EXTENDED TO NOVEMBER 15, 2022

Return of Organization Exempt From Income Tax

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

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

OMB No. 1545-0047

<u> </u>	OI UI	e 2021 Calendar year, or tax year beginning	enuing		
В	Check if	C Name of organization		D Employer identifi	cation number
	Addre				
F	Name			**-***07	52
F	Initial return		E Telephone numbe	r	
F	Final returr	1155 I THINEAN AVENUE NW	Room/suite	202-686-	
	termi ated	City or town, state or province, country, and ZIP or foreign postal code		G Gross receipts \$	79,425,268.
	Amer	nded MACHINGMON DC 20000		H(a) Is this a group re	eturn
	Appli tion	F Name and address of principal officer: LUCY RHAME		for subordinates	
	pend	SAME AS C ABOVE		H(b) Are all subordinates in	
1	Tax-ex	tempt status: $X = 501(c)(3) = 501(c)(3)$ (insert no.) $4947(a)(1)$	or 527	If "No," attach a	list. See instructions
		ite: ▶ WWW.HILLWOODMUSEUM.ORG		H(c) Group exemption	n number 🕨
		f organization: X Corporation Trust Association Other	L Year	of formation: 1967	M State of legal domicile; DC
Pa	art I	Summary			
a)	1	Briefly describe the organization's mission or most significant activities: <u>HILL</u>			UM &
Activities & Governance		GARDEN'S (HILLWOOD) MISSION IS TO SHARE T	HE RE	NOWNED ART	
rna	2	Check this box if the organization discontinued its operations or dispos	sed of more	than 25% of its net as:	
Š	3	Number of voting members of the governing body (Part VI, line 1a)		3	27
ه ص	4	Number of independent voting members of the governing body (Part VI, line 1b)		4	27
es	5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)		5	103
Ĭ	6	Total number of volunteers (estimate if necessary)		<u>6</u>	368
Act	7 a	Total unrelated business revenue from Part VIII, column (C), line 12		<u>7a</u>	0.
_	b	Net unrelated business taxable income from Form 990-T, Part I, line 11	·····	7b	0.
		Ocabillations and smalls (Bod MIII For All)		Prior Year 4,287,940.	Current Year 3,331,101.
Revenue	8	Contributions and grants (Part VIII, line 1h)		304,849.	841,695.
	9	Program service revenue (Part VIII, line 2g)		8,661,169.	15,454,124.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		81,216.	681,803.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		13,335,174.	20,308,723.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0.	0.
	14			0.	0.
	4-	Salaries, other compensation, employee benefits (Part IX, column (A), line 4)		5,435,392.	5,595,762.
ses	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.
Expenses	h	Total fundraising expenses (Part IX, column (D), line 25) 465, 20	65.		
X	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		5,268,770.	6,173,252.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		10,704,162.	11,769,014.
	19	Revenue less expenses. Subtract line 18 from line 12		2,631,012.	8,539,709.
or or	3	,		eginning of Current Year	End of Year
Net Assets or	20	Total assets (Part X, line 16)		344,548,092.	379,536,354.
ASS	21	Total liabilities (Part X, line 26)		2,272,508.	1,717,579.
<u>Ret</u>	22	Net assets or fund balances. Subtract line 21 from line 20	3	342,275,584.	377,818,775.
Pa	art II	Signature Block			
Und	ler pen	alties of perjury, I declare that I have examined this return, including accompanying schedules	s and statem	ents, and to the best of my	y knowledge and belief, it is
true	, corre	ct, and complete. Declaration of preparer (other than officer) is based on all information of wh	nich preparer	has any knowledge.	
Sig	n	Signature of officer		Date	
Hei	e e	LUCY RHAME, TREASURER			
		Type or print name and title	1	Date Check Γ	PTIN
<u>.</u>		Print/Type preparer's name Preparer's signature		:, L	
Paid		OLIVIA A. HUTTON, CPA OLIVIA A. HUTTON	N, CP	09/30/22 self-employ	p00964688 **-***9263
	parer	Firm's name YOUNT, HYDE & BARBOUR, P.C.		Firm's EIN ▶	···- · · · · 9 <u>/</u> 0 3
use	Only	Firm's address P.O. BOX 2560 WINCHESTER, VA 22604-1760		Dhana na 5 1	0-662-3417
	ı, tha !	RS discuss this return with the preparer shown above? See instructions		Prione no. 3 4	X Yes No
ivid	y ule l	no discuss this return with the preparer shown above? See instructions			44 165 140

rai	Tim Statement of Frogram 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:	
	HILLWOOD ESTATE, MUSEUM & GARDEN'S (HILLWOOD) MISSION IS TO SHARE THE	
	RENOWNED ART COLLECTIONS, EXCEPTIONAL GARDENS AND RELATED PUBLIC AND	
	EDUCATIONAL PROGRAMS WITH A WIDE AND DIVERSE AUDIENCE. SINCE ITS	
	OPENING, HILLWOOD HAS SERVED HUNDREDS-OF-THOUSANDS OF VISITORS,	
2	Did the organization undertake any significant program services during the year which were not listed on the	
	prior Form 990 or 990-EZ?	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 \$4 , 752 , 399 • including grants of \$) (Revenue \$)
	PHYSICAL PLANT: HILLWOOD'S TWENTY-FIVE ACRE ESTATE COMPRISES TWELVE	
	ACRES OF MANICURED GARDENS, INCLUDING A JAPANESE-STYLE GARDEN, A FRENCH	<u> </u>
	PARTERRE, A ROSE GARDEN, PUTTING GREEN, CUTTING GARDEN, AND MANY	
	PATHWAYS WINDING THROUGH AZALEAS AND OTHER BLOOMING SHRUBS, SURROUNDED	
	BY THIRTEEN ACRES OF WOODLANDS. THE 26,000 SQUARE FOOT MANSION, OPEN	
	TO THE PUBLIC, DISPLAYS POST'S EXTENSIVE ART COLLECTIONS IN THE	
	ORIGINAL DOMESTIC SETTING SHE CREATED FOR HER OWN AND HER GUESTS'	
	ENJOYMENT AND TO BE LEFT FOR THE BENEFIT OF THE PUBLIC AFTER HER	
	DEMISE. OTHER BUILDINGS ON THE CAMPUS INCLUDE THE VISITORS CENTER,	
	GREENHOUSES, CAFE, LIBRARY, TWO BUILDINGS WHERE SPECIAL EXHIBITS ARE	
	SHOWN, AND NUMEROUS STAFF BUILDINGS. THERE ARE A TOTAL OF SIXTEEN	
	STRUCTURES AND ONE PARKING DECK ON SITE.	
4b	(Code:) (Expenses \$2, 112, 177. including grants of \$) (Revenue \$))
	COLLECTIONS: IMPORTANT COLLECTIONS OF RUSSIAN IMPERIAL ART, FRENCH	
	DECORATIVE ARTS, COSTUMES, TEXTILES AND JEWELRY ARE DISPLAYED IN THE	
	MANSION AND THROUGH SPECIAL EXHIBITIONS. HIGHLIGHTS OF THE RUSSIAN	
	COLLECTION INCLUDE AN 1884 DIAMOND CROWN WORN BY THE LAST EMPRESS	
	ALEXANDRA AT HER MARRIAGE TO NICHOLAS II; AND A COMPREHENSIVE COLLECTION OF SOME EIGHTY WORKS BY FABERGE, INCLUDING TWO IMPERIAL	
	EASTER EGGS. THE FRENCH HOLDINGS INCLUDE FUNISHINGS, TAPESTRIES AND PORCELAIN, PRIMARILY FROM THE 18TH CENTURY, NUMEROUS PIECES OF FAMED	
	SEVRES PORCELAIN AND SPECTACULAR BEAUVAIS TAPESTRIES DESIGNED BY	
	FRANCOIS BOUCHER. THE FASHION HOLDINGS SPAN THE FIRST SEVEN DECADES OF	~
	THE TWENTIETH CENTURY AND THE JEWELRY COLLECTION FEATURES HISTORICAL	
	PIECES AND WORKS FROM THE MAIN JEWELRY HOUSES FOT EH 1900'S, INCLUDING	
4c	1 026 162	
	INTERPRETATION AND PROGRAMS: THROUGH ITS IMMERSIVE VISITOR EXPERIENCE,	′
	ROBUST CALENDAR OF SPECIAL EXHIBITIONS AND PUBLIC AND EDUCATIONAL	
	PROGRAMS, HILLWOOD SERVES OVER 80,000 INDIVIDUALS ANNUALLY. ALL	
	VISITORS TO HILLWOOD HAVE ACCESS TO INFORMATIONAL TOURS, INCLUDING	
	DOCENT-LED TOURS, SELF-GUIDED TOURS ACCOMPANIED BY RICH INFORMATIONAL	
	BOOKLETS AVAILABLE IN ENGLISH, FRENCH, SPANISH AND RUSSIAN, AND	
	SELF-GUIDED AUDIO TOURS FOR THE MANSION AND GARDENS, ALL OF WHICH ARE	
	SUPPLEMENTED BY EXPLANATORY OBJECT LABELS.	
	HILLWOOD ROUTINELY ENGAGES WITH COMMUNITY PARTNERS THAT INCLUDE, BUT	
	ARE NOT LIMITED TO THE ART DECO SOCIETY, ENVIRONMENTAL FILM FESTIVAL,	
	LEVINE SCHOOL OF MUSIC, RAINBOW FAMILIES, KIDS EUROFEST, GIRL SCOUT	
4d	Other program services (Describe on Schedule O.)	
	(Expenses \$ including grants of \$) (Revenue \$)	
4e	Total program service expenses ► 8,800,739.	
	_ 000 -	

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
-	during the tax year? If "Yes," complete Schedule C, Part II	4		х
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
•	similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to	Ť		
U	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	-		-23
′		7		x
_	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	-		
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete		Х	
_	Schedule D, Part III	8		
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			٦,
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X,			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	X	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b	X	
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		Х
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		Х
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		Х
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes." complete			
	Schedule D, Parts XI and XII	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
_	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Х
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		Х
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
~	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		x
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any	110		
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		х
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			
10		16		x
17	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	10		-23
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	47		х
10	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines	40	Х	
40	1c and 8a? If "Yes," complete Schedule G, Part II	18		
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			v
00	complete Schedule G, Part III	19		X
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			37
	domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I. Parts I and II	21		X

Form 990 (2021) Part IV Checklist of Required Schedules (continued)

			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23	Х	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
Lou	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
h	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
		25b		x
26	Schedule L, Part I Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current	200		
20	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L. Part II	26		X
27		20		1
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,			
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		X
00		21		-25
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV,			
_	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If	00-		x
	"Yes," complete Schedule L, Part IV	28a		X
	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		
С	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If	00-		X
	"Yes," complete Schedule L, Part IV	28c	Х	<u>├</u> ^
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		_
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			₩
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			177
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			7.7
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			٠,,
	Part V, line 1	34		X
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		-
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?			
Da	Note: All Form 990 filers are required to complete Schedule O	38	X	<u> </u>
Pa				
	Check if Schedule O contains a response or note to any line in this Part V			Ш
	1 1		Yes	No
	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 25	-		
	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
	(gambling) winnings to prize winners?	1c	X	

132004 12-09-21

Form 990 (2021) HILLWOOD ESTATE, MUSEUM & GARDENS

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

	t (continued)			
			Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,			
	filed for the calendar year ending with or within the year covered by this return			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.			
За	0 7	За		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a			
	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X
b	If "Yes," enter the name of the foreign country			
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit			
	any contributions that were not tax deductible as charitable contributions?	6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts			
	were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required			
	to file Form 8282?	7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year			
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
•	sponsoring organization have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.	0-		
a b	Did the sponsoring organization make any taxable distributions under section 4966? Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9a 9b		
10	Section 501(c)(7) organizations. Enter:	30		
а	Initiation fees and capital contributions included on Part VIII, line 12			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
11	Section 501(c)(12) organizations. Enter:			
	Gross income from members or shareholders			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against			
~	amounts due or received from them.)			
12a	• • • • • • • • • • • • • • • • • • • •	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	Note: See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which the			
	organization is licensed to issue qualified health plans			
С	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Х
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or			
	excess parachute payment(s) during the year?	15		Х
	If "Yes," see the instructions and file Form 4720, Schedule N.			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		Х
	If "Yes," complete Form 4720, Schedule O.			
17	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any			
	activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17		
	If "Ves " complete Form 6069			

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
Sec	tion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year			
	If there are material differences in voting rights among members of the governing body, or if the governing			
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.			
b	Enter the number of voting members included on line 1a, above, who are independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			
	officer, director, trustee, or key employee?	2	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision			
	of officers, directors, trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6	Did the organization have members or stockholders?	6		Х
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or			
	more members of the governing body?	7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or			
	persons other than the governing body?	7b		Х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
а	The governing body?	8a	Х	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the			
•	organization's mailing address? If "Yes." provide the names and addresses on Schedule O	9		Х
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			
	(This Section B requests information about policies not required by the internal rievenue code.)		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	100	X
	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,	100		
	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
112	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a		Х
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.	1 Ia		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Х	
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
b	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe	120	-21	
С		400	Х	
40	on Schedule O how this was done	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14		
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?		37	
	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a			77
	taxable entity during the year?	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation			
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's			
	exempt status with respect to such arrangements?	16b		
	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ► NONE			
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)	availat	ole
	for public inspection. Indicate how you made these available. Check all that apply.			
	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	financ	cial	
	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			
	DOUGLAS ROSE - 202-686-8500			
	4155 LINNEAN AVENUE NW, WASHINGTON, DC 20008			

132006 12-09-21 Form **990** (2021)

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

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

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

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

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

Check this box if neither the organization ne	or any related o	orga	nizat	ion	com	npen	sat	ed any current officer, di	rector, or trustee.	
(A)	(B)			(0)			(D)	(E)	(F)
Name and title	Average	(do	not ch	Posi	ition		200	Reportable	Reportable	Estimated
	hours per	box	, unles	s per	son is	s both	n an	compensation	compensation	amount of
	week		cer and	d a di	recto	r/trus I	tee)	from	from related	other
	(list any	ector						the	organizations	compensation
	hours for	or dir	g.			ated		organization	(W-2/1099-MISC/	from the
	related	ıstee	truste		g.	bens		(W-2/1099-MISC/	1099-NEC)	organization
	organizations below	ual tri	ional		ploye	t com		1099-NEC)		and related
	line)	ndividual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations
(1) KATE MARKERT	40.00	=	=	0	<u>×</u>	Ι ω	-			
EXECUTIVE DIRECTOR				Х				416,518.	0.	48,563.
(2) LYNN ROSSOTTI	40.00									
DIRECTOR OF EXTERNAL AFFAI						X	Ľ	141,822.	0.	31,160.
(3) SAMANTHA HERNANDEZ	40.00									
DIRECTOR OF HUMAN RESOURCE				-4		Х		137,145.	0.	31,118.
(4) WILFRIED ZEISLER	40.00							425 224		4.4 5.54
CHIEF CURATOR	40.00		\checkmark			Х		137,231.	0.	14,571.
(5) DOUGLAS ROSE	40.00		Ť	7.7				142 042	_	E 100
DIRECTOR OF FINANCE	40.00			Х				143,942.	0.	5,108.
(6) ED VREELAND DIRECTOR OF OPERATIONS AND	40.00	-				x		124,108.	0.	24,094.
(7) BRIAN GREENFIELD	40.00					^		124,100.	0.	24,034.
SR HEAD OF ENGINEERING & SUSTAINABII	#0.00					X		112,592.	0.	0.
(8) NANCY APPLEBY	1.00							112/3321	•	
TRUSTEE		Х						0.	0.	0.
(9) ELLEN MACNEILLE CHARLES	2.00									
PRESIDENT EMERITA		Х		Х				0.	0.	0.
(10) AMY MEADOWS	1.00									_
PRESIDENT	1 00	Х		X				0.	0.	0.
(11) KATHRYN VIGE HICKS	1.00	3,7		٦,					,	0
SECRETARY (12) LUCY S RHAME	1 00	Х		Х				0.	0.	0.
TREASURER	1.00	Х		х				0.	0.	0.
(13) JOCELYN LINKE	1.00	Λ		^				0.	0.	<u>U•</u>
TRUSTEE	1.00	х						0.	0.	0.
(14) AMY BALLARD	1.00								•	
TRUSTEE		х						0.	0.	0.
(15) SALLY E CHAPOTON	1.00									
TRUSTEE		Х						0.	0.	0.
(16) SUSAN BOLLENDORF	1.00									
VICE PRESIDENT		Х		X				0.	0.	0.
(17) JACQUELINE T. COPLAND	1.00	_						_	_	_
TRUSTEE		Х						0.	0.	0.

132007 12-09-21

) ESTATE,	<u> </u>	เบร	ΈU	М	δc	ĠΑ	RDENS	* * - * * * 0	/5∠ Page o
Part VII Section A. Officers, Directors, Tru	ustees, Key Em	oloy	ees,	and	d Hig	ghes	st C	ompensated Employee	s (continued)	
(A)	(B)				C)			(D)	(E)	(F)
Name and title	Average	(do		Pos		າ than ເ	one	Reportable	Reportable	Estimated
	hours per	box	, unle	ss pe	rson i	is both or/trus	n an	compensation	compensation	amount of
	week		cer an	ia a a	irecto	or/trus	tee)	from	from related	other
	(list any hours for	director						the	organizations	compensation
	related	or di	99			sated		organization (W-2/1099-MISC/	(W-2/1099-MISC/ 1099-NEC)	from the organization
	organizations	rustee	nstitutional trustee		99	n be u		1099-NEC)	1099-NEC)	and related
	below	dual t	rtiona	_	nploy	st cor	-	1033 (420)		organizations
	line)	Individual trustee or	Institu	Officer	Key employee	Highest compensated employee	Former			
(18) SOPHIE HAWKINS	1.00									
ASSISTANT TREASURER		Х		Х				0.	0.	0.
(19) SOPHIE GHEZAI	1.00									
TRUSTEE		Х						0.	0.	0.
(20) JOSHUA HILDRETH	1.00									
TRUSTEE		Х						0.	0.	0.
(21) ANDREW IVERSON	1.00	<u> </u>							•	
TRUSTEE		Х						0.	0.	0.
(22) GEORGE IVERSON	1.00									
TRUSTEE		Х						0.	0.	0.
(23) BETSY SCOTT KLEENLATT	1.00									
TRUSTEE		Х						Ů.	0.	0.
(24) MARK LOWHAM	1.00							6		
TRUSTEE		Х						0.	0.	0.
(25) ALISON CADY MARTIN	1.00									
TRUSTEE		Х						0.	0.	0.
(26) BETH NEWBURGER	1.00									
TRUSTEE		Х						0.	0.	0.
1b Subtotal							▶	1,213,358.	0.	154,614.
c Total from continuation sheets to Part	VII, Section A						▶	0.	0.	0.
d Total (add lines 1b and 1c)							<u> </u>	1,213,358.	0.	154,614.
2 Total number of individuals (including but	not limited to th	ose	liste	d at	ove	e) wh	o re	ceived more than \$100,	000 of reportable	
compensation from the organization			•							8
		100								1 1

Yes Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual 3 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual Х 4 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes." complete Schedule J for such person

Section B. Independent Contractors

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
WHITING TURNER COMPANY	GENERAL CONSTRUCTION	
300 EAST JOPPA ROAD, BALTIMORE , MD 21286	MANAGEMENT	1,482,516.
SECURITAS SECURITY SERVICES, 1401 SOUTH		
CLARK STREET, ARLINGTON, VA 22202	SECURITY SERVICES	1,063,133.
LAPLACA COHEN , 520 BROADWAY, 11TH FLOOR,		
NEW YORK, NY 10012	ADVERTISING SERVICES	386,222.
SPACE SAVER SYSTEMS, INC., 10800		
CONNECTICUT AVENUE, KENSINGTON, MD 20895	STORAGE SYSTEM	339,693.
CONSTRUCTION TRADE SERVICES, 603 EAST	CONSTRUCTION	
CHURCH STREET, FREDERICK , MD 21701	SERVICES	188,357.
2 Total number of independent contractors (including but not limited to those listed	d above) who received more than	
\$100,000 of compensation from the organization > 7		

SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 HILLWOOD	ESTATE,	, M	IUS	EU	ΙM	&	GΑ	RDENS	**_**	0752
Part VII Section A. Officers, Directors, To									ees (continued)	
(A)	(B)				C)			(D)	(E)	(F)
Name and title	Average				ition	ı		Reportable	Reportable	Estimated
	hours	(c			that		ly)	compensation	compensation	amount of
	per							from	from related	other
	week	_				oyee		the	organizations	compensation
	(list any	irecto				emp		organization	(W-2/1099-MISC)	from the
	hours for related	e or d	tee			sated		(W-2/1099-MISC)		organization and related
	organizations	Individual trustee or director	Institutional trustee		yee	Highest compensated employee				organizations
	below	idual	ution	 	Key employee	estco	er			
	line)	Indiv	Instit	Officer	Key e	Highe	Former			
(27) SARA O'KEEFE	1.00									
TRUSTEE		Х						0.	0.	0.
(28) W. BRETT REES	1.00									
TRUSTEE		Х						0.	0.	0.
(29) DONNA ROBERTS	1.00									
TRUSTEE		Х						0.	0.	0.
(30) NEDENIA C. RUMBOUGH	1.00								•	
TRUSTEE		Х						0.	0.	0.
(31) STANLEY H. RUMBOUGH	1.00									
TRUSTEE		Х						0.	0.	0.
(32) JANICE SHRADER	1.00									
TRUSTEE		Х						0.	0.	0.
(33) DOUGLAS REID WEIMER, ESQ.	1.00									
TRUSTEE		Х						0.	0.	0.
(34) GAIL BERRY WEST	1.00									
TRUSTEE		Х						0.	0.	0.
(35) MARY EMERSON SLIMP	1.00				. \					
FIRST VICE PRESIDENT		Х		X				0.	0.	0.
				4						
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Total to Part VII, Section A, line 1c										
otal to Falt VII, Oction A, III e 10								I	<u> </u>	

Form 990 (2021) HILLWOO
Part VIII Statement of Revenue

		Check if Schedule O contains a response of	or note to anv lin	e in this Part VIII			
		<u> </u>	,	(A)	(B)	(C)	(D)
				Total revenue	Related or exempt	Unrelated	Revenuè excluded from tax under
					function revenue	business revenue	sections 512 - 514
SS	1 9	Federated campaigns 1a					
Contributions, Gifts, Grants and Other Similar Amounts			705,342.				
S S		Membership dues 1b 1c 1c	461,742.				
fts,		I Related organizations 1d	101,711.				
ig ig			713,934.				
ons,		Government grants (contributions) 1e	713,334.				
utio er (T	All other contributions, gifts, grants, and	1 450 002				
ĕ		similar amounts not included above 1f	1,450,083.				
ont	_	Noncash contributions included in lines 1a-1f		2 221 101			
<u>0</u> 8	n	Total. Add lines 1a-1f		3,331,101.			
		A DVT GGT OVG	Business Code	752 766	752 766		
<u>c</u>	2 a	ADMISSIONS	900099	753,766.	753,766.		
Program Service Revenue	b	INTERPRETATION AND PROGRAMS	900099	87,929.	87,929.		
ı S.	C	:				•	
ran 3ev	C						_
og F	e	·					_
ڇ	f	All other program service revenue					
	ç	Total. Add lines 2a-2f		841,695.			
	3	Investment income (including dividends, interest	st, and	C			
		other similar amounts)		4,936,082.			4936082.
	4	Income from investment of tax-exempt bond pr	roceeds				
	5	Royalties		3,283.			3,283.
		(i) Real	(ii) Personal	CX			
	6 a	Gross rents 6a					
	b	Less: rental expenses 6b					
	c	Rental income or (loss) 6c					
	c	Net rental income or (loss)					
	7 a	Gross amount from sales of (i) Securities	(ii) Other				
		assets other than inventory 7a 69,002,809.					
	b	Less: cost or other basis					
e e		and sales expenses 7b 58,484,767.					
her Revenue	c	Gain or (loss) 7c 10,518,042,					
ě		Net gain or (loss)		10,518,042.			10518042.
e		Gross income from fundraising events (not	,				
퉏	-	including \$ 461,742. of					
		contributions reported on line 1c). See					
		Part IV, line 18 8a	68,800.				
	b	Less: direct expenses 8b	133,093.				
		Net income or (loss) from fundraising events		-64,293.			-64,293.
		Gross income from gaming activities. See					,
		Part IV, line 19 9a					
	b	Less: direct expenses 9b					
		Net income or (loss) from gaming activities	•				
		Gross sales of inventory, less returns					
	10 6	and allowances 10a	693,365.				
	h	Less: cost of goods sold 10b					
		Net income or (loss) from sales of inventory	—	194,680.	194,680.		
\dashv			Business Code				
sn	11 -	MISCELLANEOUS REVENUE	900099	547,783.			547,783.
Jeo Tue	11 d	LIBRARY BOOK SALE	900099	250.			250.
Miscellaneous Revenue	-	HONORARIA	900099	100.			100.
Sce	-			100.			100.
Ξ	-	I All other revenue	<u> </u>	548,133.			
		Total rayanua Saa instructions	P	20,308,723.	1,036,375.	0.	15941247.
	12	Total revenue. See instructions	<u></u>	20,300,723.	1,000,070.	ı	10/2141.

Form 990 (2021) HILLWOOD ESTATE, MUSEUM & GARDENS Part IX Statement of Functional Expenses

Sect	ion 501(c)(3) and 501(c)(4) organizations must comp	olete all columns. All othe	er organizations must con	nplete column (A).	
	Check if Schedule O contains a respon	se or note to any line in	this Part IX		
	not include amounts reported on lines 6b, 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				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,	465 004		455 004	
	trustees, and key employees	465,081.		465,081.	
6	Compensation not included above to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)	4 077 075	0 001 617	010 620	072 700
7	Other salaries and wages	4,077,975.	2,891,617.	912,630.	273,728
8	Pension plan accruals and contributions (include	210 025	155,642.	20 660	14 722
_	section 401(k) and 403(b) employer contributions)	210,035. 475,348.	368,540.	39,660. 71,921.	14,733 34,887
9	Other employee benefits	367,323.	239,976.	104,630.	22,717
10	Payroll taxes	307,323.	239,970.	104,030.	22,111
11	Fees for services (nonemployees):				
a	Management				
b		41,900.		37,900.	4,000
C		41,900.	1	31,900.	4,000
d	Lobbying				
e f	Investment management fees	321,908.		321,908.	
g		321/3001		32273000	
9	column (A), amount, list line 11g expenses on Sch 0.)	62,744.	52,668.	619.	9.457.
12	Advertising and promotion	312,224.	280,008.	20,266.	9,457. 11,950.
13	Office expenses	2,000,157.	1,793,781.	129,825.	76,551
14	Information technology	219,611.	196,952.	14,254.	8,405.
15	Royalties		•	,	•
16	Occupancy	1,108,876.	1,060,963.	43,699.	4,214.
17	Travel	30,394.	27,258.	1,973.	1,163.
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	505,700.	326,071.	191,419.	-11,790.
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	1,187,705.	1,068,429.	119,276.	
23	Insurance	191,939.	170,251.	21,334.	354.
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.)				
а	DITTE AND GUDGOD TRUTONG	50,902.	45,650.	3,304.	1,948
b	HOUSE CONSERVATION PROJ	50,287.	50,287.	,	•
c	COLLECTIONS PURCHASED	43,315.	43,315.		
d	HONORARIA	28,634.	25,679.	1,859.	1,096
е	All other expenses	16,956.	3,652.	1,452.	11,852
25	Total functional expenses. Add lines 1 through 24e	11,769,014.	8,800,739.	2,503,010.	465,265
26	Joint costs. Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				

Form 990 (2021)
Part X | Balance Sheet

Par	tΧ	Balance Sheet					
		Check if Schedule O contains a response or not	e to an	y line in this Part X			
					(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing			1,238,636.	1	607,445.
	2	Savings and temporary cash investments			26,741,228.	2	18,613,813.
	3	Pledges and grants receivable, net			804,754.	3	262,357.
	4	Accounts receivable, net				4	
	5	Loans and other receivables from any current or					
		trustee, key employee, creator or founder, subst					
		controlled entity or family member of any of thes	e pers	ons		5	
	6	Loans and other receivables from other disquali	fied per	rsons (as defined			
		under section 4958(f)(1)), and persons described		6			
ets	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use			554,168.	8	435,223.
ğ	9	Prepaid expenses and deferred charges			187,683.	9	192,162.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	52,806,731.			
	b	basis. Complete Part VI of Schedule D Less: accumulated depreciation	10b	34,935,642.	16,860,955.	10c	17,871,089.
	11	Investments - publicly traded securities				11	
	12	Investments - other securities. See Part IV, line 1	1		298,160,668.	12	341,554,265.
	13	Investments - program-related. See Part IV, line				13	
	14	Intangible assets			9	14	
	15	Other assets. See Part IV, line 11			244 540 000	15	270 526 254
	16	Total assets. Add lines 1 through 15 (must equ			344,548,092.		379,536,354.
	17	Accounts payable and accrued expenses			1,750,352.	17	1,717,579.
	18	Grants payable				18	
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21 22	Escrow or custodial account liability. Complete Loans and other payables to any current or form				21	
Liabilities	22	trustee, key employee, creator or founder, subst					
bilit		controlled entity or family member of any of thes				22	
Lia	23	Secured mortgages and notes payable to unrela				23	
	24	Unsecured notes and loans payable to unrelated				24	
	25	Other liabilities (including federal income tax, pa	,				
		parties, and other liabilities not included on lines					
		of Schedule D			522,156.	25	0.
	26	Total liabilities. Add lines 17 through 25			2,272,508.	26	1,717,579.
		Organizations that follow FASB ASC 958, che	ck her	e ▶ X			
ses		and complete lines 27, 28, 32, and 33.					
lanc	27	Net assets without donor restrictions			341,854,037.		377,480,380.
Ba	28	Net assets with donor restrictions			421,547.	28	338,395.
pur		Organizations that do not follow FASB ASC 9	58, che	eck here 🕨 🗌			
F.		and complete lines 29 through 33.					
Net Assets or Fund Balances	29	Capital stock or trust principal, or current funds				29	
set	30	Paid-in or capital surplus, or land, building, or ed	luipme	nt fund		30	
t As	31	Retained earnings, endowment, accumulated in	come,	or other funds		31	
Re	32	Total net assets or fund balances			342,275,584.		377,818,775.
	33	Total liabilities and net assets/fund balances .			344,548,092.	33	379,536,354.

or audits, explain why on Schedule O and describe any steps taken to undergo such audits

SCHEDULE A

(Form 990)

Total

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization **Employer identification number** **-***0752 HILLWOOD ESTATE, MUSEUM & GARDENS Reason for Public Charity Status. (All organizations must complete this part.) See instructions. Part I The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.) 6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from 10 activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 11 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C. Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization. Enter the number of supported organizations Provide the following information about the supported organization(s). (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other n your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) No above (see instructions))

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.)

Sec	tion A. Public Support						
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	2911158.	7761859.	3789441.	4287939.	3333786.	22084183.
2	Tax revenues levied for the organ-						
	ization'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	2911158.	7761859.	3789441.	4287939.	3333786.	22084183.
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)						3109418.
	Public support. Subtract line 5 from line 4.			C			18974765.
Sec	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7	Amounts from line 4	2911158.	7761859.	3789441.	4287939.	3333786.	22084183.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	4867390.	4877344.	5118726.	4257639.	4939365.	24060464.
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.)	25,000.	328.	847,562.	304,847.	1389827.	
11	Total support. Add lines 7 through 10	W)				_	48712211.
12	Gross receipts from related activities,						<u>,103,046.</u>
13	First 5 years. If the Form 990 is for the						
	organization, check this box and stop						>
	ction C. Computation of Publi					T I	20 OF
	Public support percentage for 2021 (li					14	38.95 % 40.66 %
15	Public support percentage from 2020					15	
16a	33 1/3% support test - 2021. If the containing and life is	-					, (37
L	stop here. The organization qualifies	. ,	•		line 15 in 22 1/20/		
D	33 1/3% support test - 2020. If the c						. \Box
47-	and stop here. The organization qual		• •		12 162 or 16b o		
17 a	10% -facts-and-circumstances test	-					
	and if the organization meets the facts		•	•		<u> </u>	. —
L	meets the facts-and-circumstances te 10% -facts-and-circumstances test	-			-	7a and line 15 is	
Ŋ	more, and if the organization meets the	-					10/0 01
	organization meets the facts-and-circu						ightharpoonup
1Ω	Private foundation. If the organization						
<u>18</u>	i iivate iouiidatioii. Ii tile orgaliizatio	ii did fiot bliech a l	JOA OIT III TO 13, 100	a, 100, 17a, 01 170	, officer tills box at	in see instructions	·

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

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

Sec	ction A. Public Support		,				
Cale	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")						
2	Gross receipts from admissions,						
	merchandise sold or services per-						
	formed, 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 bus-						
	iness under section 513						
4	Tax revenues levied for the organ-						
	ization'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						
7 <i>a</i>	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						
	Public support. (Subtract line 7c from line 6.)						
	ction B. Total Support			<u> </u>	T	T	T
	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
	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						
	Add lines 10a and 10b						
11	Net income from unrelated business activities not included on line 10b.						
	whether or not the business is						
40	regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital						
40	assets (Explain in Part VI.)						<u> </u>
	Total support. (Add lines 9, 10c, 11, and 12.)					04()(0)	<u> </u>
14	First 5 years. If the Form 990 is for the	•			•		
Sec	check this box and stop here ction C. Computation of Publi			·····			P
	Public support percentage for 2021 (I			column (fl)		15	
	Public support percentage from 2020		•	.,,		16	<u>%</u> %
	ction D. Computation of Inves					10	70
	Investment income percentage for 20			ne 13 column (f)		17	%
	Investment income percentage from					18	/ 0 %
	33 1/3% support tests - 2021. If the						
.56	more than 33 1/3%, check this box a						. —
h	33 1/3% support tests - 2020. If the						
_	line 18 is not more than 33 1/3%, che						
20	Private foundation If the organization						

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

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- **b** Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
- 4a Was any supported organization not organized in the United States ("foreign supported organization")? #
 "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
- **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? If "Yes," provide detail in Part VI.
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7?

 If "Yes." complete Part I of Schedule L (Form 990).
- 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.
 - b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.
- c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.
 - **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

	Yes	No
1		
•		
2		
3a		
3b		
30		
_		
3c		
4a		
4b		
4c		
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Par	rt IV Supporting Organizations (continued)			.g
	11 5 5 Continuedy		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and			
_	11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
	detail in Part VI.	11c		
Sec	ction 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	e or		
	more supported organizations have the power to regularly appoint or elect at least a majority of the organization's office			
	directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s)			
	effectively operated, supervised, or controlled the organization's activities. If the organization had more than one support			
	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.	ne 1		
2	Did the organization operate for the benefit of any supported organization other than the supported			
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,			
	supervised, or controlled the supporting organization.	2		
Sec	ction C. Type II Supporting Organizations		'	
			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors			
	or trustees of each of the organization's supported organization(s)? If "No." describe in Part VI how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
	the supported organization(s).	1		
Sec	ction D. All Type III Supporting Organizations			
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the			
	organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
	organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described on line 2, above, did the organization's supported organizations have a			
	significant voice in the organization's investment policies and in directing the use of the organization's			
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	supported organizations played in this regard	3		
Sec	ction 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 instru	ictions).		
а				
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
С	The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity	(see instruction	s).	
2	Activities Test. Answer lines 2a and 2b below.		Yes	No
а	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of			
	the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
	those supported organizations and explain how these activities directly furthered their exempt purposes,			
	how the organization was responsive to those supported organizations, and how the organization determined			
	that these activities constituted substantially all of its activities.	2a		
b	Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement,			
	one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in			
	Part VI the reasons for the organization's position that its supported organization(s) would have engaged in			
	these activities but for the organization's involvement.	2b		
3	Parent of Supported Organizations. Answer lines 3a and 3b below.			
а	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or			
	trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI.	3a		

b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes." describe in Part VI the role played by the organization in this regard.

Schedule A (Form 990) 2021

5

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

4

5

6

Enter greater of line 2 or line 3

instructions).

Income tax imposed in prior year

Distributable Amount. Subtract line 5 from line 4, unless subject to

emergency temporary reduction (see instructions)

Par	t V Type III Non-Functionally Integrated 509((a)(3) Supporting Orga	nizations _(continued)	
Secti	on D - Distributions			Current Year
1	Amounts paid to supported organizations to accomplish exer	mpt purposes	1	
2	Amounts paid to perform activity that directly furthers exemp	t purposes of supported		
	organizations, in excess of income from activity	2		
3	Administrative expenses paid to accomplish exempt purpose	3		
4	Amounts paid to acquire exempt-use assets	4		
5	Qualified set-aside amounts (prior IRS approval required - pro	5		
6	Other distributions (describe in Part VI). See instructions.	6		
7	Total annual distributions. Add lines 1 through 6.		7	
8	Distributions to attentive supported organizations to which the	ne organization is responsive		
	(provide details in Part VI). See instructions.		8	
9	Distributable amount for 2021 from Section C, line 6		9	
10	Line 8 amount divided by line 9 amount		10	
		(i)	(ii)	(iii)
Secti	on E - Distribution Allocations (see instructions)	Excess Distributions	Underdistributions Pre-2021	Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2021 (reason-			
	able cause required - explain in Part VI). See instructions.			
3	Excess distributions carryover, if any, to 2021			
<u>a</u>	From 2016			
b	From 2017			
с	From 2018			
d	From 2019			
е	From 2020			
f	Total of lines 3a through 3e	CV		
g	Applied to underdistributions of prior years			
<u>h</u>	Applied to 2021 distributable amount			
<u>i_</u>	Carryover from 2016 not applied (see instructions)			
<u>j_</u>	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2021 from Section D,			
	line 7: \$			
a	Applied to underdistributions of prior years			
<u>b</u>	Applied to 2021 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2021, if			
	any. Subtract lines 3g and 4a from line 2. For result greater			
	than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2021. Subtract lines 3h			
	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.			
7	Excess distributions carryover to 2022. Add lines 3j			
	and 4c.			
8	Breakdown of line 7:			
<u>a</u>	Excess from 2017			
<u>b</u>	Excess from 2018			
c	Excess from 2019			
	Excess from 2020			
_	Evoese from 2021			

Part VI	Cumplemental Information
rait VI	Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12;
	Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C,
	line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V,
	Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
	(See instructions.)
	. 5
	*

SCHEDULE C (Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527 Complete if the organization is described below. ► Attach to Form 990 or Form 990-EZ.

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

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

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

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

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

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

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

	ne of orga	nization				Emp	oloyer identification number
Da	and I A	HI	LLWOO	D ESTATE, MUSEUM	& GARDENS	ou is a section FO7 or	**-***0752
1 2	Political	a description of t	he organiz y expendit	anization is exempt under ation's direct and indirect politicatures gn activities	al campaign activities	in Part IV. ▶	
Pa	rt I-B	Complete it	f the org	anization is exempt unde	er section 501(c)(3).	
1	Enter the	amount of any	excise tax	incurred by the organization und	er section 4955		\$
				incurred by organization manage			
3	If the org	janization incurre	ed a sectio	n 4955 tax, did it file Form 4720 t	for this year?		Yes No
4a	Was a co	orrection made?					Yes No
		describe in Part	IV.	onization is avampt und	v section 501/s)	eveent eastion FO1/s	»)(9)
	rt I-C			anization is exempt und			
		•	-	by the filing organization for sec			\$
2				ization's funds contributed to oth	•		Φ.
•	•	unction activities		. Add lines 1 and 2. Enter here ar		>	
3			-				↑
4	Did the f	iling organization	file Form	1120-POL for this year?			Yes No
5	Enter the made par contribute	e names, address yments. For eac tions received th	ses and en h organiza at were pr	nployer identification number (EIN tion listed, enter the amount paid omptly and directly delivered to a additional space is needed, provi	N) of all section 527 po I from the filing organia separate political org	olitical organizations to whic zation's funds. Also enter th anization, such as a separa	h the filing organization ne amount of political
		(a) Name		(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0

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

Schedule C (Form 990) 2021

LHA

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Schedule C (Form 990) 2021 Part II-A Complete if the org	janization is ex	ESTATE , MUSEU empt under sectio	n 501(c)(3) and file	ed Form 5768 (el	***0752 Pagection under	je 2
section 501(h)).						
A Check ▶ if the filing organiza	ation belongs to an	affiliated group (and list i	n Part IV each affiliated	group member's nam	ne, address, EIN,	
expenses, and sha	ū	•			, , ,	
B Check ▶ ☐ if the filing organiza	ation checked box A	and "limited control" pr	ovisions apply.			
	its on Lobbying Ex ditures" means an	penditures nounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated gro totals	up
1a Total lobbying expenditures to influ	uence public opinio	n (grassroots lobbying)				
b Total lobbying expenditures to influ	uence a legislative l	oody (direct lobbying)				
c Total lobbying expenditures (add li	ines 1a and 1b)					
d Other exempt purpose expenditure						
e Total exempt purpose expenditure						
f Lobbying nontaxable amount. Enter						
If the amount on line 1e, column (a) o		lobbying nontaxable an				
Not over \$500,000	20%	of the amount on line 1e				
Over \$500,000 but not over \$1,000	0,000 \$100	,000 plus 15% of the exc	cess over \$500,000.			
Over \$1,000,000 but not over \$1,5	500,000 \$175	,000 plus 10% of the exc	cess over \$1,000,000.			
Over \$1,500,000 but not over \$17	,000,000 \$225	,000 plus 5% of the exce	ess over \$1,500,000.	X		
Over \$17,000,000	\$1,0	00,000.				
•						
g Grassroots nontaxable amount (er	nter 25% of line 1f)					
h Subtract line 1g from line 1a. If zer	o or less, enter -0-					
i Subtract line 1f from line 1c. If zero	o or less, enter -0-					
j If there is an amount other than ze	ero on either line 1h	or line 1i, did the organiz	ation file Form 4720			
reporting section 4911 tax for this	year?				Yes	No
		Averaging Period Unde				
(Some organizations t		n 501(h) election do not parate instructions for li		of the five columns b	elow.	
	Lobbying Ex	penditures During 4-Ye	ar Averaging Period			
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total	
2a Lobbying nontaxable amount		7				
b Lobbying ceiling amount (150% of line 2a, column(e))	\Q\\					
				1		

Schedule C (Form 990) 2021

c Total lobbying expenditures

 d Grassroots nontaxable amount
 e Grassroots ceiling amount (150% of line 2d, column (e))

f Grassroots lobbying expenditures

Schedule C (Form 990) 2021 HILLWOOD ESTATE, MUSEUM & GARDENS **-***07

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

u e	ach "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description	(a)	(b	<u>) </u>
	lobbying activity.	Yes	No	Amo	unt
1	During the year, did the filing organization attempt to influence foreign, national, state, or				
	local legislation, including any attempt to influence public opinion on a legislative matter				
	or referendum, through the use of:				
	Volunteers?				
	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?				
	Media advertisements?				
d	Mailings to members, legislators, or the public?				
	Publications, or published or broadcast statements?				
	Grants to other organizations for lobbying purposes?	—			
_	Direct contact with legislators, their staffs, government officials, or a legislative body?				
	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	37			
-	Other activities?	X			
	Total. Add lines 1c through 1i				
	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?	X			
	If "Yes," enter the amount of any tax incurred under section 4912				
	If "Yes," enter the amount of any tax incurred by organization managers under section 4912				
	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? III-A Complete if the organization is exempt under section 501(c)(4), section	n 501(c)(5) or soc	tion	
aı	501(c)(6).	11 30 1(0)(3	,, or sec	, LIOII	
	00 1(0)(0)1			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?		1	100	
			<u> </u>		
,	Did the organization make only in house labbying expanditures of \$2,000 or loss?		2		
_	Did the organization make only in-house lobbying expenditures of \$2,000 or less?				
3	Did the organization agree to carry over lobbying and political campaign activity expenditures from th	e prior year?	3	etion	
3	Did the organization agree to carry over lobbying and political campaign activity expenditures from the till-B Complete if the organization is exempt under section 501(c)(4), section	e prior year? n 501(c)(5	3), or sec		3. is
3	Did the organization agree to carry over lobbying and political campaign activity expenditures from th	e prior year? n 501(c)(5	3), or sec		3, is
ar	Did the organization agree to carry over lobbying and political campaign activity expenditures from the till-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered answered "Yes."	e prior year? n 501(c)(5 "No" OR (3 i), or sec (b) Part		3, is
3 'ar 1	Did the organization agree to carry over lobbying and political campaign activity expenditures from the till-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered answered "Yes." Dues, assessments and similar amounts from members	e prior year? n 501(c)(5 "No" OR (3 i), or sec (b) Part		3, is
3 'ar 1	Did the organization agree to carry over lobbying and political campaign activity expenditures from the till-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenditures)	e prior year? n 501(c)(5 "No" OR (3 i), or sec (b) Part		3, is
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3 ar 1 2	Did the organization agree to carry over lobbying and political campaign activity expenditures from the till-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). Current year	e prior year? n 501(c)(5 "No" OR (3 5), or sec (b) Part		3, is
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3 Par 1 2 a b	Did the organization agree to carry over lobbying and political campaign activity expenditures from the till-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). Current year Carryover from last year	e prior year? n 501(c)(5 "No" OR (3 i), or sec (b) Part I 1 2a 2b		3, is
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1 2 a b c 3 4 5 Par	Did the organization agree to carry over lobbying and political campaign activity expenditures from the till-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the exceeded sthe organization agree to carryover to the reasonable estimate of nondeductible lobbying and perspenditure next year? Taxable amount of lobbying and political expenditures. See instructions t IV Supplemental Information de the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group actions); and Part II-B, line 1. Also, complete this part for any additional information.	e prior year? n 501(c)(5 "No" OR (3 3 5), or sec (b) Part I 2a 2b 2c 3 4 5	nd 2 (See	3, is
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a b c 3 4 5 Froving Struck AF	Did the organization agree to carry over lobbying and political campaign activity expenditures from the till-B. Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the exceedes the organization agree to carryover to the reasonable estimate of nondeductible lobbying and pexpenditure next year? Taxable amount of lobbying and political expenditures. See instructions tiv Supplemental Information de the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group actions); and Part II-B, line 1. Also, complete this part for any additional information. LT II-B, LINE 1, LOBBYING ACTIVITIES:	e prior year? n 501(c)(5 "No" OR (3 3 5), or sec (b) Part I 2a 2b 2c 3 4 5	nd 2 (See	3, is
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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.

2021 Open to Public

Open test information.

Name of the organization

HILLWOOD ESTATE, MUSEUM & GARDENS

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)

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 t	he assets he	eld in donor advised f	unds			
	are the organization's property, subject to the organization's exclusive leg	gal control?				Yes	No
6	Did the organization inform all grantees, donors, and donor advisors in wr	riting that gra	ant funds can be use	d only			
	for charitable purposes and not for the benefit of the donor or donor advis	sor, or for ar	ny other purpose conf	erring			
	impermissible private benefit?		<u>=</u>			Yes	No
Par	rt II Conservation Easements. Complete if the organization ar	nswered "Ye	s" on Form 990, Part	IV, line 7			
1	Purpose(s) of conservation easements held by the organization (check all Preservation of land for public use (for example, recreation or education of natural habitat Preservation of open space	ation)	Preservation of a h	ertified hi	storic struc	cture	
2	Complete lines 2a through 2d if the organization held a qualified conservaday of the tax year.	ation contrib	ution in the form of a	conserva	Held at the		
а	Total number of conservation easements		<u> </u>	. 2a			
b				. 2b			
С	Number of conservation easements on a certified historic structure include	led 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, exting year ▶	guished, or t	terminated by the org	anization	during the	tax	
4	Number of states where property subject to conservation easement is loc	cated >					

and section 170(h)(4)(B)(ii)?

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

\$ \bigs\square\$

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.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land	7,299,148.			7,299,148.
b Buildings	41,278,029.		34,935,642.	6,342,387.
c Leasehold improvements				
d Equipment	4,160,412.			4,160,412.
e Other	69,142.			69,142.
Total. Add lines 1a through 1e. (Column (d) must ea		nn (R) line 10c)	>	17,871,089.

HILLWOOD I	ESTATE,	MUSEUM	&	GARDENS	**-***0752	Page 3
Other Securities.						
Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.						
Ory (including name of securit	ty) (b) E	Book value		(c) Method of va	aluation: Cost or end-of-year market v	/alue
	Other Securities. anization answered "Y	Other Securities. anization answered "Yes" on Form 9	Other Securities. anization answered "Yes" on Form 990, Part IV, line	Other Securities. anization answered "Yes" on Form 990, Part IV, line 11	anization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, F	Other Securities. anization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(3) Other 242,624,970. EQUITIES END-OF-YEAR MARKET VALUE 54,223,214. FIXED INCOME END-OF-YEAR MARKET VALUE 43,344,773. COMMON STOCK END-OF-YEAR MARKET VALUE 1,361,308. END-OF-YEAR MARKET VALUE MONEY MARKET (E) (F) (G) (H) 341,554,265. 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)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	

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				
(1)	Federal income taxes				
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
Total.	(Column (b) must equal Form 990, Part X, col. (B) line 25.)	>			

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

	Reconciliation of Revenue per Audited Financial State	JIIICIIIC 11 11	in nevenue p		ш	
	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	47,123,390.		
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		1			
а	Net unrealized gains (losses) on investments	2a	27,003,	482.		
b	Donated services and use of facilities	2b				
С	Recoveries of prior year grants					
d	Other (Describe in Part XIII.)	2d	133,	093.		
е	Add lines 2a through 2d				2e	27,136,575.
3	Subtract line 2e from line 1				3	<u> 19,986,815.</u>
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		1			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	321,	908.		
b	Other (Describe in Part XIII.)	4b				
С	Add lines 4a and 4b				4c	321,908.
5	Total various Add lines 2 and 4s (Tr. 1995)		5	20 200 722		
	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)					20,308,723.
	Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I. line 12.) rt XII Reconciliation of Expenses per Audited Financial State	tements W	ith Expenses	per Re		
	rt XII Reconciliation of Expenses per Audited Financial State Complete if the organization answered "Yes" on Form 990, Part IV, line	tements W	ith Expenses	per Re		n.
	rt XII Reconciliation of Expenses per Audited Financial Stat	tements W e 12a.	ith Expenses	s per Re		11,580,199.
Pa	rt XII Reconciliation of Expenses per Audited Financial State Complete if the organization answered "Yes" on Form 990, Part IV, line	tements W e 12a.	ith Expenses	s per Re	eturi	n.
Pa 1	Taxii Reconciliation of Expenses per Audited Financial State Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements	tements W : 12a.	ith Expenses	s per Re	eturi	n.
1 2	rt XII Reconciliation of Expenses per Audited Financial State Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25:	12a	ith Expenses	s per Re	eturi	n.
Pa 1 2 a	Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities	2a 2b	ith Expenses	s per Re	eturi	n.
Pa 1 2 a	Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses	2a 2b 2c	ith Expenses	s per Re	eturi	n. 11,580,199.
Pa 1 2 a b c d	Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses	2a 2b 2c 2d	ith Expenses	s per Re	eturi	n. 11,580,199. 133,093.
Pa 1 2 a b c d	Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.)	2a 2b 2c 2d	133,	093.	1	n. 11,580,199.
Pa 1 2 a b c d e	Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.) Add lines 2a through 2d	2a 2b 2c 2d	133,	093.	1 2e	n. 11,580,199. 133,093.
Pa 1 2 a b c d e 3	Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.) Add lines 2a through 2d Subtract line 2e from line 1	2a 2b 2c 2d	133,	093.	1 2e	n. 11,580,199. 133,093.
Pa 1 2 a b c d e 3 4	Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.) Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b	2a 2b 2c 2d	133,	093.	1 2e	11,580,199. 133,093. 11,447,106.
1 2 a b c d e 3 4 a	Complete if the organization answered "Yes" on Form 990, Part IV, line Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.) Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b	2a 2b 2c 2d	133,	093.	1 2e	n. 11,580,199. 133,093.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part II, 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 III, LINE 1A:

HILLWOOD ACQUIRED ITS COLLECTIONS PRIMARILY FORM THE ESTATE OF MARJORIE THOUGH OTHER ITEMS ARE ACQUIRED THROUGH PURCHASES. MERRIWEATHER POST, COLLECTIONS ARE HELD FOR PUBLIC EXHIBITION, EDUCATION OR RESEARCH. EACH OF THE ITEMS IS CATALOGUED, PRESERVED AND CARED FOR, AND ACTIVITIES VERIFYING THEIR EXISTENCE AND ASSESSIONG THEIR CONDITION ARE CONTINUOUSLY PERFORMED. THE COLLECTIONS ARE NOT RECOGNIZED AS ASSETS IN THE ACCOMPANYING STATEMENT OF FINANCIAL POSITION. PURCHASES OF COLLECTION ITEMS ARE RECORDED AS DECREASES IN NET ASSETS WITHOUT DONOR RESTRICTIONS IN THE YEAR IN WHICH THE ITEMS ARE ACQUIRED OR AS DECREASES TO NET ASSETS WITH DONOR RESTRICTIONS IF THE ASSETS USED TO PURCHASE THE ITEMS ARE CONTRIBUTED COLLECTION ITEMS ARE NOT REFLECTED RESTRICTED BY DONORS.

THE FINANCIAL STATEMENTS. PROCEEDS FROM DE-ACCESSIONS OR INSURANCE

RECOVERIES ARE REFLECTED AS INCREASES IN THE APPROPRIATE NET ASSET

CLASSES.

PART III, LINE 4:

HILLWOOD WAS THE HOME OF THE LATE COLLECTOR/PHILANTHROPIST MAJORIE

MERRIWEATHER POST. FOLLOWING HER DEATH IN 1973, THE 25-ACRE ESTATE,

TOGETHER WITH AN INTERNATIONALLY IMPORTANT COLLECTION OF MORE THAN 16,000

WORKS OF ART OPENED TO THE PUBLIC IN 1977.

HILLWOOD'S MISSION IS TO SHARE ITS RENOWNED ART COLLECTIONS AND RELATED

PUBLIC AND EDUCATIONAL PROGRAMS WITH A WIDE AND DIVERSE AUDIENCE. SINCE

ITS OPENING, HILLWOOD HAS SERVED HUNDREDS -OF -THOUSANDS OF VISITORS,

INCLUDING LOCAL AND VISITING MEMBERS OF THE GENERAL PUBLIC, FAMILIES

(TRADITIONAL AND NON-TRADITIONAL), CURATORS AND SCHOLARS, AND PRE-SCHOOL

THROUGH HIGH SCHOOL STUDENTS.

FOR ADDITIONAL INFORMATION REGARDING THE COLLECTIONS, PLEASE REFER TO FORM
990, PART III, LINE 48.

PART X, LINE 2:

HILLWOOD REVIEWS AND ASSESSES ALL ACTIVITIES ANNUALLY TO IDENTIFY ANY
CHANGES IN THE SCOPE OF ITS ACTIVITIES AND REVENUE SOURCES AND THE TAX
TREATMENT THEREOF TO IDENTIFY ANY UNCERTAINTY IN INCOME TAXES. FOR THE
YEAR ENDED DECEMBER 31, 2021, MANAGEMENT DID NOT IDENTIFY ANY UNCERTAINTY
IN INCOME TAXES REQUIRING RECOGNITION OR DISCLOSURE OF THESE FINANCIAL
STATEMENTS.

SCHEDULE G (Form 990)

Department of the Treasury

Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

➤ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization	D ECMANE MIICEIM C	C 3 I	ייםרו	arc.	**-***0	ntification number
	D ESTATE, MUSEUM & Complete if the organization answer					
required to complete this part	<u>i.</u>					
 Indicate whether the organization rais a Mail solicitations b Internet and email solicitations c Phone solicitations d In-person solicitations 2 a Did the organization have a written of key employees listed in Form 990, Poly Bit "Yes," list the 10 highest paid individed compensated at least \$5,000 by the 	e Solicita f Solicita g Special or oral agreement with any individual art VII) or entity in connection with p	tion of tion of fundra (includ	non-g gover aising ling of onal fu	overnment grants nment grants events ficers, directors, trustees undraising services?	Yes	
(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) fundr have c or cor contrib	ustody itrol of	from activity	Amount paid or retained by) fundraiser sted in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No	6		
			/			
	. (0					
	6					
	5 ~					
Total			•			
List all states in which the organizatio or licensing.	n is registered or licensed to solicit (contrib	utions	or has been notified it is	exempt from re	gistration

132081 10-21-21

Schedule G (Form 990) 2021

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

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

		of fundraising event contributions and gro	ss income on Form 990		events with gross receipt	s greater than \$5,000.
			(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
				FEBRUARY	NONE	l , ,
			GALA	14TH EVENT		(add col. (a) through
			(event type)	(event type)	(total number)	col. (c))
ne			()1 /	(1)	(
Revenue		Crass ressints	470,627.	59,915.		530,542.
Re	'	Gross receipts	4/0,02/•	37,713.		330,342.
	_		401 027	50 015		461 742
	2	Less: Contributions	401,827.	59,915.		461,742.
	_	Out to the same of the same time of	68,800.			60 000
	3	Gross income (line 1 minus line 2)	00,000.			68,800.
		Cook prince				
	4	Cash prizes				
	_					
"	5	Noncash prizes				
Direct Expenses	_	Death/feetitheesete				
per	6	Rent/facility costs				
Ě	_		77 450			77 450
.ec	7	Food and beverages	77,452.			77,452.
Ö			1 000			1 000
	8	Entertainment	1,000. 47,815.	6,826.		1,000. 54,641.
	9	Other direct expenses	•			122 002
	10				.	133,093.
Da	rt I	Net income summary. Subtract line 10 from lin				-04,293.
Га			answered "Yes" on Form	1990, Part IV, line 19, or i	reported more than	
		\$15,000 on Form 990-EZ, line 6a.		(b) Pull tabs/instant		/ N Tatal manain m /a dal
e			(a) Bingo	bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue				billigo/progressive billigo		coi. (a) through coi. (c)
Re						
	1	Gross revenue	- () '			
	_	Ocale acines				
es	2	Cash prizes	. ()			
ens	_	Namesakani				
χ	3	Noncash prizes				
Direct Expenses		Dont/facility acets				
Dire	4	Rent/facility costs				
	_	Other direct synapses				
	<u> </u>	Other direct expenses				
	_	Valuntaar lahar	Yes %	Yes %	Yes %	
	О	Volunteer labor	No	No	No	
	_	Divert average average. Add lines Others and	[in a shown (al)		_	
	7	Direct expense summary. Add lines 2 through	5 in column (a)			
		Net gaming income summary. Subtract line 7	from line 1 column (d)		_	
	8	Net gaming income summary. Subtract line 7	from line 1, column (a)		······	
	En	ter the state(s) in which the organization condu	ote gaming activities:			
						Yes No
		the organization licensed to conduct gaming ac				Yes No
O	11 "	No," explain:				
	_					
40-	\^/-	over any of the avancienties is serviced lines.	unked even and adverse	reasing at a dispute of the attention	voor?	Vac Na
		ere any of the organization's gaming licenses re	· · · · · · · · · · · · · · · · · · ·	-	real!	Yes No
О	II "	Yes," explain:				
	_					
	_					

Schedule G (Form 990) 2021

132082 10-21-21

Schedule G (Form 990) 2021 HILLWOOD ESTATE, MUSEUM & GARDENS *	*-***0752 Page 3
11 Does the organization conduct gaming activities with nonmembers?	Yes No
12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed	
to administer charitable gaming?	Yes No
13 Indicate the percentage of gaming activity conducted in:	
a The organization's facility	13a %
b An outside facility	
14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:	
The little file halfe and address of the person who prepares the organization's gaining/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 amoun	t
of gaming revenue retained by the third party \$\bigs\\$	
c If "Yes," enter name and address of the third party:	
Name ▶	
Address ▶	
16 Gaming manager information:	
Name ▶	
Number	
Gaming manager compensation \$	
Gaming manager compensation \checkmark \checkmark	
Description of services provided	
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	
	Yes No
retain the state gaming license?	
b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the	ie
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 (v) are the explanations required by Part I, line 2b, columns (iii) and (v); are the explanations required by Part I, line 2b, columns (iii) and (v); are the explanations required by Part I, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (v); are the explanations required by Part II, line 2b, columns (iii) and (iii) and (iii) and (i	d Dort III lines 0. Ob. 10b
	id Part III, IIIIeS 9, 90, 100,
15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.	

SCHEDULE J (Form 990)

Compensation Information

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

Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
 ► Attach to Form 990.
 ► Go to www.irs.gov/Form990 for instructions and the latest information.

2021

OMB No. 1545-0047

Open to Public Inspection

Internal Revenue Service Name of the organization

Questions Regarding Compensation

Department of the Treasury

HILLWOOD ESTATE, MUSEUM & GARDENS

Employer identification number **-***0752

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

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

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 (i) Base compensation compensation compensation (ii) Charge compensation (iii) Charge compensation (ii			(B) Breakdown of W	/-2 and/or 1099-MISO compensation	C and/or 1099-NEC	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B)
EXECUTIVE DIRECTOR (0)	(A) Name and Title			incentive	reportable	compensation	•		
EXECUTIVE DIRECTOR	(1) KATE MARKERT	(i)	348,118.	0.	68,400.	0.	48,563.	465,081.	
DIRECTOR OF EXTERNAL AFFAI (II) (I) (I) (I) (I) (I) (I)	EXECUTIVE DIRECTOR								
(3) SAMANTHA HERNANDEZ (1) 137,145. 0. 0. 0. 0. 31,118. 168,263. 0. DIRECTOR OF HUMAN RESOURCE (11) 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.	(2) LYNN ROSSOTTI	(i)						172,982.	
DIRECTOR OF HUMAN RESOURCE (II) 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. (4) WILFRIED ZEISLER (II) 137,231. 0. 0. 0. 0. 0. 14,571. 151,802. 0. 0. CHIEF CURATOR (II) 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.	DIRECTOR OF EXTERNAL AFFAI	(ii)							
(4) WILFRIED ZEISLER (II) 137,231. 0. 0. 0. 0. 14,571. 151,802. 0. CHIEF CURATOR (III) 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0. 0.	(3) SAMANTHA HERNANDEZ	(i)							
CHIEF CURATOR (I) (I) (I) (II) (II) (II) (II) (II) (III) (III)	DIRECTOR OF HUMAN RESOURCE	(ii)							
	(4) WILFRIED ZEISLER	(i)							
	CHIEF CURATOR	(ii)	0.	0.	0.	0.	0.	0.	0.
						•			
		$\overline{}$			()				
		_							
(i) (i) (ii) (ii) (ii) (iii) (_)				
(i) (i) (ii) (ii) (iii) (iiii)		_							
				h					
(i) (i) (ii) (ii) (iii)	-	$\overline{}$							
(i) (ii) (ii) (iii) (iii									
(i) (i) (ii) (ii) (iii) (iiii) (iiii) (iiii) (iiii) (iiii) (iiii) (iiiii) (iiiii) (iiiiii) (iiiiiii) (iiiiiiii			\						
(i) (ii) (ii) (iii) (iii									
(i) (i) (ii) (ii) (iii) (iiii) (iiii) (iiiii) (iiiiiii) (iiiiiiii									
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SCHEDULE M (Form 990)

Noncash Contributions

OMB No. 1545-0047

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 HILLWOOD ESTATE, MUSEUM & GARDENS Employer identification number **-***0752

Pai	rt 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 dete noncash contribution		:s
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	17	917,707.	FMV		
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		5				
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 organize	-					
	for which the organization completed Form 828	33, Part V, D	onee Acknowledg	ement 29			T
						Yes	No
30a	During the year, did the organization receive by						
	must hold for at least three years from the date				1.		37
_	exempt purposes for the entire holding period?	,			<u> </u>	30a	X
	If "Yes," describe the arrangement in Part II.			of any management and the d	:0		v
31	Does the organization have a gift acceptance p				lions?	31	X
32a	Does the organization hire or use third parties contributions?		•	•		32a	X
b	If "Yes," describe in Part II.						
33	If the organization didn't report an amount in co	olumn (c) fo	r a type of property	for which column (a) is chec	cked,		
	describe in Part II.						
			•	•			

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

132142 11-17-21

SCHEDULE O (Form 990)

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or Form 990-EZ.

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

2021
Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

HILLWOOD ESTATE, MUSEUM & GARDENS

Employer identification number **-***0752

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: COLLECTIONS, EXCEPTIONAL GARDENS AND RELATED PUBLIC AND EDUCATIONAL PROGRAMS WITH A WIDE AND DIVERSE AUDIENCE. SINCE ITS OPENING, HILLWOOD HAS SERVED HUNDREDS-OF-THOUSANDS OF VISITORS, INCLUDING LOCAL AND VISITING MEMBERS OF THE GENERAL PUBLIC, FAMILIES (TRADITIONAL AND CURATORS AND SCHOLARS, NON-TRADITIONAL) AND PRE-SCHOOL THROUGH HIGH SCHOOL STUDENTS. DESCRIPTION OF ORGANIZATION MISSION: FORM 990, PART III, LINE 1,

INCLUDING LOCAL AND VISITING MEMBERS OF THE GENERAL PUBLIC, FAMILIES

(TRADITIONAL AND NON-TRADITIONAL), CURATORS AND SCHOLARS, AND

PRE-SCHOOL THROUGH HIGH SCHOOL STUDENTS.

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

CARTIER, HARRY WINSTON ADN VAN CLEEF & ARPELS. IN TOTAL, HILLWOOD'S

COLLECTIONS INCLUDE SOME 20,000 OBJECTS.

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

TROOPS REGION-WIDE, AS WELL AS EMBASSIES SUCH AS FRENCH, BELGIAN,

SPANISH AND THE NETHERLANDS.

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

HILLWOOD ESTATE, MUSUEM & GARDEN'S (HILLWOOD) MISSION IS TO SHARE THE

RENOWNED ART COLLECTIONS, EXCEPTIONAL GARDENS AND RELATED PUBLIC AND

EDUCATIONAL PROGRAMS WITH A WIDE AND DIVERSE AUDIENCE. SINCE ITS OPENING,

HILLWOOD HAS SERVED HUNDREDS-OF-THOUSANDS OF VISITORS, INCLUDING LOCAL AND

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

Schedule O (Form 990) 2021

<u>Schedule O (Form 990) 2021</u> Page **2**

Name of the organization

HILLWOOD ESTATE, MUSEUM & GARDENS

Employer identification number **-***0752

VISITING MEMBERS OF THE GENERAL PUBLIC, FAMILIES (TRADITIONAL AND NON-TRADITIONAL), CURATORS AND SCHOLARS, AND PRE-SCHOOL THROUGH HIGH SCHOOL

STUDENTS.

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

NEDENIA C RUMBOUGH AND STANLEY H RUMBOUGH, TRUSTEES, HAVE A FAMILY

RELATIONSHIP

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

THE FEDERAL FORM 990 IS PREPARED BY AN OUTSIDE ACCOUNTING FIRM. THE DRAFT
RETURN IS REVIEWED BY THE DIRECTOR OF FINANCE AND THE AUDIT COMMITTEE AND
IS MADE AVAILABLE TO THE BOARD OF DIRECTORS PRIOR TO BEING FINALIZED. IF NO
CORRECTIONS ARE NOTED, IT IS THEN FILED WITH THE INTERNAL REVENUE SERVICE.

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

EACH TRUSTEE, COMMITTEE MEMBERS, OFFICER, AND SENIOR STAFF ARE REQUIRED TO

SIGN AN ANNUAL CONFLICT OF INTEREST DISCLOSURE STATEMENT, CERTIFYING AN

UNDERSTANDING OF THE POLICY AND DISCLOSING ANY KNOWN CONFLICTS OF INTEREST.

HILLWOOD CONDUCTS A PERIODIC REVIEW OF COMPENSATION AND BUSINESS

ARRANGEMENTS FOR COMPLIANCE WITH THE POLICY.

IN CONNCECTION WITH ANY ACTUAL OF POSSIBLE CONFLICT OF INTEREST, AN

INTERESTED PERSON MUST DISCLOSE ALL MATERIAL ACTS TO THE BOARD OR COMMITTEE

MEMBERS CONSIDERING THE PROPOSED TRANSACTION OR ARRANGEMENT. AFTER

DISCLOSURE OF THE FINANCIAL INTEREST AND ALL MATERIAL FACTS, AND AFTER

DISCUSSION WITH THE INTERESTED PERSON, HE OR SHE SHALL LEAVE THE MEETING

DURING DISCUSSION OF, AND THE VOTE ON, THE TRANSACTION OR ARRANGEMENT

INVOLVING THE POSSIBLE CONFLICT OF INTEREST. AFTER EXERCISING DUE

<u>Schedule O (Form 990) 2021</u> Page **2**

Name of the organization

HILLWOOD ESTATE, MUSEUM & GARDENS

Employer identification number **-***0752

DILIGENCE, THE BOARD OR COMMITEE SHALL DETERMINE WHETHER HILLWOOD CAN

OBTAIN A MORE ADVANTAGEOUS TRANSACTION OR ARRANGEMENT FROM A PERSON OR

ENTITY THAT WOULD NOT GIVE RISE TO A CONFLICT OF INTEREST. IF A MORE

ADVANTAGEOUS TRANSACTION OR ARRANGEMENT IS NOT REASONABLY POSSIBLE UNDER

CIRCUMSTANCES NOT PRODUCTING A CONFLICT OF INTEREST, THE BOARD OR COMMITEE

SHALL DETERMINE BY A MAJORITY VOTE OF THE DISINTERESTED TRUSTEES WHETHER

THE TRANSACTION OR ARRANGEMENT IS IN HILLWOOD'S BEST INTEREST, FOR ITS OWN

BENEFIT, AND WHETHER IT IS FAIR AND REASONABLE. IN CONFORMITY WITH THE

ABOVE DETERMINATION, IT SHALL MAKE ITS DECISION AS TO WHETHER TO ENTER INTO

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

AS AN EMPLOYER, HILLWOOD BELIEVES THAT IT IS IN THE BEST INTEREST OF BOTH
THE ORGANIZATION AND ITS EMPLOYEES TO FAIRLY COMPENSATE ITS WORKFORCE FOR
THE VALUE OF THE WORK PROVIDED. IT IS HILLWOOD'S INTENTION TO USE A

COMPENSATION SYSTEM THAT WILL DETERMINE THE CURRENT MARKET VALUE OF A

POSITION BASED ON THE SKILLS, KNOWLEDGE AND BEHAVIORS REQUIRED OF A FULLY

COMPETENT INCUMBENT. THE SYSTEM USED WILL BE OBJECTIVE AND

NONDISCRIMINATORY IN THEORY, APPLICATION AND PRACTICE.

COMPENSATION CRITERIA:

THE HUMAN RESOURCES DIRECTOR PRICES POSITIONS TO MARKET BY USING LOCAL, REGIONAL, AND INDUSTRY SPECIFIC SURVEY DATA.

THE MARKET DATA PRIMARILY INCLUDES MUSEUMS, NON-PROFITS AND OTHER SIMILAR

INSTITUTIONS; INCLUDES SURVEY DATA FOR MORE SPECIALIZED POSITIONS (FOR

EXAMPLE, INFORMATION SYSTEMS, MARKETING, HUMAN RESOURCES); AND ADDRESSES

ANY SIGNIFICANT MARKET DIFFERENCES DUE TO GEOGRAPHICAL LOCATION.

THE SYSTEM EVALUATES EXTERNAL EQUITY, WHICH IS THE RELATIVE MARKETPLACE JOB

<u>Schedule O (Form 990) 2021</u> Page **2**

Name of the organization

HILLWOOD ESTATE, MUSEUM & GARDENS

Employer identification number **-***0752

WORTH OF EVERY MUSEUM JOB DIRECTLY COMPARABLE TO SIMILAR JOBS, FACTORED FOR GENERAL ECONOMIC MARKETPLACE.

THE SYSTEM EVALUATES INTERNAL EQUITY, WHICH IS THE RELATIVE WORTH OF EACH

JOB IN THE COMPANY WHEN COMPARING THE REQUIRED LEVEL OF JOB COMPETENCIES,

FORMAL TRAINING AND EXPERIENCE, RESPONSIBILITY, AND ACCOUNTABILITY OF ONE

JOB TO ANOTHER AND ARRANGING ALL JOBS IN A FORMAL JOB STRUCTURE.

RESPONSIBILITIES:

AS PART OF THE ANNUAL BUDGETING PROCESS THE BOARD OF DIRECTORS REVIEWS AND APPROVE, AS APPROPRIATE, FUNDS TO BE ALLOCATED FOR TOTAL COMPENSATION, WHICH WOULD INCLUDE BASE SALARIES, BONUS, VARIABLE BASED OR INCENTIVE BASED PAY AND ALL OTHER RELATED EXPENSES, INCLUDING BENEFITS PLANS AS RECOMMENDED BY EXECUTIVE MANAGEMENT.

THE BOARD SETS THE POSITION LEVEL, PAY RANGE AND SPECIFIC COMPONENTS OF THE TOTAL COMPENSATION PACKAGE FOR THE EXECUTIVE DIRECTOR.

MANAGEMENT RESPONSIBILITY:

THE DIRECTOR OF HUMAN RESOURCES IS RESPONSIBLE AND ACCOUNTABLE TO THE BOARD OF DIRECTORS. IN THAT CAPACITY THEY ARE CHARGED WITH ENSURING THAT HILLWOOD IS STAFFED WITH HIGHLY QUALIFIED, FULLY COMPETENT EMPLOYEES AND THAT ALL COMPENSATION PROGRAMS ARE ADMINISTERED.

FORM 990, PART VI, SECTION C, LINE 18:

THE FEDERAL FORM 990 IS MADE AVAILABLE TO THE PUBLIC UPON REQUEST.

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

FORMS ARE AVAILABLE UPON REQUEST.