Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)	2	0
3	Add lines 1 and 2.	3	564,020
4	Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)	4	0
5	Tax based on investment income. Subtract line 4 from line 3. If zero or less, enter -0-.	5	564,020
6	Credits/Payments:		
a	2020 estimated tax payments and 2019 overpayment credited to 2020	6a	157,648
b	Exempt foreign organizations—tax withheld at source	6b	
c	Tax paid with application for extension of time to file (Form 8868)	6c	225,000
d	Backup withholding erroneously withheld	6d	0
7	Total credits and payments. Add lines 6a through 6d	7	382,648
8	Enter any penalty for underpayment of estimated tax. Check here ☒ if Form 2220 is attached.	8	1,224
9	Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed	9	182,596
10	Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid .	10	
11	Enter the amount of line 10 to be: Credited to 2021 estimated tax Refunded	11	

Part VII-A

Statements Regarding Activities

1a	During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it participate or intervene in any political campaign?		Yes	No
1a				No
b	Did it spend more than \$100 during the year (either directly or indirectly) for political purposes? (see Instructions for definition).			No
	<i>If the answer is "Yes" to 1a or 1b, attach a detailed description of the activities and copies of any materials published or distributed by the foundation in connection with the activities.</i>			
1c				No
c	Did the foundation file Form 1120-POL for this year?			No
d	Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year: (1) On the foundation. ☐ \$ 0 (2) On foundation managers. ☐ \$ 0			
e	Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on foundation managers. ☐ \$ 0			
2	Has the foundation engaged in any activities that have not previously been reported to the IRS?	2		No
	<i>If "Yes," attach a detailed description of the activities.</i>			
3	Has the foundation made any changes, not previously reported to the IRS, in its governing instrument, articles of incorporation, or bylaws, or other similar instruments? <i>If "Yes," attach a conformed copy of the changes</i>	3		No
4a	Did the foundation have unrelated business gross income of \$1,000 or more during the year?	4a	Yes	
b	If "Yes," has it filed a tax return on Form 990-T for this year?	4b	Yes	
5	Was there a liquidation, termination, dissolution, or substantial contraction during the year?	5		No
	<i>If "Yes," attach the statement required by General Instruction T.</i>			
6	Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either: • By language in the governing instrument, or • By state legislation that effectively amends the governing instrument so that no mandatory directions that conflict with the state law remain in the governing instrument?	6	Yes	
7	Did the foundation have at least \$5,000 in assets at any time during the year? <i>If "Yes," complete Part II, col. (c), and Part XV.</i>	7	Yes	
8a	Enter the states to which the foundation reports or with which it is registered (see instructions) ☐ WI			
b	If the answer is "Yes" to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General (or designate) of each state as required by General Instruction G? <i>If "No," attach explanation.</i>	8b	Yes	
9	Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3) or 4942(j)(5) for calendar year 2020 or the taxable year beginning in 2020? See the instructions for Part XIV. <i>If "Yes," complete Part XIV</i>	9		No
10	Did any persons become substantial contributors during the tax year? <i>If "Yes," attach a schedule listing their names and addresses.</i>	10		No

Part VII-A

Statements Regarding Activities (continued)

11	At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)? If "Yes," attach schedule. See instructions.	11		No
12	Did the foundation make a distribution to a donor advised fund over which the foundation or a disqualified person had advisory privileges? If "Yes," attach statement. See instructions	12		No
13	Did the foundation comply with the public inspection requirements for its annual returns and exemption application? Website address ►WWW.KFFDN.ORG	13	Yes	
14	The books are in care of ►MR MICHAEL W SENSKE Telephone no. ►(262) 968-6839 Located at ►W305 S4239 BROOKHILL ROAD WAUKESHA WI 53189 ZIP+4 ►			
15	Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of Form 1041 —check here			
	and enter the amount of tax-exempt interest received or accrued during the year	15		
16	At any time during calendar year 2020, did the foundation have an interest in or a signature or other authority over a bank, securities, or other financial account in a foreign country?	16	Yes	No
	See the instructions for exceptions and filing requirements for FinCEN Form 114. If "Yes", enter the name of the foreign			

Part VII-B

Statements Regarding Activities for Which Form 4720 May Be Required

File Form 4720 if any item is checked in the "Yes" column, unless an exception applies.			Yes	No
1a	During the year did the foundation (either directly or indirectly):			
	(1) Engage in the sale or exchange, or leasing of property with a disqualified person? ☐ Yes ☒ No			
	(2) Borrow money from, lend money to, or otherwise extend credit to (or accept it from) a disqualified person? ☐ Yes ☒ No			
	(3) Furnish goods, services, or facilities to (or accept them from) a disqualified person? ☒ Yes ☐ No			
	(4) Pay compensation to, or pay or reimburse the expenses of, a disqualified person? ☒ Yes ☐ No			
	(5) Transfer any income or assets to a disqualified person (or make any of either available for the benefit or use of a disqualified person)? ☐ Yes ☒ No			
	(6) Agree to pay money or property to a government official? (Exception. Check "No" if the foundation agreed to make a grant to or to employ the official for a period after termination of government service, if terminating within 90 days.) ☐ Yes ☒ No			
b	If any answer is "Yes" to 1a(1)–(6), did any of the acts fail to qualify under the exceptions described in Regulations section 53.4941(d)-3 or in a current notice regarding disaster assistance? See instructions	1b		No
	Organizations relying on a current notice regarding disaster assistance check here. ☐			
c	Did the foundation engage in a prior year in any of the acts described in 1a, other than excepted acts, that were not corrected before the first day of the tax year beginning in 2020?	1c		No
2	Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private operating foundation defined in section 4942(j)(3) or 4942(j)(5)):			
	a At the end of tax year 2020, did the foundation have any undistributed income (lines 6d and 6e, Part XIII) for tax year(s) beginning before 2020? ☐ Yes ☒ No If "Yes," list the years ► 20____, 20____, 20____, 20____			
	b Are there any years listed in 2a for which the foundation is not applying the provisions of section 4942(a)(2) (relating to incorrect valuation of assets) to the year's undistributed income? (If applying section 4942(a)(2) to all years listed, answer "No" and attach statement—see instructions.)	2b		
	c If the provisions of section 4942(a)(2) are being applied to any of the years listed in 2a, list the years here. ► 20____, 20____, 20____, 20____			
3a	Did the foundation hold more than a 2% direct or indirect interest in any business enterprise at any time during the year? ☐ Yes ☒ No			
	b If "Yes," did it have excess business holdings in 2020 as a result of (1) any purchase by the foundation or disqualified persons after May 26, 1969; (2) the lapse of the 5-year period (or longer period approved by the Commissioner under section 4943(c)(7)) to dispose of holdings acquired by gift or bequest; or (3) the lapse of the 10-, 15-, or 20-year first phase holding period?(Use Schedule C, Form 4720, to determine if the foundation had excess business holdings in 2020.)	3b		
4a	Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes?	4a		No
	b Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its charitable purpose that had not been removed from jeopardy before the first day of the tax year beginning in 2020?	4b		No

Part VII-B

Statements Regarding Activities for Which Form 4720 May Be Required (continued)

5a

During the year did the foundation pay or incur any amount to:

(1) Carry on propaganda, or otherwise attempt to influence legislation (section 4945(e))?

☐ Yes

☒ No

(2) Influence the outcome of any specific public election (see section 4955); or to carry on, directly or indirectly, any voter registration drive?

☐ Yes

☒ No

(3) Provide a grant to an individual for travel, study, or other similar purposes?

☐ Yes

☒ No

(4) Provide a grant to an organization other than a charitable, etc., organization described in section 4945(d)(4)(A)? See instructions.

☒ Yes

☐ No

(5) Provide for any purpose other than religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals?

☐ Yes

☒ No

b

If any answer is "Yes" to 5a(1)–(5), did **any** of the transactions fail to qualify under the exceptions described in Regulations section 53.4945 or in a current notice regarding disaster assistance? See instructions

Organizations relying on a current notice regarding disaster assistance check here.

☐

c

If the answer is "Yes" to question 5a(4), does the foundation claim exemption from the tax because it maintained expenditure responsibility for the grant?

☒ Yes

☐ No

If "Yes," attach the statement required by Regulations section 53.4945–5(d).



6a

Did the foundation, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?

☐ Yes

☒ No

b

Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit contract?

☐ Yes

☒ No

If "Yes" to 6b, file Form 8870.

7a

At any time during the tax year, was the foundation a party to a prohibited tax shelter transaction?

☐ Yes

☒ No

b

If "Yes", did the foundation receive any proceeds or have any net income attributable to the transaction?

☐ Yes

☒ No

8

Is the foundation subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment during the year?

☐ Yes

☒ No

Yes

No

5b

No

6b

No

7b

Part VIII

Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors

1

List all officers, directors, trustees, foundation managers and their compensation. See instructions

(a) Name and address	(b) Title, and average hours per week devoted to position	(c) Compensation (If not paid, enter -0-)	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account, other allowances
BODE KYLE R W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	VICE PRESIDENT 40.00	299,192	53,626	0
GRABER RICHARD W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	DIRECTOR 1.00	1,000	0	0
HANSON GAIL W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	DIRECTOR 1.00	3,500	0	0
KERN ROBERT D W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	DIRECTOR & VICE PRESIDENT 10.00	0	0	0
PETERSON MARCIA W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	DIRECTOR & CHAIRMAN OF THE BOARD 10.00	0	0	0
PIERSON WARREN W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	DIRECTOR 1.00	2,000	0	0
RAHN JAMES C W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	DIRECTOR & PRESIDENT 40.00	561,138	53,568	0
RAMIREZ AUSTIN W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	DIRECTOR 1.00	2,000	0	0
ROELL STEVEN W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	DIRECTOR 1.00	2,000	0	0
SENSKE MICHAEL W W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	CFO & TREASURER 40.00	285,861	57,000	0
TABAT DAWN W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	DIRECTOR 1.00	2,500	0	0

2

Compensation of five highest-paid employees (other than those included on line 1—see instructions). If none, enter "NONE."

(a) Name and address of each employee paid more than \$50,000	(b) Title, and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account, other allowances
PURVIS ELIZABETH W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	PROGRAM DIRECTOR 40.00	241,190	54,292	0
HEATHCOCK JOHN W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	PROGRAM DIRECTOR 40.00	224,546	29,064	0
STAWSKI CHRISTOPHER W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	PROGRAM DIRECTOR 40.00	180,000	43,793	0
MASON JAY W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	PROGRAM DIRECTOR 40.00	160,339	42,788	0
WILKEN KAREN W305 S4239 BROOKHILL ROAD WAUKESHA, WI 53189	PROGRAM DIRECTOR 40.00	161,633	29,096	0

Total

number of other employees paid over \$50,000.

☐

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Form 990-PF (2020)

Part VIII

Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors *(continued)*

3 Five highest-paid independent contractors for professional services (see instructions). If none, enter "NONE".		
(a) Name and address of each person paid more than \$50,000	(b) Type of service	(c) Compensation
PGIM REAL ESTATE	INVESTMENT ADVISORY	670,654
7 GIRALDA FARMS MADISON,NJ 07940		
PRUDENTIAL PRIVATE CAPITAL PARTNERS	INVESTMENT ADVISORY	473,645
180 N STETSON AVENUE CHICAGO,IL 60601		
FRED ALGER MANAGEMENT INC	INVESTMENT ADVISORY	389,839
111 FIFTH AVENUE NEW YORK,NY 10003		
NATIONAL INVESTMENT SERVICES	INVESTMENT ADVISORY	313,426
777 E WISCONSIN AVENUE SUITE 2350 MILWAUKEE,WI 53202		
INVESCO ADVISORS	INVESTMENT ADVISORY	307,687
1555 PEACHTREE STREET NE SUITE 1800 ATLANTA,GA 30309		
Total number of others receiving over \$50,000 for professional services. 10		

Part IX-A

Summary of Direct Charitable Activities

List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficiaries served, conferences convened, research papers produced, etc.	Expenses
1 KERN ENGINEERING ENTREPRENEURSHIP NETWORK PROGRAM (KEEN) CONFERENCES - 2 CONFERENCES CONVENED AND SPONSORED BY THE FOUNDATION WITH A TOTAL OF 511 GRANTEEES IN ATTENDENCE.	359,644
2 FWE PROGRAM NETWORK CONFERENCES - HOSTED 0 EVENTS IN 2020.	0
3 CREATION OF KEEN DIGITAL PLATFORM DESIGN AND MAINTENANCE FOR USE BY THE KEEN NETWORK OF OVER 2000 USERS.	2,373,322
4 FACULTY DEVELOPMENT - 8 CONFERENCES CONVENED TO TRAIN FACULTY WITHIN THE KEEN NETWORK WITH 192 GRANTEEES IN ATTENDANCE.	454,530

Part IX-B

Summary of Program-Related Investments (see instructions)

Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2.	Amount
1	
2	
All other program-related investments. See instructions.	
3	
Total. Add lines 1 through 3	0

Part X Minimum Investment Return (All domestic foundations must complete this part. Foreign foundations, see instructions.)

1	Fair market value of assets not used (or held for use) directly in carrying out charitable, etc., purposes:		
a	Average monthly fair market value of securities.	1a	416,627,448
b	Average of monthly cash balances.	1b	264,287
c	Fair market value of all other assets (see instructions).	1c	264,655,853
d	Total (add lines 1a, b, and c).	1d	681,547,588
e	Reduction claimed for blockage or other factors reported on lines 1a and 1c (attach detailed explanation).	1e	0
2	Acquisition indebtedness applicable to line 1 assets	2	0
3	Subtract line 2 from line 1d.	3	681,547,588
4	Cash deemed held for charitable activities. Enter 1 1/2% of line 3 (for greater amount, see instructions).	4	10,223,214
5	Net value of noncharitable-use assets. Subtract line 4 from line 3. Enter here and on Part V, line 4	5	671,324,374
6	Minimum investment return. Enter 5% of line 5.	6	33,566,219

Distributable Amount (see instructions) (Section 4942(j)(3) and (j)(5) private operating foundations and certain foreign organizations check here ☐ and do not complete this part.)

1	Minimum investment return from Part X, line 6.	1	33,566,219
2a	Tax on investment income for 2020 from Part VI, line 5.	2a	564,020
b	Income tax for 2020. (This does not include the tax from Part VI.)	2b	18,347
c	Add lines 2a and 2b.	2c	582,367
3	Distributable amount before adjustments. Subtract line 2c from line 1.	3	32,983,852
4	Recoveries of amounts treated as qualifying distributions.	4	315,944
5	Add lines 3 and 4.	5	33,299,796
6	Deduction from distributable amount (see instructions).	6	0
7	Distributable amount as adjusted. Subtract line 6 from line 5. Enter here and on Part XIII, line 1.	7	33,299,796

Part XII Qualifying Distributions (see instructions)

1	Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes:		
a	Expenses, contributions, gifts, etc.—total from Part I, column (d), line 26.	1a	63,562,662
b	Program-related investments—total from Part IX-B.	1b	0
2	Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc., purposes.	2	
3	Amounts set aside for specific charitable projects that satisfy the:		
a	Suitability test (prior IRS approval required).	3a	
b	Cash distribution test (attach the required schedule).	3b	
4	Qualifying distributions. Add lines 1a through 3b. Enter here and on Part V, line 8, and Part XIII, line 4	4	63,562,662
5	Foundations that qualify under section 4940(e) for the reduced rate of tax on net investment income. Enter 1% of Part I, line 27b. See instructions.	5	0
6	Adjusted qualifying distributions. Subtract line 5 from line 4.	6	63,562,662

Note: The amount on line 6 will be used in Part V, column (b), in subsequent years when calculating whether the foundation qualifies for the section 4940(e) reduction of tax in those years.

Part XIII

Undistributed Income (see instructions)

	(a) Corpus	(b) Years prior to 2019	(c) 2019	(d) 2020
1 Distributable amount for 2020 from Part XI, line 7				33,299,796
2 Undistributed income, if any, as of the end of 2020:				
a Enter amount for 2019 only.			0	
b Total for prior years: 20____, 20____, 20____		0		
3 Excess distributions carryover, if any, to 2020:				
a From 2015.	7,075,220			
b From 2016.	15,796,605			
c From 2017.	21,076,998			
d From 2018.	19,009,234			
e From 2019.	23,200,664			
f Total of lines 3a through e.	86,158,721			
4 Qualifying distributions for 2020 from Part XII, line 4: ▶ \$ 63,562,662				
a Applied to 2019, but not more than line 2a			0	
b Applied to undistributed income of prior years (Election required—see instructions).		0		
c Treated as distributions out of corpus (Election required—see instructions).	0			
d Applied to 2020 distributable amount				33,299,796
e Remaining amount distributed out of corpus	30,262,866			
5 Excess distributions carryover applied to 2020. (If an amount appears in column (d), the same amount must be shown in column (a).)	0			0
6 Enter the net total of each column as indicated below:				
a Corpus. Add lines 3f, 4c, and 4e. Subtract line 5	116,421,587			
b Prior years' undistributed income. Subtract line 4b from line 2b.		0		
c Enter the amount of prior years' undistributed income for which a notice of deficiency has been issued, or on which the section 4942(a) tax has been previously assessed		0		
d Subtract line 6c from line 6b. Taxable amount—see instructions.		0		
e Undistributed income for 2019. Subtract line 4a from line 2a. Taxable amount—see instructions.			0	
f Undistributed income for 2021. Subtract lines 4d and 5 from line 1. This amount must be distributed in 2020				0
7 Amounts treated as distributions out of corpus to satisfy requirements imposed by section 170(b)(1)(F) or 4942(g)(3) (Election may be required - see instructions).	0			
8 Excess distributions carryover from 2015 not applied on line 5 or line 7 (see instructions)	7,075,220			
9 Excess distributions carryover to 2021. Subtract lines 7 and 8 from line 6a	109,346,367			
10 Analysis of line 9:				
a Excess from 2016	15,796,605			
b Excess from 2017	21,076,998			
c Excess from 2018.	19,009,234			
d Excess from 2019	23,200,664			
e Excess from 2020	30,262,866			

Grants and Contributions Paid During the Year or Approved for Future Payment				
Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
99-PPF (2020) P99-ALPHA INC FOR THE STUDY OF RELIGION AND LIBERTY 98 FULTON STREET EAST GORDON,MA 019503	N/A	P C	FWE FOCUSED PROGRAMMING, CONFERENCES	2,106,000
AMERICAN ENTERPRISE INSTITUTE FOR PUBLIC POLICY RESEARCH 1789 MASSACHUSETTS AVENUE NW WASHINGTON,DC 20036	N/A	P C	SUPPORT THE FAITH AND PUBLIC LIFE PROGRAM	1,076,800
AMERICAN SOCIETY FOR VOLUNTARY ACTION 1818 N STREET NW SUITE 600 WASHINGTON,DC 20036	N/A	P F	SUPPORT PROGRAM ACTIVITIES TO ADVANCE EM RESOURCES FOR ASEE MEMBERS	150,000
ARIZONA STATE UNIVERSITY FOUNDATION FOR A NEW AMERICAN 300 E UNIVERSITY DR TEMPE,AZ 85281	N/A	P C	EMBEDDING EM INSTITUTIONALLY; DEVELOPMENT OF PROGRAMMING; ADVANCING CHARACTER EDUCATION	4,108,732
ARTISTS IN CHRISTIAN TESTIMONY PO BOX 1645 BRENTWOOD,TN 37024	N/A	P C	FWE FOCUSED CONTENT	71,000
ASSEMBLIES OF GOD THEOLOGICAL SEMINARY 1435 NORTH GLENSTONE AVENUE SPRINGFIELD,MO 65802	N/A	P C	GROW ADPP	240,000
ASSOCIATION OF THEOLOGICAL SCHOOLS 10 SUMMIT PARK DRIVE PITTSBURGH,PA 15275	N/A	SO	SUPPORT ADOPTION OF ACCELERATED PASTORAL DEGREE PROGRAMS	77,500
AUGSBURG UNIVERSITY 2211 RIVERSIDE AVE MINNEAPOLIS,MN 55454	N/A	P C	IMPLEMENT ADPP	90,000
AZUSA PACIFIC UNIVERSITY PO BOX 7000 901 E ALOSTA AVENUE AZUSA,CA 91702	N/A	P C	GROW ADPP	312,088
BAYLOR UNIVERSITY 1311 S 5TH ST WACO,TX 76706	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
BEST INC 277 MARKET STREET FLOOR 3 BOSTON,MA 02116	N/A	P C	EMBED VIRTUE ETHICS CHARACTER ACROSS LEADERSHIP PROGRAMS	225,000
BIOLA UNIVERSITY INC 13800 BIOLA AVE LA MIRADA,CA 90639	N/A	P C	GROW ADPP	85,165
BOARD OF TRUSTEES FOR THE UNIVERSITY OF ALABAMA PO BOX 870142 TUSCALOOSA,AL 35487	N/A	P C	SUPPORT THE INFUSION OF CHARACTER EDUCATION INTO EXTERNAL PROGRAMMING	516,299
BRITISH SCHOOLS AND UNIVERSITIES FOUNDATION INC 575 MADISON AVE STE 1006 NEW YORK,NY 10022	N/A	P C	CHARACTER INITIATIVE; DEVELOPMENT OF CHARACTER VIRTUES	504,210
BUCKNELL UNIVERSITY 301 MARKET STREET STE 2 LEWISBURG,PA 17837	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
BUFFALO BAPTIST UNIVERSITY 8432 MAGNOLIA AVE RIVERSIDE,CA 92504	N/A	P C	IMPLEMENT ADPP	100,000
CAMPBELL UNIVERSITY INC 450 LESLIE CAMPBELL AVE BUIS CREEK,NC 27506	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
CATHOLIC MEMORIAL HIGH SCHOOL OF WAUKESHA INC 221 SOUTH HAWKINS AVENUE WAUKESHA,WI 53186	N/A	P C	OPERATING EXPENSES	25,000
CENTER FOR URBAN TEACHING INC 2600 W WISCONSIN AVENUE MILWAUKEE,WI 53233	N/A	P C	SUPPORT LEADERSHIP DEVELOPMENT PROGRAM	540,000
CHARACTER LAB INC 3575 MARKET STREET SUITE 200 PHILADELPHIA,PA 19104	N/A	P C	CHARACTER FOCUSED PROGRAMMING	242,094
CHARTER FUND INC 10901 W 120TH AVE SUITE 450 BROOMFIELD,CO 80021	N/A	POF	IMPACT-CHARACTER-CTE INTEGRATION	6,000,000
COLUMBIAN ILLIAMSBURG FOUNDATION PO BOX 1776 WILLIAMSBURG,VA 23187	N/A	P C	SUPPORT HISTORICAL CHARACTER ACTORS	200,000
COMMON SENSE MEDIA 650 TOWNHILL DRIVE SAN FRANCISCO,CA 94103	N/A	P C	ENHANCE DIGITAL COMMUNICATIONS CURRICULUM	400,000
CONCORDIA COLLEGE AT BRONXVILLE 171 WHITE PLAINS RD BRONXVILLE,NY 10708	N/A	P C	IMPLEMENT ADPP	62,454
CONCORDIA UNIVERSITY 1530 CONCORDIA WEST IRVINE,CA 92612	N/A	P C	IMPLEMENT ADPP	112,000
CROWN COLLEGE 8700 COLLEGE VIEW DRIVE ST BONIFACE,MN 55375	N/A	P C	GROW ADPP	100,000
DANIELSON GROUP INC 1720 WEST DIVISION CHICAGO,IL 60622	N/A	P C	SUPPORT FOR UPDATING THE DANIELSON FRAMEWORK	168,000
DORAL COLLEGE INC 11100 NW 27TH BLDG C-109 DORAL,FL 33172	N/A	P C	CREATE MODEL ON CHARACTER AND CHARACTER EDUCATION	334,500
DUKE UNIVERSITY 146 LANGFORD BUILDING PO BOX 90968 DURHAM,NC 27708	N/A	P C	IMPLEMENT ADPP; STUDENT DESIGN PROJECTS	754,887
EDITORIAL PROJECTS IN EDUCATION INC 6935 ARLINGTON ROAD SUITE 100 BETHESDA,MD 20816	N/A	P C	EDUCATION WEEK TO ADVANCE PRACTICAL WISDOM	150,000
EMMANUEL ACADEMIES INC 777 MOORING LINE DR NAPLES,FL 34102	N/A	P C	FWE PROGRAMMING	25,000
EMMANUEL EVANGELICAL LUTHERAN CHURCH 777 MOORING LINE DR NAPLES,FL 34102	N/A	P C	IMPLEMENT ADPP	50,000
ERSKINE COLLEGE 2 WASHINGTON ST DUE WEST,SC 29639	N/A	P C	IMPLEMENT ADPP	97,600
FLORIDA INSTITUTE OF TECHNOLOGY INC 150 WEST UNIVERSITY BOULEVARD MELBOURNE,FL 32901	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING; TOOLS FOR "PROTOTYPING WITH A PURPOSE"	220,000
FRANKLIN WOLIN COLLEGE OF ENGINEERING INC 1000 OLIN WAY NEEDHAM,MA 02492	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	48,000
GEORGE FOX UNIVERSITY 414 N MERIDIAN ST NEWBERG,OR 97132	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	20,000
GEORGIA TECH RESEARCH CORPORATION 800 WEST PEACHTREE STREET NW-ROOM 4428 ATLANTA,GA 30308	N/A	SO	ENHANCE AND ADVANCE KERN MISSION	25,000
GORDON COLLEGE 255 GRAPEVINE ROAD WENHAM,MA 01984	N/A	P C	IMPLEMENT ADPP	114,000
GPS EDUCATION PARTNERS INC 260 N WATERLOO CT SUITE 202 BROOKFIELD,WI 53186	N/A	P C	OPERATING EXPENSES	25,000
GRACE SCHOOLS 200 SEMINARY DR WINONA LAKE,IN 46590	N/A	P C	IMPLEMENT ADPP	102,500
GRAND CANYON UNIVERSITY 3300 W CAMELBACK RD PHOENIX,AZ 85017	N/A	P C	IMPLEMENT ADPP	540,000
GREATHEARTS FOUNDATION 4801 EAST WASHINGTON ST STE 250 PHOENIX,AZ 85034	N/A	SO	SUPPORT THE VIRTUE LEADERSHIP PROGRAM	672,444
HOPE INSTITUTE 800 LAKESHORE DRIVE BIRMINGHAM,AL 35229	N/A	P C	ENHANCE AND EXPAND HOPE LEADERSHIP ACADEMY	270,000
HYDE PARK INSTITUTE 1407 E 60TH ST CHICAGO,IL 60637	N/A	P C	SUPPORT OF SCHOLARS IN EDUCATION AND MEDICINE, CHICAGO MORAL PHIL PROJ., VIRTUE AND THE GOOD LIFE	200,000
IN MEDIA RES PO BOX 400233 CHARLOTTESVILLE,VA 22904	N/A	P C	SUPPORT A POSTGRAD FELLOW AT THE ADVANCED STUDIES IN CULTURE FOUNDATION AT UVA	150,000
INDIANA UNIVERSITY 107 S INDIANA AVENUE BLOOMINGTON,IN 47405	N/A	GOV	EVALUATION OF FACULTY DEVELOPMENT	300,000
INDIANA WESLEYAN UNIVERSITY 4201 S WASHINGTON STREET MARIION,IN 46953	N/A	P C	GROW ADPP	26,500
INSTITUTE FOR JUSTICE 901 N GLEBE ROAD SUITE 900 ARLINGTON,VA 22203	N/A	P C	OPERATING EXPENSES	500,000
JAMES MADISON UNIVERSITY FOUNDATION INC 3920 S MAIN STREET HARRISONBURG,VA 22807	N/A	P C	DEVELOP AND ENHANCE EM STUDENT EXPERIENCES	151,180
JOHN JAY INSTITUTE FOR FAITH SOCIETY AND LAW INC PO BOX 28221 PHILADELPHIA,PA 19131	N/A	P C	SCHOLAR SUPPORT	50,000
LATIN AMERICAN BIBLE INSTITUTE COLLEGE 14209 E LOMITAS LA PUENTE,CA 91746	N/A	P C	IMPLEMENT ADPP	125,000
LAWRENCE TECHNOLOGICAL UNIVERSITY 21000 WEST TEN MILE ROAD SOUTHFIELD,MI 48075	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
LEGATUM INSTITUTE FOUNDATION 11 CHARLES STREET LONDON,LONDON W1J 5DW UK	N/A	P C	FORUM US PILOT	100,000
LIBERTAS SCHOOL 3777 PARKWAY DRIVE MEMPHIS,TN 38127	N/A	P C	SUPPORT THE EXPANSION OF THE LITR PROGRAM	150,000
LIPSCOMB UNIVERSITY ONE UNIVERSITY PARK DRIVE NASHVILLE,TN 37204	N/A	P C	INFUSE CHARACTER IN PRINCIPAL LEADERSHIP PROGRAM	500,000
LUTHERAN MISSION INITIATIVE INC 8242 N GRANVILLE RD MILWAUKEE,WI 53224	N/A	P C	OPERATING EXPENSES	25,000
MARQUETTE UNIVERSITY 1250 WISCONSIN AVE MILWAUKEE,WI 53233	N/A	P C	KEEN IMPLEMENTATION; ENHANCE FACULTY DEVELOPMENT TRAINING	240,000
MIDWESTERN BAPTIST THEOLOGICAL SEMINARY INC 5001 N WOKING TRAILWAY KANSAS CITY,MO 64118	N/A	P C	GROW ADPP	123,000
MILWAUKEE RESCUE MISSION 830 NORTH 19TH STREET MILWAUKEE,WI 53233	N/A	P C	OPERATING EXPENSES	25,000
MILWAUKEE SCHOOL OF ENGINEERING 1025 NORTH BROADWAY MILWAUKEE,WI 53203	N/A	P C	CREATE INSTITUTE FORMATION; KERN SCHOLARSHIP FUND; MBA ED LEADERSHIP PROGRAM; RESIDENCE HALL EXPANSION; EM FACULTY DEVELOPMENT TRAINING	5,610,000
MISSION TO NORTH AMERICA PO BOX 800233 CHARLOTTE,NC 28289	N/A	P C	OPERATING EXPENSES	25,000
MONTANA STATE UNIVERSITY 201 MONTANA HALL PO BOX 172440 BOZEMAN,MT 59717	N/A	GOV	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
MONTROSE FOUNDATION INC 29 NORTH STREET MEDFIELD,MA 02052	N/A	P C	SUPPORT PRACTICAL WISDOM PROTOCOLS	150,000
MTF FUND 10901 LOWELL AVE SUITE 130 OVERLAND PARK,KS 66210	N/A	SO	SUPPORT THE GROWTH AND IMPACT OF MTF	5,496,047
NATIONAL COLLEGIATE INVENTORS & INNOVATORS ALLIANCE 100 VENTURE WAY HADLEY,MA 01035	N/A	P C	SUPPORT EM AND SUSTAINABILITY FACULTY DEVELOPMENT PROGRAMS	119,500
NATIONAL INSTITUTE FOR EXCELLENCE IN TEACHING 1801 WEST END AVENUE SUITE 920 NASHVILLE,TN 37203	N/A	P C	ACCELERATING CHARACTER EDUCATION FOR LEADERS	1,226,867
NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY 3939 GENTILLY BLVD NEW ORLEANS,LA 70126	N/A	P C	IMPLEMENT ADPP	90,000
NORTH AMERICAN BAPTIST SEMINARY AKA SIOUX FALLS SEMINARY 2100 SOUTH SUMMIT AVENUE SIOUX FALLS,SD 57105	N/A	P C	IMPLEMENT ADPP	65,000
NORTH CENTRAL COLLEGE 30 NORTH BAINARD ST NAPERVILLE,IL 60540	N/A	P C	CHARACTER EDUCATION PROJECT	650,000
NORTHERN BAPTIST THEOLOGICAL SEMINARY 410 WARRENVILLE RD LISLE,IL 60532	N/A	P C	IMPLEMENT ADPP	99,117
OHIO NORTHERN UNIVERSITY 525 SOUTH MAIN STREET ADA,OH 45810	N/A	P C	INFUSE EM INTO PROGRAMMING; ADVANCE KERN NETWORK	260,000
OHIO STATE UNIVERSITY 281 W LARK AVE COLUMBUS,OH 43210	N/A	P C	ENHANCE KERN APPLICATION; INNOVATION FELLOWS	541,700
PALM BEACH ATLANTIC UNIVERSITY INC 901 S FLAGLER DR WEST PALM BEACH,FL 33401	N/A	P C	GROW ADPP	111,000
PARENT CHOICE INC 350 BISHOPS WAY SUITE 104 BROOKFIELD,WI 53005	N/A	SO	OPERATING EXPENSES; PROTECT/PROMOTE SCHOOL CHOICE	295,000
PBS FOUNDATION 2100 CRYSTAL DRIVE ARLINGTON,VA 22202	N/A	SO	DEVELOPMENT OF KEN BURNS FILM; NATIONAL PBS KIDS CHARACTER EDUCATION AWARENESS CAMPAIGN; PBS KIDS CONTENT	1,003,518
PHILANTHROPY ROUNDTABLE 1120 20TH STREET NW SUITE 550 WASHINGTON,DC 20036	N/A	P C	OPERATING SUPPORT; SUPPORT FOR CONVENING ON PHILANTHROPY IN MEDICAL EDUCATION	150,000
PRESIDENT AND FELLOWS OF HARVARD COLLEGE PO BOX 415649 BOSTON,MA 02241	N/A	P C	HUMAN CASTROVISHING PROGRAM CAPACITY; PILOT TO ADDRESS ETHICS AND CHARACTER ON CAMPUS	783,866
PROJECT LEAD THE WAY INC 3939 PRIORITY WAY SOUTH DRIVE SUITE 400 INDIANAPOLIS,IN 46240	N/A	P C	CURRICULUM MAP	100,000
RECTOR & VISITORS OF THE UNIVERSITY OF VIRGINIA 351 MCCORMICK RD BOX 400235 CHARLOTTESVILLE,VA 22904	N/A	P C	EMBED CHARACTER FORMATION INTO UVA LAUNCHPAD	150,000
REGENTS OF THE UNIVERSITY OF CALIFORNIA AT BERKELEY UNIVERSITY OF CALIFORNIA BERKELEY MC GOWO BERKELEY,CA 94720	N/A	P C	SUPPORT FOR THE GREATER GOOD SCIENCE CENTER	250,000
RELAY GRADUATE SCHOOL OF EDUCATION 25 BROADWAY 3RD FLOOR NEW YORK,NY 10004	N/A	P C	EXPAND UPON PROGRAM OFFERINGS VIA THE EDUCATOR SUMMIT; REGIONAL LEADERSHIP SUPPORT	624,082
ROCHESTER INSTITUTE OF TECHNOLOGY 1 LOMB MEMORIAL DR ROCHESTER,NY 14623	N/A	P C	KEEN IMPLEMENTATION	110,000
ROSE-HULMAN INSTITUTE OF TECHNOLOGY 5500 WABASH AVENUE TERRE HAUTE,IN 47803	N/A	P C	TOOLS/RESOURCES TO PROMOTE EM	83,920
ROWAN UNIVERSITY FOUNDATION INC 201 MULICA HILL RD GLASSBORO,NJ 08028	N/A	P C	EM DIRECT ASSESSMENT TOOL; KEEN IMPLEMENTATION	142,180
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY PO BOX 1889 WAKE FOREST,NC 27588	N/A	P C	GROW ADPP	82,437
ST MARY'S UNIVERSITY OF MINNESOTA 700 TERRACE HEIGHTS WINONA,MN 55987	N/A	P C	SUPPORT THE INFUSION OF VIRTUE ETHICS CHARACTER INTO THE EDUCATION SPECIALIST CURRICULUM	668,960
ST AUGUSTINE PREPARATORY ACADEMY INC 2607 S 5TH STREET MILWAUKEE,WI 53207	N/A	P C	OPERATING EXPENSES	25,000
ST LOUIS UNIVERSITY 221 N GRAND BLVD ST LOUIS,MO 63103	N/A	P C	EM IN CORE SCIENCE/MATH PROGRAMMING	180,000
TEACH FOR AMERICA INC 25 BROADWAY 12TH FLOOR NEW YORK,NY 10004	N/A	P C	SUPPORT SUMMER INSTITUTE; INFUSE CHARACTER INTO PROGRAMMING	850,000
THE ADMINISTRATORS OF THE TULANE EDUCATIONAL FUND 6823 ST CHARLES AVE NEW ORLEANS,LA 70118	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
THE CEDARVILLE UNIVERSITY 251 N MAIN STREET CEDARVILLE,OH 45314	N/A	P C	GROW ADPP	83,000
THE GOSPEL COALITION INC 2065 HALF DAY RD DEERFIELD,IL 60015	N/A	P C	SUPPORT FWE CONTENT	200,000
THE MEDICAL COLLEGE OF WISCONSIN INC 8701 WATERTOWN PLANK ROAD MILWAUKEE,WI 53226	N/A	P C	KERN INSTITUTE - MCW - NATIONAL TRANSFORMATION NETWORK	3,450,000
THE UNIVERSITY OF TENNESSEE FOUNDATION INC 1525 UNIVERSITY AVENUE KNOXVILLE,TN 37921	N/A	P C	INTEGRATE VEC WITHIN EDUCATIONAL LEADERSHIP	183,282
TRINITY BIBLE COLLEGE INC 50 SIXTH AVE S ELLENDALE,ND 58546	N/A	P C	IMPLEMENT ADPP	100,000
TRINITY INTERNATIONAL UNIVERSITY 2065 HALF DAY RD DEERFIELD,IL 60015	N/A	P C	OKONOMIA NETWORK SUPPORT	570,000
TRUSTEES OF BOSTON UNIVERSITY ONE SILVER WAY BOSTON,MA 02215	N/A	P C	NETWORK DEVELOPMENT	236,270
UNCOMMON SCHOOLS INC RHF 826 BROADWAY 9TH FLOOR NEW YORK,NY 10003	N/A	P C	DEAN OF STUDENTS CURRICULUM CREATION; PILOT FOR NETWORK DISSEMINATION	130,000
UNIVERSITY OF DAYTON 300 COLLEGE PARK DAYTON,OH 45469	N/A	P C	PHD LEVEL CHARACTER DEVELOPMENT SCHOLAR; SUPPORT CHARACTER EDUCATION FOR K-12 LEADER	200,000
UNIVERSITY OF MISSOURI 201 EDUCATION ADMIN BLDG 7800 NATURAL BRIDGE RD ST LOUIS,MO 63121	N/A	GOV	PHD LEVEL CHARACTER DEVELOPMENT SCHOLAR; SUPPORT CHARACTER EDUCATION FOR K-12 LEADER	1,615,549
UNIVERSITY OF NEW HAVEN 300 BOSTON FERRAD WEST HAVEN,CT 06516	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL 148 ROSENAU HILL CB 7431 CHAPEL HILL,NC 27599	N/A	P C	CONVENE EMERGING/NEW ENGINEERING PROGRAMS	200,000
UNIVERSITY OF NORTHERN IOWA FOUNDATION 213 EAST BARTLETT HALL CEDAR FALLS,IA 50614	N/A	P C	ED LEADERSHIP PROGRAM; DEVELOP A STATE NETWORK FOR SCHOOL LEADERS; CHARACTER INTEGRATION	150,000
UNIVERSITY OF PORTLAND 5000 N WILLAMETTE BLVD PORTLAND,OR 97203	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
UNIVERSITY OF SAN DIEGO 5998 ALICIA PARK SAN DIEGO,CA 92110	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
UNIVERSITY OF ST THOMAS 2115 SUMMIT AVENUE SAINT PAUL,MN 55105	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
UNIVERSITY OF TENNESSEE 302 BAILEY EDUCATION COMPLEX 1126 VOLUNTEER BOULEVARD KNOXVILLE,TN 37996	N/A	GOV	PRINCIPAL DEVELOPMENT FOR RURAL LEADERS	147,591
VALOR COLLEGIATE ACADEMIES 4527 NOLANSVILLE PIKE NASHVILLE,TN 37211	N/A	P C	CODIFICATION & IMPLEMENTATION OF COMPASS CURRICULA	280,000
VANDERBILT UNIVERSITY 110 MAGNOLIA CIRCLE NASHVILLE,TN 37203	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
VILLANOVA UNIVERSITY 800 LANCASTER AVENUE VILLANOVA,PA 19085	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
WAKE FOREST UNIVERSITY 1834 WAKE FOREST ROAD WINSTONSALEM,NC 27106	N/A	P C	KEEN IMPLEMENTATION; SUPPORT HISTORICAL MINDED FACULTY DEVELOPMENT TRAINING	320,000
WARTBURG COLLEGE 100 WARTBURG COLLEGE WAEVERLY,IA 50627	N/A	P C	IMPLEMENT ADPP	130,000
WESTERN NEW ENGLAND UNIVERSITY 1215 WILBRAHAM ROAD SPRINGFIELD,MA 01119	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
WGU ADVANCEMENT 4001 S 700 E EAST 700 SALT LAKE CITY,UT 84107	N/A	SO	SUPPORT THE DEVELOPMENT OF CHARACTER-FOCUSED PROGRAMMING FOR EDUCATIONAL LEADERS AND TEACHERS	1,275,705
WHEATON COLLEGE 501 COLLEGE AVENUE WHEATON,IL 60188	N/A	P C	FWE PROGRAMMING	100,000
WICHITA STATE UNIVERSITY 1931 FAIRMOUNT WICHITA,KS 67260	N/A	GOV	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
WILLIAM JESSUP UNIVERSITY 2121 UNIVERSITY AVENUE ROCKLIN,CA 95765	N/A	P C	IMPLEMENT ADPP	133,120
WINDRIDER INSTITUTE INC PO BOX 1640 EAGLE,ID 83616	N/A	POF	CONTENT CREATION	151,000
WISCONSIN INSTITUTE FOR LAW & LIBERTY INC 330 E COBURN SUITE 725 MILWAUKEE,WI 53202	N/A	P C	OPERATING EXPENSES	695,000
WORCESTER POLYTECHNIC INSTITUTE 100 INSTITUTE ROAD WASHBURN 216 C WORCESTER,MA 01609	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING	10,000
Total				54,070,664
b Total for future payment				
ARIZONA STATE UNIVERSITY FOUNDATION FOR A NEW AMERICAN UNIVERSITY 300 E UNIVERSITY DR TEMPE,AZ 85281	N/A	P C	EMBEDDING EM INSTITUTIONALLY; DEVELOPMENT OF PROGRAMMING; ADVANCING CHARACTER EDUCATION	800,000
ASSEMBLIES OF GOD THEOLOGICAL SEMINARY 1435 NORTH GLENSTONE AVENUE SPRINGFIELD,MO 65802	N/A	P C	GROW ADPP	355,000
AUGSBURG UNIVERSITY 2215 RIVERSIDE AVE MINNEAPOLIS,MN 55454	N/A	P C	IMPLEMENT ADPP	229,454
AZUSA PACIFIC UNIVERSITY PO BOX 7000 901 E ALOSTA AVENUE AZUSA,CA 91702	N/A	P C	GROW ADPP	405,833
BIOLA UNIVERSITY INC 13800 BIOLA AVE LA MIRADA,CA 90639	N/A	P C	GROW ADPP	585,112
BOARD OF TRUSTEES FOR THE UNIVERSITY OF ALABAMA PO BOX 870142 TUSCALOOSA,AL 35487	N/A	P C	SUPPORT THE INFUSION OF CHARACTER EDUCATION INTO EXTERNAL PROGRAMMING	1,586,846
BRITISH SCHOOLS AND UNIVERSITIES FOUNDATION INC 575 MADISON AVE STE 1006 NEW YORK,NY 10022	N/A	P C	CHARACTER INITIATIVE; DEVELOPMENT OF CHARACTER VIRTUES	1,507,420
BUFFALO BAPTIST UNIVERSITY 8432 MAGNOLIA AVE RIVERSIDE,CA 92504	N/A	P C	IMPLEMENT ADPP	384,000
CENTER FOR URBAN TEACHING INC 2600 W WISCONSIN AVENUE MILWAUKEE,WI 53233	N/A	P C	SUPPORT LEADERSHIP DEVELOPMENT PROGRAM	360,000
CONCORDIA COLLEGE AT BRONXVILLE 171 WHITE PLAINS RD BRONXVILLE,NY 10708	N/A	P C	IMPLEMENT ADPP	45,137
CONCORDIA UNIVERSITY 1530 CONCORDIA WEST IRVINE,CA 92612	N/A	P C	IMPLEMENT ADPP	239,000
CROWN COLLEGE 8700 COLLEGE VIEW DRIVE ST BONIFACE,MN 55375	N/A	P C	GROW ADPP	200,000
DUKE UNIVERSITY 146 LANGFORD BUILDING PO BOX 90968 DURHAM,NC 27708	N/A	P C	IMPLEMENT ADPP; STUDENT DESIGN PROJECTS	2,195,000
EMMANUEL EVANGELICAL LUTHERAN CHURCH 777 MOORING LINE DR NAPLES,FL 34102	N/A	P C	IMPLEMENT ADPP	239,000
ERSKINE COLLEGE 2 WASHINGTON ST DUE WEST,SC 29639	N/A	P C	IMPLEMENT ADPP	292,800
FLORIDA INSTITUTE OF TECHNOLOGY INC 150 WEST UNIVERSITY BOULEVARD MELBOURNE,FL 32901	N/A	P C	ENTREPRENEURIAL MINDED FACULTY DEVELOPMENT TRAINING; TOOLS FOR "PROTOTYPING WITH A PURPOSE"	145,000
GORDON COLLEGE 255 GRAPEVINE ROAD WENHAM,MA 01984	N/A	P C	IMPLEMENT ADPP	456,000
GRACE SCHOOLS 200 SEMINARY DR WINONA LAKE,IN 46590	N/A	P C	IMPLEMENT ADPP	205,000
GRAND CANYON UNIVERSITY 3300 W CAMELBACK RD PHOENIX,AZ 85017	N/A	P C	IMPLEMENT ADPP	2,160,000
GREATHEARTS FOUNDATION 4801 EAST WASHINGTON ST STE 250 PHOENIX,AZ 85034	N/A	SO	SUPPORT THE VIRTUE LEADERSHIP PROGRAM	898,218
HOPE INSTITUTE 800 LAKESHORE DRIVE BIRMINGHAM,AL 35229	N/A	P C	ENHANCE AND EXPAND HOPE LEADERSHIP ACADEMY	390,000
INDIANA WESLEYAN UNIVERSITY 4201 S WASHINGTON STREET MARIION,IN 46953	N/A	P C	GROW ADPP	1,609,500
LATIN AMERICAN BIBLE INSTITUTE COLLEGE 14209 E LOMITAS LA PUENTE,CA 91746	N/A	P C	IMPLEMENT ADPP	124,000
LEGATUM INSTITUTE FOUNDATION 11 CHARLES STREET LONDON,LONDON W1J 5DW UK	N/A	P C	FORUM US PILOT	100,000
LIPSCOMB UNIVERSITY ONE UNIVERSITY PARK DRIVE NASHVILLE,TN 37204	N/A	P C	INFUSE CHARACTER IN PRINCIPAL LEADERSHIP PROGRAM	991,970
MIDWESTERN BAPTIST THEOLOGICAL SEMINARY INC 5001 N WOKING TRAILWAY KANSAS CITY,MO 64118	N/A	P C	GROW ADPP	77,000
MILWAUKEE SCHOOL OF ENGINEERING 1025 NORTH BROADWAY MILWAUKEE,WI 53203	N/A	P C	CREATE INSTITUTE FORMATION; KERN SCHOLARSHIP FUND; MBA ED LEADERSHIP PROGRAM; RESIDENCE HALL EXPANSION; EM FACULTY DEVELOPMENT	

Unrelated business income		Excluded by section 512, 513, or 514		(e) Related or exempt function income (See instructions.)
(a) Business code	(b) Amount	(c) Exclusion code	(d) Amount	
Enter gross amounts unless otherwise indicated.				
1 Program service revenue:				
a _____				
b _____				
c _____				
d _____				
e _____				
f _____				
g Fees and contracts from government agencies				
2 Membership dues and assessments.				
3 Interest on savings and temporary cash investments				
4 Dividends and interest from securities		14	3,990,683	
5 Net rental income or (loss) from real estate:				
a Debt-financed property.				
b Not debt-financed property.				
6 Net rental income or (loss) from personal property				
7 Other investment income.				
8 Gain or (loss) from sales of assets other than inventory		18	32,756,095	
9 Net income or (loss) from special events:				
10 Gross profit or (loss) from sales of inventory				
11 Other revenue:				
a PARTNERSHIP INCOME	900099	-907,633	14	7,325,334
b PRIOR YEAR GRANT REFUND				315,944
c _____				
d _____				
e _____				
12 Subtotal. Add columns (b), (d), and (e).		-907,633	44,072,112	315,944
13 Total. Add line 12, columns (b), (d), and (e).				43,480,423

[illegible]

Part XVII Information Regarding Transfers To and Transactions and Relationships With Noncharitable Exempt Organizations

1 Did the organization directly or indirectly engage in any of the following with any other organization described in section 501(c) (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?

a Transfers from the reporting foundation to a noncharitable exempt organization of:

(1) Cash.

(2) Other assets.

b Other transactions:

(1) Sales of assets to a noncharitable exempt organization.

(2) Purchases of assets from a noncharitable exempt organization

(3) Rental of facilities, equipment, or other assets.

(4) Reimbursement arrangements.

(5) Loans or loan guarantees. . . .

(6) Performance of services or membership or fundraising solicitations.

c Sharing of facilities, equipment, mailing lists, other assets, or paid employees.

d If the answer to any of the above is "Yes," complete the following schedule. Column **(b)** should always show the fair market value of the goods, other assets, or services given by the reporting foundation. If the foundation received less than fair market value in any transaction or sharing arrangement, show in column **(d)** the value of the goods, other assets, or services received.

[illegible]

2a Is the foundation directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) (other than section 501(c)(3)) or in section 527? ☐ Yes ☒ No

b If "Yes," complete the following schedule.

(a) Name of organization	(b) Type of organization	(c) Description of relationship

Sign Here

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 taxpayer) is based on all information of which preparer has any knowledge.

	2021-11-15	
Signature of officer or trustee	Date	Title

May the IRS discuss this return with the preparer shown below
(see instr.) ☒ **Yes** ☐ **No**

**Paid
Preparer
Use Only**

Paid Preparer Use Only	Print/Type preparer's name TROY MARINE CPA	Preparer's Signature	Date 2021-11-13	Check if self-employed ☐	PTIN P00187863
	Firm's name ▶ BAKER TILLY US LLP				Firm's EIN ▶ 39-085991
	Firm's address ▶ 777 E WISCONSIN AVENUE 32ND FLOOR MILWAUKEE, WI 53202				Phone no. (414) 777-5500

Additional Data

Return to Form

Software ID:

Software Version:

Form 990PF - Special Condition Description:

Special Condition Description

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC

EIN: 39-1923558

Category	Amount	Net Investment Income	Adjusted Net Income	Disbursements for Charitable Purposes
BAKER TILLY	34,955	17,478	0	17,477

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

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC

EIN: 39-1923558

Grantee's Name	Grantee's Address	Grant Date	Grant Amount	Grant Purpose	Amount Expended By Grantee	Any Diversion By Grantee?	Dates of Reports By Grantee	Date of Verification	Results of Verification
CHARTER SCHOOL GROWTH FUND	10901 W 120TH AVE SUITE 450 BROOMFIELD, CO 80021	2019-08-14		GENERAL OPERATIONS	1,989,028	NONE	4/30/21	2021-04-30	NONE
MTF FUND	10901 LOWELL AVE SUITE 130 OVERLAND PARK, KS 66210	2019-05-03		GENERAL OPERATIONS	137,261	NONE	VARIOUS	2020-12-31	NONE
WINDRIDER INSTITUTE INC	PO BOX 1640 EAGLE, ID 83616	2020-12-31	151,000	GENERAL OPERATIONS	109,000	NONE	VARIOUS	2020-12-31	NONE
AMERICAN SOCIETY OF ENGINEERING	1818 N STREET NW SUITE 600 WASHINGTON, DC 20036	2020-05-21	150,000	GENERAL OPERATIONS	150,000	NONE	7/16/21	2021-07-16	NONE

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC

EIN: 39-1923558

Name of Bond	End of Year Book Value	End of Year Fair Market Value
BAIRD ADVISORS	29,118,656	29,118,656
PACIFIC ASSET MANAGEMENT BANK	32,346,479	32,346,479
TCW EM DEBT	20,029,842	20,029,842

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC

EIN: 39-1923558

Name of Stock	End of Year Book Value	End of Year Fair Market Value
FMI INTERNATIONAL	40,498,729	40,498,729
FRED ALGER	61,457,297	61,457,297
OFI GLOBAL	40,293,263	40,293,263
VANGUARD S&P 500 INDEX	64,895,946	64,895,946
VANGUARD RUSSELL 2000 GROWTH	12,125,405	12,125,405
ACADIAN ASSET MANAGEMENT	32,457,847	32,457,847
EUROPEAN GROWTH FUND	38,574,130	38,574,130
FIDUCIARY MANAGEMENT	58,728,531	58,728,531

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC

EIN: 39-1923558

Category/ Item	Listed at Cost or FMV	Book Value	End of Year Fair Market Value
ABERDEEN PRIVATE EQUITY	AT COST	49,494,626	49,494,626
ANGELO GORDON ENERGY	AT COST	544,662	544,662
CLAIRION LION PROPERTIES FUND	AT COST	23,661,462	23,661,462
NIS	AT COST	29,023,022	29,023,022
PARAMETRIC	AT COST	43,229,643	43,229,643
PINEHURST INSTITUTIONAL LTD	AT COST	26,050,462	26,050,462
PORTFOLIO ADVISORS	AT COST	3,449,598	3,449,598
PRISA III	AT COST	29,955,741	29,955,741
PRUDENTIAL CAPITAL PARTNERS	AT COST	26,242,947	26,242,947
RREEF INSTITUTIONAL	AT COST	17,818,183	17,818,183
SUMMIT PARTNERS CREDIT	AT COST	20,617,428	20,617,428
CRESCENT PRIVATE CREDIT PARTNERS	AT COST	8,700,397	8,700,397

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC

EIN: 39-1923558

Category	Amount	Net Investment Income	Adjusted Net Income	Disbursements for Charitable Purposes
QUARLES & BRADY	23,861	0	0	15,057

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC
EIN: 39-1923558

Description	Revenue and Expenses per Books	Net Investment Income	Adjusted Net Income	Disbursements for Charitable Purposes
BANK SERVICE CHARGES	5,513	0	0	5,513
COMPUTER TECHNOLOGY	63,029	0	0	63,029
DUES & SUBSCRIPTIONS	12,710	0	0	12,710
FURNITURE	182	0	0	182
RECRUITMENT EXPENSES	0	0	0	0
MEMORIALS/MISC	-2,944	0	0	-2,944
OFFICE SUPPLIES	15,966	0	0	15,966
POSTAGE & DELIVERY	487	0	0	487
KEEN DIGITAL ENGAGEMENT PLATFORM (DCA)	2,373,322	0	0	2,373,322
KEEN FACULTY DEVELOPMENT (DCA)	454,530	0	0	454,530

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC

EIN: 39-1923558

Description	Revenue And Expenses Per Books	Net Investment Income	Adjusted Net Income
PARTNERSHIP INCOME	6,417,701	7,325,334	6,417,701
PRIOR YEAR GRANT REFUND	315,944		315,944

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC

EIN: 39-1923558

Description	Amount
CY UNREALIZED GAIN	23,540,597

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC
EIN: 39-1923558

Category	Amount	Net Investment Income	Adjusted Net Income	Disbursements for Charitable Purposes
AARON JAGDFELD - INVESTMENT CONSULTING	3,000	3,000	0	0
ACADIAN - INVESTMENT ADVISORY SERVICES	111,760	111,760	0	0
BANK OF AMERICA - CUSTODY SERVICES	41,718	41,718	0	0
BETTER PARTNERS, LLC - CONSULTING	14,663	0	0	0
CARION LION - INVESTMENT ADVISORY SERVICES	240,842	240,842	0	0
FIDUCIARY MANAGEMENT - INVESTMENT ADVISORY SERVICES	253,588	253,588	0	0
FRED ALGER - INVESTMENT ADVISORY SERVICES	389,839	389,839	0	0
GARY LATO - INVESTMENT CONSULTING	3,000	3,000	0	0
JP MORGAN - INVESTMENT ADVISORY SERVICES	0	0	0	0
MARQUETTE ASSOCIATES - INVESTMENT ADVISORY SERVICES	137,000	137,000	0	0
NIS - INVESTMENT ADVISORY SERVICES	313,426	313,426	0	0
OFI GLOBAL - INVESTMENT ADVISORY SERVICES	307,687	307,687	0	0
PARAMETRIC - INVESTMENT ADVISORY SERVICES	126,655	126,655	0	0
PRISA III - INVESTMENT ADVISORY SERVICES	670,654	670,654	0	0
- INVESTMENT ADVISORY SERVICES	473,645	473,645	0	0
GERALD DIMSDALE - CONSULTING	24,463	0	0	24,463
RREEF - INVESTMENT ADVISORY SERVICES	200,136	200,136	0	0
WISDOM FOR GOOD - CONSULTING	95,095	0	0	95,095
BAKER TILLY VIRCHOW KRAUSE, LLP - CONSULTING	58,005	0	0	58,005
WARREN PIERSON - INVESTMENT CONSULTING	2,500	2,500	0	0
PEOPLEFIRST HR SOLUTIONS INC. - CONSULTING	2,975	0	0	2,975
MARK NAGURKA - CONSULTING	42	0	0	42
GEOFFREY HSU - CONSULTING	757	0	0	757
MADE TO FLOURISH (MTF) - CONSULTING	4,200	0	0	4,200
JASON HILES - CONSULTING	1,588	0	0	1,588
MICHAEL STRAIN - CONSULTING	35,000	0	0	35,000
THOMAS KEPPELER - CONSULTING	47,215	0	0	47,215
RICHARD REEVES - CONSULTING	35,000	0	0	35,000
EDDY SHIGLEY - CONSULTING	20,373	0	0	20,373

TY 2020 IRS 990 e-File Render

Name: THE ROBERT D AND PATRICIA E KERN
FAMILY FOUNDATION INC

EIN: 39-1923558

Category	Amount	Net Investment Income	Adjusted Net Income	Disbursements for Charitable Purposes
FEDERAL EXCISE TAX PAYMENT	344,333	0	0	0
STATE INCOME TAX PAYMENT	18,347	0	0	0