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Form **990****Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

OMB No 1545-0047

2008**Open to Public Inspection**Department of the Treasury
Internal Revenue Service

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

A For the 2008 calendar year, or tax year beginning **July 1**, 2008, and ending **June 30**, 20 **09**

B Check if applicable:
☐ Address change
☐ Name change
☐ Initial return
☐ Termination
☐ Amended return
☐ Application pending

C Name of organization **Distributive Education Clubs of America Inc.**
 Doing Business As **DECA Inc.**
 Number and street (or P O box if mail is not delivered to street address) Room/suite
1908 Association Drive
 City or town, state or country, and ZIP + 4
Reston, VA 20191-1503

D Employer identification number
23 7079474

E Telephone number
(703) 860-5000

G Gross receipts \$ **16,456,792**

H(a) Is this a group return for affiliates? ☒ Yes ☐ No
H(b) Are all affiliates included? ☐ Yes ☒ No
 If "No," attach a list (see instructions)

I Tax-exempt status ☒ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ **www.deca.org**

K Type of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶ **L** Year of formation **M** State of legal domicile

F Name and address of principal officer
Edward L. Davis, address same as above.

H(c) Group exemption number ▶ **1151**

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
DECA prepares emerging leaders and entrepreneurs in marketing, finance, hospitality and management.

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets.

3 Number of voting members of the governing body (Part VI, line 1a) **3 820**

4 Number of independent voting members of the governing body (Part VI, line 1b) **4 818**

5 Total number of employees (Part VII, line 2a) **5 9**

6 Total number of volunteers (estimate if necessary) **6 4,903**

7a Total gross unrelated business revenue from Part VIII, line 12, column (C) **7a 0**

7b Net unrelated business taxable income from Form 990-T, line 34 **7b N/A**

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h) 8 916,481 2,328,867		
9 Program service revenue (Part VIII, line 1i) 9 14,836,201 13,979,129		
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 129,933 99,390		
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 11 649,606 49,405		
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 12 16,532,221 16,456,792		
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3) 13 0 245,730		
14 Benefits paid to or for members (Part IX, column (A), line 4) 14 0 0		
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 15 0 602,513		
16a Professional fundraising fees (Part IX, column (A), line 11e) 16a 0 0		
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 16,557,507 15,399,592		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f) 17 16,557,507 16,247,833		
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25). 18 -25,286 208,959		
19 Revenue less expenses. Subtract line 18 from line 12		
	Beginning of Year	End of Year
20 Total assets (Part X, line 16) 20 5,595,870 6,172,351		
21 Total liabilities (Part X, line 26) 21 0 0		
22 Net assets or fund balances. Subtract line 21 from line 20 22 5,595,870 6,172,351		

Part II Signature Block

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

Sign Here Signature of officer **Edward L. Davis, Executive Director** Date **4-12-2010**

Type or print name and title

Paid Preparer's Use Only Preparer's signature **Date** Check if self-employed ☐ Preparer's identifying number (see instructions)

Firm's name (or yours if self-employed), address, and ZIP + 4 **EIN** **Phone no** ()

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form **990** (2008)

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Part III Statement of Program Service Accomplishments (see instructions)

- 1** Briefly describe the organization's mission:
DECA prepares emerging leaders and entrepreneurs in marketing, finance, hospitality and management.
- 2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No
 If "Yes," describe these new services on Schedule O.
- 3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No
 If "Yes," describe these changes on Schedule O.
- 4** Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts 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 \$ **13,840,806** including grants of \$) (Revenue \$ **13,169,123**)
188,660 students participated in skills contests related to their individual career goals in marketing and management. Scholarship, cash awards and recognitions are provided for accomplishments related to workplace and school-based learning.

4b (Code:) (Expenses \$ **1,413,088** including grants of \$) (Revenue \$ **810,006**)
DECA provides specific programs for the classroom teacher to use in student development and achievement. The principles guiding the association's programs are curriculum related career skills, workplace experiences, community service and the development of business leadership capabilities.

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

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

4e Total program service expenses ► \$ **15,253,894** (Must equal Part IX, Line 25, column (B).)

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	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2 Is the organization required to complete Schedule B, Schedule of Contributors?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	<input type="checkbox"/>	<input type="checkbox"/>
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	<input type="checkbox"/>	<input checked="" type="checkbox"/>
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	<input type="checkbox"/>	<input checked="" type="checkbox"/>
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10 Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V	<input checked="" type="checkbox"/>	<input type="checkbox"/>
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	<input type="checkbox"/>	<input checked="" type="checkbox"/>
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII	<input checked="" type="checkbox"/>	<input type="checkbox"/>
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	<input type="checkbox"/>	<input checked="" type="checkbox"/>
14a Did the organization maintain an office, employees, or agents outside of the U.S.?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? If "Yes," complete Schedule F, Part I	<input type="checkbox"/>	<input checked="" type="checkbox"/>
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	<input type="checkbox"/>	<input checked="" type="checkbox"/>
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III	<input type="checkbox"/>	<input checked="" type="checkbox"/>
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	<input type="checkbox"/>	<input checked="" type="checkbox"/>
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	<input checked="" type="checkbox"/>	<input type="checkbox"/>
19 Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	<input type="checkbox"/>	<input checked="" type="checkbox"/>
20 Did the organization operate one or more hospitals? If "Yes," complete Schedule H	<input type="checkbox"/>	<input checked="" type="checkbox"/>
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	<input checked="" type="checkbox"/>	<input type="checkbox"/>
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	<input checked="" type="checkbox"/>	<input type="checkbox"/>
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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 questions 24b-24d and complete Schedule K. If "No," go to question 25.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	<input type="checkbox"/>	<input checked="" type="checkbox"/>
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	<input type="checkbox"/>	<input checked="" type="checkbox"/>
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Part IV Checklist of Required Schedules (continued)

	Yes	No
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV	28a	✓
b Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV	28b	✓
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV	28c	✓
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	✓
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 Schedule N, Part II	32	✓
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	✓
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34	✓
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35	
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	✓
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	✓

Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	✓	
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? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	✓	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		✓
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
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)?		✓
b	If "Yes," enter the name of the foreign country: See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		✓
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		
c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a	Did the organization solicit any contributions that were not tax deductible?		✓
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?		✓
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		✓
d	If "Yes," indicate the number of Forms 8282 filed during the year		
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		✓
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		✓
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		✓
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?		✓
b	Did the organization make a distribution to a donor, donor advisor, or related person?		✓
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter:		
a	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	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

Section A. Governing Body and Management

	Yes	No
For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.		
1a Enter the number of voting members of the governing body	1a	820
b Enter the number of voting members that are independent	1b	818
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	✓
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	✓
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4	✓
5 Did the organization become aware during the year of a material diversion of the organization's assets?	5	✓
6 Does the organization have members or stockholders?	6	✓
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	✓
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	✓
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	8a	✓
a The governing body?	8b	✓
b Each committee with authority to act on behalf of the governing body?	9a	✓
9a Does the organization have local chapters, branches, or affiliates?	9b	✓
b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10	✓
10 Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	11	✓
11 Is there any officer, director or 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 in Schedule O		✓

Section B. Policies

	Yes	No
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	✓
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	✓
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	✓
13 Does the organization have a written whistleblower policy?	13	✓
14 Does 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:	15a	✓
a The organization's CEO, Executive Director, or top management official?	15b	✓
b Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	✓
b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ►

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

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ► Patrick Cheney, address and phone same as DECA Inc.

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

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

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

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

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

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

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Charice Chambers State Director	5	✓						0	0	
Robert Higgins Board Chairman	1	✓		✓				0	0	
Lisa Weeks Administrator	10	✓						0	0	
James Brock State Advisor	40	✓						0	0	
Ginger Fisher Co-Advisor	40	✓						0	0	
Oleg Shvets Executive Director	5	✓		✓				0	0	
Denise Merlin President	4	✓		✓				1500	0	
Stephen Rogers Secretary	4	✓		✓				0	0	
Cyndi Whitton Director	4	✓						17000	0	
Everett Vaughan State Advisor	50	✓						0	0	
Richard Khulman Chairman	2	✓		✓				0	0	
Sara Baird President	2	✓		✓				0	0	
William Leete State Advisor	10	✓						0	0	
Dennis Kelly Fiscal Agent	2			✓				0	0	
Frank Ingram State Advisor	20	✓						0	0	
Shana Dulin President	5	✓		✓				0	0	
Lynore Levenhagen State Advisor	20	✓						23000	0	

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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Arien Mizell President	4	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				0	0	
Paul Ricker Chairman	6	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				0	0	
Rhonda Samples State Advisor	25	<input checked="" type="checkbox"/>						33667	0	
Paul Magyar Director	10	<input checked="" type="checkbox"/>						0	0	
Gilbert Chun State Advisor	3	<input checked="" type="checkbox"/>						0	0	
Christina L Bohnet Executive Director	35	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				8829	0	
Jessica L Wardyn Financial Officer	3			<input checked="" type="checkbox"/>				0	0	
Tony Timm State Advisor	5	<input checked="" type="checkbox"/>						0	0	
Denise Reimer President	2	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				0	0	
Angie Neal State Advisor	5	<input checked="" type="checkbox"/>						0	0	
Don Varanauski Executive Director	25	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				0	0	
Joan Varanauski Treasurer	30	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>				0	0	
Melissa Abriani State Advisor	25	<input checked="" type="checkbox"/>						0	0	
1b Total								383533	0	

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization **▶ 1**

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

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization.

(A) Name and business address	(B) Description of services	(C) Compensation
None		

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization **▶**

Part VIII Statement of Revenue				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a Federated campaigns	1a					
	b Membership dues	1b	1,138,606				
	c Fundraising events	1c	40,305				
	d Related organizations	1d					
	e Government grants (contributions)	1e	622,408				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	527,549				
	g Noncash contributions included in lines 1a-1f: \$						
	h Total. Add lines 1a-1f		2,328,867				
Program Service Revenue	2a Conferences	Business Code	900099	13,169,123	13,169,123		
	b						
	c						
	d						
	e						
	f All other program service revenue		810,006	810,006			
	g Total. Add lines 2a-2f		13,979,129				
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		99,390			99,390
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
6a Gross Rents		(i) Real	(ii) Personal				
b Less: rental expenses							
c Rental income or (loss)							
d Net rental income or (loss)							
7a Gross amount from sales of assets other than inventory		(i) Securities	(ii) Other				
b Less: cost or other basis and sales expenses							
c Gain or (loss)							
d Net gain or (loss)							
8a Gross income from fundraising events (not including \$ 40,305 of contributions reported on line 1c). See Part IV, line 18		a	340				
b Less: direct expenses		b	186				
c Net income or (loss) from fundraising events			154			154	
9a Gross income from gaming activities See Part IV, line 19		a					
b Less: direct expenses		b					
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances		a					
b Less: cost of goods sold		b					
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue		Business Code					
11a Other revenue	900099	49,251	49,251				
b							
c							
d All other revenue							
e Total. Add lines 11a-11d		49,251					
12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e		16,456,792			99,544		

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	155,368	155,368		
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	90,361	90,361		
3	Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	360,213	121,072	230,695	8,446
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	193,732	148,232	26,971	18,529
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	2,506	2,005	251	251
9	Other employee benefits	23,583	19,664	1,959	1,959
10	Payroll taxes	22,478	15,562	4,971	1,945
11	Fees for services (non-employees):				
a	Management	252,833	99,452	153,381	
b	Legal	27,753	2,204	25,274	275
c	Accounting	38,911	129	38,782	
d	Lobbying				
e	Professional fundraising services. See Part IV, line 17				
f	Investment management fees	180		180	
g	Other	65,338	35,675	29,663	
12	Advertising and promotion	36,418	28,867	2,943	4,607
13	Office expenses	292,597	111,010	176,884	4,702
14	Information technology	49,780	29,256	17,922	2,602
15	Royalties				
16	Occupancy	78,506	67,278	7,077	4,151
17	Travel	476,506	380,094	94,476	1,936
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	13,857,606	13,840,806	6,931	9,869
20	Interest	1,554	912	528	114
21	Payments to affiliates	95,386	95,372	14	
22	Depreciation, depletion, and amortization	5,917	4,519	834	565
23	Insurance	51,604	23,460	27,807	338
24	Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a	Miscellaneous expenses	68,702	23,287	45,415	
b					
c					
d					
e					
f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	16,247,833	15,253,894	933,650	60,290
26	Joint Costs. Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	5,595,870	1	5,274,845
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net		4	
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost basis 10a			
	b Less: accumulated depreciation. Complete Part VI of Schedule D 10b		10c	
	11 Investments—publicly traded securities		11	897,506
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)	5,595,870	16	6,172,351	
Liabilities	17 Accounts payable and accrued expenses		17	
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable		24	
	25 Other liabilities. Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25		26	
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	5,595,870	27	6,172,351
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances		33	
	34 Total liabilities and net assets/fund balances	5,595,870	34	6,172,351

Part XI Financial Statements and Reporting

- 1 Accounting method used to prepare the Form 990: ☒ Cash ☐ Accrual ☐ Other
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
- b Were the organization's financial statements audited by an independent accountant?
- c If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits?

	Yes	No
2a		✓
2b		✓
2c		
3a		✓
3b		

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

Distributive Education Clubs of America Inc.

Employer identification number

23 7079474

Part I Reason for Public Charity Status (All organizations must complete this part.) (see instructions)

The organization is not a private foundation because it is: (Please check only **one** organization.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 ☐ A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E.)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**. (Attach Schedule H.)
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 ☒ An organization that normally receives: (1) more than 33 1/3 % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3 % of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 10 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**. (see instructions)
- 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 that describes the type of supporting organization and complete lines 11e through 11h.
- a ☐ Type I b ☐ Type II c ☐ Type III—Functionally integrated d ☐ Type III—Other
- e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
- f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box ☐
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

- (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization? ☐
- (ii) A family member of a person described in (i) above? ☐
- (iii) A 35% controlled entity of a person described in (i) or (ii) above? ☐

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

h Provide the following information about the organizations the organization supports.

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–9 above or IRC section (see instructions))	(iv) Is the organization in col. (i) listed in your governing document?		(v) Did you notify the organization in col. (i) of your support?		(vi) Is the organization in col. (i) organized in the U.S.?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
None									
Total									

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.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1-3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
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 IV.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	%
16a 33 1/3 % support test—2008. If the organization did not check the box on line 13, and line 14 is 33 1/3 % or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 33 1/3 % support test—2007. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3 % or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2008. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2007. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ► <input type="checkbox"/>		

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

(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	2,163,184	2,299,725	2,103,213	2,069,029	2,328,867	10,964,018
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	11,204,188	11,874,430	13,899,540	14,333,259	13,979,129	65,290,546
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1-5	13,464,212	14,174,155	16,002,753	16,402,288	16,307,996	76,254,564
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6)						76,254,564

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6	13,464,212	14,174,155	16,022,753	16,402,288	16,307,996	76,254,564
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	96,840	157,075	315,683	129,933	148,796	848,327
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	96,840	157,075	315,683	129,933	148,796	848,327
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support. (Add lines 9, 10c, 11, and 12)						77,102,891

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	99 %
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	99 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	1.1 %
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	1 %

19a 33 1/3 % support tests—2008. If the organization did not check the box on line 14, and line 15 is more than 33 1/3 %, and line 17 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ► ☒

b 33 1/3 % support tests—2007. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3 %, and line 18 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ► ☐

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

Part IV **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

Area for supplemental information with horizontal dashed lines.

**SCHEDULE D
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

► Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008

**Open to Public
Inspection**

Name of the organization

Distributive Education Clubs of America Inc.

Employer identification number

23 : 7079474

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

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

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

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

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

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

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

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

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

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ►

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ► \$

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

9 In Part XIV, 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" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116, 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) Revenues included in Form 990, Part VIII, line 1 ► \$

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

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items:

a Revenues included in Form 990, Part VIII, line 1 ► \$

b Assets included in Form 990, Part X ► \$

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

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply):

- ☐ **a** Public exhibition ☐ **d** Loan or exchange programs
☐ **b** Scholarly research ☐ **e** Other _____
☐ **c** Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

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

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	58,842				
b Contributions	100				
c Investment earnings or losses	-12,459				
d Grants or scholarships	3,700				
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	42,783				

2 Provide the estimated percentage of the year end balance held as:

- a** Board designated or quasi-endowment ▶ **100** %
b Permanent endowment ▶ _____ %
c Term endowment ▶ _____ %

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

- (i)** unrelated organizations
(ii) related organizations

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

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

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

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (Investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

Total. Add lines 1a–1e (Column (d) should equal Form 990, Part X, column (B), line 10(c)) ▶

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
.....		
.....		
.....		
.....		
.....		
.....		
.....		
Total. (Column (b) should equal Form 990, Part X col. (B) line 12.) ►		

Total. (Column (b) should equal Form 990, Part X col. (B) line 12.)

Part VIII Investments—Program Related. See Form 990, Part X, line 13.[illegible]

Total. (Column (b) should equal Form 990, Part X, col. (B) line 13.) ▶

Part IX Other Assets. See Form 990, Part X, line 15.[illegible]**Total.** (Column (b) should equal Form 990, Part X, col. (B) line 15.)**Part X** **Other Liabilities.** See Form 990, Part X, line 25.

(a) Description of liability	(b) Amount
Federal income taxes	
Total. (Column (a) should equal Form 990, Part X, col. (B), line 25.) ▶	

Total. (Column (n) should equal Form 990, Part X, col. (B) line 25.) ▶

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48.

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	16,456,792
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	16,247,833
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	208,959
4	Net unrealized gains (losses) on investments	4	-119,268
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	640,900
8	Other (Describe in Part XIV)	8	-154,110
9	Total adjustments (net). Add lines 4-8	9	367,522
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	576,481

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

1	Total revenue, gains, and other support per audited financial statements	1	16,456,792
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	16,456,792
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5	16,456,792

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	16,247,833
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	16,247,833
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)	5	16,247,833

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

Part XI, line 8

--152,680 net assets of Kansas DECA (EIN: 51-0164035) subtracted because it is not included in this return.

--1,430 net assets of Guam DECA (EIN: 98-0036634) subtracted because it opted out of group return filing.

Department of the Treasury
Internal Revenue Service

► Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ, line 6a.

OMB No. 1545-0047

2008

Open To Public Inspection

Name of the organization

Distributive Education Clubs of America Inc.

Employer identification number

23 : 7079474

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a ☐ Mail solicitations
b ☐ Email solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations
e ☐ Solicitation of non-government grants
f ☐ Solicitation of government grants
g ☐ Special fundraising events

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. Form 990-EZ filers are not required to complete this table.

(i) Name of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
Total						

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing.

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other Events	(d) Total Events
		Memorial (event type)	Annual (event type)	(total number)	(Add col (a) through col (c))
Revenue	1 Gross receipts	17200	18745	0	35945
	2 Less: Charitable contributions	17200	18745	0	35945
	3 Gross revenue (line 1 minus line 2)	0	0	0	0
Direct Expenses	4 Cash prizes	0	0	0	0
	5 Non-cash prizes	0	0	0	0
	6 Rent/facility costs	0	0	0	0
	7 Other direct expenses	0	0	0	0
	8 Direct expense summary. Add lines 4 through 7 in column (d)	(0)			
9 Net income summary. Combine lines 3 and 8 in column (d)					0

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

	(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
Revenue				
1 Gross revenue				
Direct Expenses	2 Cash prizes			
	3 Non-cash prizes			
	4 Rent/facility costs			
	5 Other direct expenses			
	6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No
7 Direct expense summary. Add lines 2 through 5 in column (d)	()			
8 Net gaming income summary. Combine lines 1 and 7 in column (d)				

	Yes	No
9 Enter the state(s) in which the organization operates gaming activities:		
a Is the organization licensed to operate gaming activities in each of these states?	9a	
b If "No," Explain:		
10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?	10a	
b If "Yes," Explain:		
11 Does the organization operate gaming activities with nonmembers?	11	
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?	12	

13 Indicate the percentage of gaming activity operated in:

- | | |
|------------|---|
| 13a | % |
| 13b | % |

- a** The organization's facility
- b** An outside facility

14 Provide the name and address of the person who prepares the organization's gaming/special events books and records:

Name ►

Address ►

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?

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

- c** If "Yes," enter name and address:

Name ►

Address ►

16 Gaming manager information:

Name ►

Gaming manager compensation ► \$

Description of services provided ►

☐ Director/officer☐ Employee☐ Independent contractor**17** Mandatory distributions:

- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?
- b** Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$

Name of the organization

Name of the organization
Distributive Education Clubs of America Inc.

Part I General Information on Grants and Assistance

- | | | | | | | |
|---|---|-----------|-----|-----|-----|----|
| 1 | Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? | | [X] | Yes | [] | No |
| 2 | Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. | | | | | |

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" on

Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed.

[illegible]

- 2 Enter total number of section 501(c)(3) and government organizations
- 3 Enter total number of other organizations

Name of the Organization	Employer identification number
Distributive Education Clubs of America Inc.	23 7079474

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and title	(B) Average hours per week	(C)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Gary Colvin State Advisor	20	✓						0	0	
JoAnna Purvis Treasurer	2			✓				0	0	
Darlene Ajayi Treasurer	4			✓				0	0	
Lisa Delampan State Advisor	10	✓						5000	0	
Dave Wait State Advisor	40	✓						0	0	
Shawna Davidson Director	1	✓						0	0	
Jacklyn J. Schiller Executive Director	20	✓						23136	0	
Glenice Hall Executive Director	20	✓						0	0	
Gayla Hays State Advisor	40	✓						0	0	
Leslie Kerns State Advisor	40	✓						0	0	
Julie Lyman Chairman	5	✓						0	0	
Shirley Martin Acting State Advisor	10	✓						0	0	
Holly Fox Exec Secretary	20			✓				7799	0	
Pamela O'Brien State Advisor	30	✓						47086	0	
Sara Smith Chairperson	1	✓						0	0	
Derek Deaver Board Chair	1	✓						0	0	
Gordon Nicholson ICDC Coordinator	3	✓						2363	0	
Darlene Yoseloff Director	2	✓						0	0	
Debi Cline Chair	2	✓						0	0	
David Gass Vice Chair	1	✓						0	0	
Ellen Katz Chairperson	15	✓						0	0	
Richard Mangini Asst. Director	10	✓						0	0	
Josh Stewart President	5	✓						0	0	
Judy Brown Board of Advisors Chair	1	✓						0	0	
Jerry DiGiovanni Executive Director	20	✓						28200	0	
Nilda Santiago State Advisor	20	✓						0	0	
Marsha Bock State Advisor	25	✓						0	0	

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Kenneth F. DiSaia State Advisor/Treasurer	1	✓						0	0	
Tina Durham State Advisor	25	✓						21500	0	
Dan Hoff Chair	10	✓						0	0	
Will A. Lewis Director	60	✓						0	0	
Gay Saborn Executive Director	40	✓						17500	0	
Hal Ward Treasurer	1			✓				0	0	
Jim Powell State Advisor	20	✓						0	0	
Amy Granahan Program Coordr/Chair	1	✓						0	0	
Roger Cartee State Director	5	✓						0	0	
Doug Aubert Chair	3	✓						0	0	
Larry Sullivan State Advisor	1	✓						0	0	
Sara Baird State Advisor	10	✓						0	0	
Mae J. Laatsch Executive Director	20	✓						0	0	
Kelly Ambrose Chairperson	2	✓						0	0	
Betty Sias State Advisor	38	✓						0	0	
Denise Osborn State Advisor	20	✓						0	0	
George Gates Board memb	3	✓						0	0	
Juliann Trump Board memb	1	✓						0	0	
Barnetta Greenwalt Accountant	5			✓				0	0	
Nicole Coffey Secretary	2			✓				0	0	
Dennis Ferraro Board memb	4	✓						0	0	
Debbie Price Adm Asst/Bookkpr	15	✓						12636	0	
Sandy Weaver BOD Member	10	✓						0	0	
Marshall McDonald Board memb	1	✓						0	0	
Marsha Boston Supervisor/ Acct	5			✓				0	0	
James Weber Co-Executive Director	20	✓						0	0	
Barbara Beadle Financial Advisor	8	✓						0	0	

Name of the Organization

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23 7079474

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Lisa Hurt Board Chair	1	✓						0	0	
Claudette Tolbert Board memb	1	✓						0	0	
Keisha Maddox Board memb	4	✓						0	0	
Robert Radley Chapter Advisor	1	✓						0	0	
Brenda Clark Board memb	40	✓						0	0	
Elmer Tofteland Finance Director	1	✓						0	0	
Keith Jurek Board Chair	2	✓						0	0	
Karen Meuwissen Chairperson	2	✓						0	0	
Kathy Parrett Treasurer	28			✓				0	0	
Kathy Parrett Treasurer	28			✓				0	0	
Warren Reed Secretary	5			✓				0	0	
Melanie Diggs Financial Manager	5			✓				0	0	
Erin Weisgerber Exec Secretary	20			✓				3373	0	
Tabithia Hudson Leadership Ccl Memb	1	✓						0	0	
Michelle Boyeff Director	1	✓						0	0	
Nicole Coffey State Advisor	45	✓						0	0	
Mary Hartz State CDC Coordr	3	✓						2363	0	
Debra Rizzo State Advisor	35	✓						0	0	
Joyce Armijo Finance Chair	2			✓				0	0	
Perry Annett Board of Advisors Rep	1	✓						0	0	
Nela Hawthorne VP/Chairperson Fin'l	15	✓						0	0	
James Price State Advisor	20	✓						0	0	
Erica Sadler Vice President	5	✓						0	0	
John Dixon Board of Advisors Memb	1	✓						0	0	
Michelle Jackson Board memb	1	✓						0	0	
Joanne Orabone Advisor	1	✓						0	0	
Pam Smith Executive Council Chair	1	✓						0	0	

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Ronda Gassman Director	15	✓						0	0	
Melissa M. Zelinski CTE Youth Consultant	38	✓						0	0	
Debbie Harwell Board Chair	5	✓						0	0	
Jan Jardine Board Chairperson	2	✓						0	0	
Jennifer Hendrickson Board Memb	1	✓						0	0	
Albert Corey Treasur	4			✓				0	0	
Lori Jacobs Chair - Elect	2	✓						0	0	
Sue Linton Director of Mgmt Svcs	2	✓						0	0	
Greg Schneider State Chptr Advisor	5	✓						0	0	
Oleg Shvets DECA Inc. Rep	2	✓						0	0	
Patty Igo Director	1	✓						0	0	
Mary Hopper President	5	✓						0	0	
David Lenig Board memb	3	✓						0	0	
Wanda McKoy Co-Treasurer	1			✓				0	0	
Vicki Tolman Board memb	1	✓						0	0	
Don Varanauski Treasurer	2			✓				0	0	
Eunique Lawrence Vice-President	5	✓						0	0	
Jerry Holt Board Rep	4	✓						0	0	
Dr. Jack Sheeks Board memb	4	✓						0	0	
John Overman BOD Member	10	✓						0	0	
Steve Sanders Admin Ccl Chair	1	✓						0	0	
Janice Brown Board Chair	8	✓						0	0	
Jerry Boles Member	1	✓						0	0	
Debra Wilson Board memb	1	✓						0	0	
JoAnn Best Board memb	4	✓						0	0	
Pat Pellitier Chapter Advisor	1	✓						0	0	
Elizabeth Mosher Board memb	40	✓						0	0	

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Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Tanya Blehm Event Coord./ Memb Chair	1	✓						0	0	
Mike Delaney Treasurer	2			✓				0	0	
Lyle Holscher President	1	✓						0	0	
Michael Baremore Board President	2	✓						0	0	
Michael Baremore Board President	2	✓						0	0	
Warren Reed Treasurer	5			✓				0	0	
Mark Hartman Executive Board Member	1	✓						0	0	
Tammy Vail Leadership Ccl Memb	1	✓						0	0	
Amber Aberle Secretary	1			✓				0	0	
Lesa McQuesten Fall Ldrshp Coordr	3	✓						2363	0	
Angelo Romano Advisory Cmte Memb	1	✓						0	0	
Cynthia Frank Secretary	2			✓				0	0	
Karin Jones Trustee	1	✓						0	0	
Mitchell Beresa Secretarty	15			✓				0	0	
Dennis Johnson President	2	✓						0	0	
Poya Salamat Secretary	8			✓				0	0	
Nat Ellis Board of Advisors Memb	1	✓						0	0	
Robert Nathan Board President	2	✓						0	0	
JoAnn Warren Advisor	1	✓						0	0	
Joseph Johnson Director	15	✓						0	0	
Sandra Williams Acctg Technician	38			✓				0	0	
Stewart Burns Treasurer	5			✓				0	0	
Shauna Binkerd Director	2	✓						0	0	
Lisa Baynes Board Memb	1	✓						0	0	
Joyce Kemp Secretary	1			✓				0	0	
Heidi Wilson Secretary	2	✓						0	0	
Carl Hert President	3	✓						0	0	

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Emily Leonhard State President	10	✓						0	0	
Brycen Woodley Board memb	2	✓						0	0	
Rebecca Nesbitt Director	1	✓						0	0	
Cheryl Cranford President Elect/Treas.	5	✓						0	0	
Siri Khalsa Board memb/advisor	1	✓						0	0	
Laura Carrington Co-Treasurer	1			✓				0	0	
Eric Brady Board memb	1	✓						0	0	
Laurie Andrews Director	4	✓						0	0	
Debbie Swick Vice Chariman	2	✓						0	0	
Lynn Kebler Secretary	5			✓				0	0	
Dennis Sweetapples President	4	✓						500	0	
Perry Hidalgo BOD Member	10	✓						0	0	
Mark Abel Board memb	1	✓						0	0	
Kent Lewis Board memb	5	✓						0	0	
Nancy Graham Member	1	✓						0	0	
Edward Falgoust Board memb	2	✓						0	0	
Candy Zentz Board memb	4	✓						0	0	
Hal Fowler Region 10 Advisor	1	✓						0	0	
Georgine Stergalas Board memb	40	✓						0	0	
Tony Zanger Secretary	1			✓				0	0	
Sonja Weiler Secretary	2			✓				0	0	
Christine Storms Vice President	1	✓						0	0	
Holly Martinez Board Secretary	2			✓				0	0	
Holly Martinez Board Secretary	2			✓				0	0	
Holly Martinez Board memb	5	✓						0	0	
Gordon Rognrud Executive Board Member	1	✓						0	0	
Greg Murphy Leadership Ccl Memb	1	✓						0	0	

Name of the Organization

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Distributive Education Clubs of America Inc.

23 7079474

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and title	(B) Average hours per week	(C)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Kelli Sitzler Director	1	✓						0	0	
Suzanne Winters ICDC Coordinataor	3	✓						2363	0	
Judith Rhodes Advisory Cmte Memb	1	✓						0	0	
Lee Ann Johns Program Chair	2	✓						0	0	
Emily Feinstein Trustee	1	✓						0	0	
Mary Peres State Advisor	15	✓						0	0	
Adrienne Spuzzillo Secretary	2			✓				0	0	
Imad Riazuddin Treasurer	3			✓				0	0	
Robert Reinhardt Board of Advisors Memb	2	✓						801	0	
Emily Smoller Board memb	1	✓						0	0	
Joe Oulette Advisor	1	✓						0	0	
Donna Crow Board Secretary	5			✓				0	0	
David Carter Director	2	✓						0	0	
Jean Draper Secretary	1			✓				0	0	
Jaimie Fisher Asst Treasuar	2			✓				0	0	
Kandice Herndon Treasurer	3			✓				0	0	
Keegan O'brien Board of Directors	2	✓						0	0	
Everitt Vaughn Board memb	2	✓						0	0	
John Wilkinson Director	1	✓						0	0	
Suzan Newberry Market Rep.	5	✓						0	0	
Janet Craig Board memb	1	✓						0	0	
Jake Pfeiffer Board memb	1	✓						0	0	
Carl Schmidt Director	4	✓						0	0	
Jamie Young Team Advisor	5	✓						0	0	
Monique Riddick Advisory Board Memb	2	✓						0	0	
Carla Ross District Advisor	4	✓						0	0	
Grant Harris BOD Member	10	✓						0	0	

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23 7079474

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Lots Pinney Board memb	5	✓						0	0	
Debbie Harris Member	1	✓						0	0	
Dennis Volentine Board memb	2	✓						0	0	
Demitra Marafatsos Board memb	4	✓						0	0	
Kevin Stilphen Lewiston Chapter Advisor	1	✓						0	0	
Ramie Riley Board memb	40	✓						0	0	
Lyle Mullins Secretary	1			✓				0	0	
Cheryl Reichert Board memb	2	✓						0	0	
Cheryl Reichert Board memb	2	✓						0	0	
David Jordan Board memb	5	✓						0	0	
Barb Robertson Executive Board Member	1	✓						0	0	
Kim Hall Leadership Ccl Memb	1	✓						0	0	
Michelle Johnson Director	1	✓						0	0	
Kathryn Tremblay Treasurer	3			✓				2363	0	
Sandy Helfand Advisory Cmte Memb	1	✓						0	0	
Eric Strauss Program Chair	2	✓						0	0	
Marcus Galimore Trustee	1	✓						0	0	
Avaril McNamara Trustee	15	✓						0	0	
Kathleen McDougale Parliamentarian	2	✓						0	0	
Jay Koontz Parliamentarian	3	✓						0	0	
Kristen Torkelson Board of Advisors Memb	2	✓						912	0	
Marie Potter Board Vice-Presid	1	✓						0	0	
Leslie Migneault Advisor	1	✓						0	0	
Judy Eddleman Bookkeeper	10			✓				3845	0	
Anita Enloe Director	2	✓						0	0	
Sharon Acuff Marketing Specialist	3	✓						0	0	
Shanna LaMar Executive Director	70	✓						103796	0	

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Sarah Hart Olson Board of Directors	2	✓						0	0	
Curtis Youngman DECA Inc. Rep	2	✓						0	0	
Neil Byrge Director	1	✓						0	0	
Carlene Hockema Board memb/advisor	1	✓						0	0	
Shea Padilla Ex-Officio board memb	1	✓						0	0	
JoAna Sydow Director	4	✓						0	0	
Sienna Bucy Advisory Board Memb	2	✓						0	0	
Phyleshia Jones District Advisor	4	✓						0	0	
Tamoura Jones BOD Member	10	✓						0	0	
Becky Kammeyer Board memb	5	✓						0	0	
Tod Griffin Member	1	✓						0	0	
Joey Daughtry Board memb	1	✓						0	0	
Rob Carter Board memb	2	✓						0	0	
Jane Umphrey Caribou Chapter Advisor	1	✓						0	0	
Luanne clark Board memb	40	✓						0	0	
Robert Friedrichs Treasurer	1			✓				0	0	
David Okenfuss Board memb	2	✓						0	0	
David Okenfuss Board memb	2	✓						0	0	
Elizabeth Cotton Leadership Ccl Memb	1	✓						0	0	
Marc Payeur State Officer Coordr	3	✓						1688	0	
John Pico Advisory Cmte Memb	1	✓						0	0	
Bryan Baker State President	2	✓						0	0	
Ed Brown Trustee	1	✓						0	0	
Karen Noye Trustee	15	✓						0	0	
Cece Arredondo PR Rep	2	✓						0	0	
Tiffanie Hicks Reporter	3	✓						0	0	
Max Patterson Board of Advisors Memb	1	✓						0	0	

Name of the Organization

Employer identification number

Distributive Education Clubs of America Inc.

23 7079474

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and title	(B) Average hours per week	(C)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Viginia Gantkowski Board Secretary	1			√				0	0	
Vincent Merrell Director	2	√						0	0	
Kirstine Sigloh DECA Specialist	1	√						0	0	
Jessie Warner Board of Directors	2	√						0	0	
Larry D'Anza Financial Manager	2			√				0	0	
Kim Sallada Director	1	√						0	0	
Doug Tweedy Board memb	1	√						0	0	
Dennis Mifflin Director	4	√						3950	0	
Sandra Fidance Advisory Board Memb	2	√						0	0	
Donna Martin District Advisor	4	√						0	0	
Phyllis Lightsey BOD Member	10	√						0	0	
Gen Craft Board memb	5	√						0	0	
Evelyn Blanson Ex-Officio board memb	1	√						0	0	
Lisa Mack Board memb	2	√						0	0	
Brian Leavitt Machias Chapter Advisor	1	√						0	0	
Ann Day Acct specialist	25			√				0	0	
Bryce Bunton Board memb	2	√						0	0	
Bryce Bunton Board memb	2	√						0	0	
Brenda Haynes Leadership Ccl Memb	1	√						0	0	
Donna Smith Advisory Crnte Memb	1	√						0	0	
Delia Gomez Trustee	1	√						0	0	
Jeanne Douglas Trustee	15	√						0	0	
Andrew Kitzmiller PR Rep	2	√						0	0	
Mason Gibson Chaplain	3	√						0	0	
Ron Dodge Board of Advisors Memb	1	√						0	0	
Cyndee Barkley Board memb	1	√						0	0	
Ralph Anderson Director	2	√						0	0	

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Donna Bean Fin'l Report Superv	1	✓						0	0	
Scott Kolb Board of Directors	2	✓						0	0	
Todd Strickler Director	1	✓						0	0	
Debi Blue Director	4	✓						0	0	
Kathleen Thomas Advisory Board Memb	2	✓						0	0	
Gino Ortiz District Advisor	4	✓						0	0	
Karen Price-Howard BOD Member	10	✓						0	0	
Matt Hankins Board memb	5	✓						0	0	
Paige Shreve Board Memb	1	✓						0	0	
Brenda Pettigrew Board memb	1	✓						0	0	
Carol Bolin Board memb	2	✓						0	0	
Carol Bolin Board memb	2	✓						0	0	
Debbie Pardue Leadership Ccl Memb	1	✓						0	0	
Deborah Stapenski Advisory Cmte Memb	1	✓						0	0	
Katherine Jacobi Vice Chair	1	✓						0	0	
James Casini Trustee	15	✓						0	0	
Mohammad Ismail NE Region VP	2	✓						0	0	
Karen Green State Advisor	25	✓						0	0	
Trina Lee State Advisor	3	✓						1500	0	
John Shaw Treasurer	1			✓				0	0	
Breckon Haywood Director	2	✓						0	0	
Jennifer Starke-White Board of Directors	2	✓						0	0	
Glennetta Meadows Director	1	✓						0	0	
Kay Ferrier Ex-Officio	4	✓						0	0	
Cagney France Advisory Board Memb	2	✓						0	0	
Jamie Benedict District Advisor	4	✓						3000	0	
Becky Kuehl Board memb	5	✓						0	0	

Name of the Organization	Employer identification number
Distributive Education Clubs of America Inc.	23 7079474

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Paul Grethel State Adv-Ex-Officio Bd Memb	28	✓						0	0	
Lucy Madert Board memb	1	✓						0	0	
Hillary Steere Leadership Ccl Memb	1	✓						0	0	
Kathie Malik Advisory Cmte Memb	1	✓						0	0	
Ryan Underwood Executive Director	1	✓						0	0	
Michael Karpie Trustee	15	✓						0	0	
Laura Thomaswick NW Region VP	2	✓						0	0	
Debbie Hamble Bookkeeper	25			✓				0	0	
Janice Cosgrove Board memb	1	✓						0	0	
Jill Hess Director	2	✓						0	0	
Sue Schleicher Board of Directors	2	✓						0	0	
Jeanne Gurtler Director	1	✓						0	0	
Ryan Underwood Ex-Officio	4	✓						0	0	
Wendy Reed Ridgeway Advisory Board Memb	2	✓						0	0	
Tresa Warner District Advisor	4	✓						0	0	
Brycen Woodley State Advisor	10	✓						0	0	
Karen Powers Advisory Board Memb	2	✓						0	0	
Becky Anzevino District Advisor	4	✓						0	0	
Pat Costigan Advisory Board Memb	2	✓						0	0	
Trish Griffin District Advisor	4	✓						0	0	
Edina Buzgon Advisory Board Memb	2	✓						0	0	
Marty Zolno District Advisor	4	✓						0	0	
Erik Jones Advisory Board Memb	2	✓						0	0	
Tammy DeLeonardo District Advisor	4	✓						0	0	
Judy Emory Advisory Board Memb	2	✓						0	0	
Brian Chalk District Advisor	4	✓						0	0	
Dorothy Wilson Advisory Board Memb	2	✓						0	0	

Name of the Organization	Employer identification number
Distributive Education Clubs of America Inc.	23 7079474

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Jillian Berg District Advisor	4	✓						0	0	
Charles Schneider Advisory Board Memb	2	✓						0	0	
Beatriz Rameriz District Advisor	4	✓						0	0	
Michele Murphy Advisory Board Memb	2	✓						0	0	
Ted DeNicola District Advisor	4	✓						0	0	
Eddy Rojas District Advisor	4	✓						0	0	
Rochelle Stanfill Board Secretary	4	✓						1500	0	
Bill Turner Board memb	5	✓						0	0	
Mary Flowers Ex-Officio board memb	12	✓						0	0	
Robin Perry Board memb	5	✓						0	0	
Alex Alford State President	3	✓						0	0	
Brandon Dartt State Officer	3	✓						0	0	
Hilary Leighty State Officer	3	✓						0	0	
Kim Edwards Leadership Ccl Memb	1	✓						0	0	
Majorie FitzGibbon Advisory Cmte Memb	1	✓						0	0	
Melissa Scott State Chair	1	✓						0	0	
Lori Pitorowski Trustee	15	✓						0	0	
Sean Arnold SW Region VP	2	✓						0	0	
Gina Bradley Leadership Ccl Memb	1	✓						0	0	
James Jaworski Advisory Cmte Memb	1	✓						0	0	
Phyllis Dryden Trustee	1	✓						0	0	
Lettia Romas Trustee	15	✓						0	0	
William Ziklo SE Region VP	2	✓						0	0	
Delores Ali Marketing Ed. Consultant	1	✓						0	0	
Thomas Mongelli Advisory Cmte Memb	1	✓						0	0	
Brycen Woodley State Advisor	10	✓						0	0	
Colleen Murphy Trustee	15	✓						0	0	

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Employer identification number

Distributive Education Clubs of America Inc.

23 7079474

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Sid Sharma Central Region VP	2	✓						0	0	
Shelby Gilmore State Officer	2	✓						0	0	
Fae Zukerman Advisory Cmte Memb	1	✓						0	0	
Will Thomas State Officer	2	✓						0	0	
Patricia Lamborne Advisory Cmte Memb	1	✓						0	0	
Susan Centore Trustee	15	✓						0	0	
Jason Zera District 2 Rep	2	✓						0	0	
James Gentry State Officer	2	✓						0	0	
Maureen Kervick Advisory Cmte Memb	1	✓						0	0	
Anna Diekman District 3 Rep	2	✓						0	0	
Ksenia Kulik State Officer	2	✓						0	0	
Karen McCann Advisory Cmte Memb	1	✓						0	0	
Jerry Kuhn District 4 Rep	2	✓						0	0	
Michelle Salpietra State Officer	2	✓						0	0	
Laura McLaughlin Advisory Cmte Memb	1	✓						0	0	
Heather Sproull District 5 Rep	2	✓						0	0	
Justin Servis District 6 Rep	2	✓						0	0	
Joe DeAngelo District 7 Rep	2	✓						0	0	
Linda Varga District 8 Rep	2	✓						0	0	
Brent Pfeiffer District 9 Rep	2	✓						0	0	
Jean Getz District 10 Rep	2	✓						0	0	
Trish Barber District 11 Rep	2	✓						0	0	
Karen Oberlander District 12 Rep	2	✓						0	0	
Kathy Lower District 13 Rep	2	✓						0	0	
Kit Lynch District 14 Rep	2	✓						0	0	
Kelly Robinson District 15 Rep	2	✓						0	0	
Derek Cunningham District 16 Rep	2	✓						0	0	

Name of the Organization	Employer identification number
Distributive Education Clubs of America Inc.	23 7079474

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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		Individual trustee or director	Institutional trustee	Officer	Key Employee	Highest compensated employee	Former			
Lindsay Porter Director	2	√						0	0	
Tim Fandek Board of Directors	2	√						0	0	
Nancy Bradbury Director	1	√						0	0	
Holly Gregory Board of Directors	2	√						0	0	
Stacy Parsons Director	1	√						0	0	
Andrea Sapon Board of Directors	2	√						0	0	
Cassandra Davis Director	1	√						0	0	
Bob Winter Board of Directors	2	√						0	0	
Kirsten Strohmenger Board of Directors	2	√						0	0	
Dan Becker Board of Directors	2	√						0	0	
Michael Simonson Board of Directors	2	√						0	0	

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

**Open to Public
Inspection**

Name of the organization

Distributive Education Clubs of America Inc.

Employer identification number

23 : 7079474

Form 990, Part IV, line 12 --- Some of the affiliated offices have their financial statements audited.

Form 990, Part VI, lines 2 to 3 --- California and Nevada DECA's are managed by one contractor company hired by the department of education of each state. This contractor designates one employee to assume a voting seat at each of the two state DECA's boards, resulting in two non-independent voters. Therefore they are not on the same subordinate board.

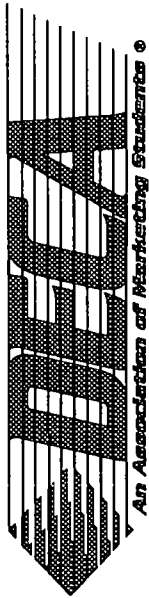
Form 990, Part VI, lines 6 to 7 --- DECA Inc. is a membership organization for secondary and post-secondary students. Student members of a school forms a chapter led by their teacher called chapter advisor. Most of the state department of education manage or facilitate the activities of chapters within their own states. State DECA board members are either designated by the department or elected by the DECA constituents. The important decisions of the board reflect consensus of chapter advisors and department officers.

Form 990, Part VI, line 10 --- The board of many state DECA's require board review approval of Form 990 at a meeting or of is completed .

Form 990, Part VI, lines 12a & 14 --- Some of the affiliated offices have these documents in place.

Form 990, Part VI, line 15 --- Governing bodies of state DECA annually review salary or compensation using compatability studies on corporations.

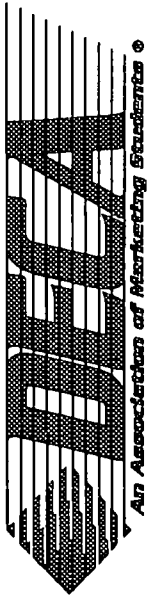
Form 990, Part VI, line 19 --- These documents and statements are available to the public upon request.



2008 Form 990
 Distributive Education Clubs of America Inc. (DECA Inc.)
 EIN: 23-7079474
 GEN: 1151

(* ΔEX represents Delta Epsilon Chi)

Federal ID#	State Organization	Contact Name	Address	2nd Address	City	State	Zip
036012617	VT DECA	Roger Carlee	North Country Career Center	209 Veterans Avenue	Newport	VT	05855-5534
046139055	MA DECA	Donna McFadden	Bunker Hill Comm. College	250 New Rutherford Ave., Box 101	Boston	MA	02129
050395332	RI ΔEX	Kenneth Disala	Johnson & Wales University	8 Abbott Park Place	Providence	RI	02903
146035822	NY DECA	Mary Peres	Oceanside High School	3160 Skillman Ave.	Oceanside	NY	11572
201966759	GA Delta Epsilon Chi	Karen Wheel Carter	Georgia Perimeter College	555 North Indian Creek Dr	Clarkston	GA	30021-2361
203546537	FL Delta Epsilon Chi	Jack Rose	10790 NW 14th St., #180		Plantation	FL	33322-6956
226066043	NJ DECA	Debra Rizzo	Middlesex County College	2600 Woodbridge Ave, TSC 200G	Edison	NJ	08818
236416579	PA DECA	Jerry DiGiovanni	306 South 13th St., #6		Philadelphia	PA	19107
237066211	ME DECA	Lisa Delampan	PO Box 397		Concord	NH	03302-0397
237066212	AK DECA	Chance Chambers	10025 Baywood Way		Palmer	AK	99645-9620
237079474	Group Return	Dr Edward Davis	1908 Association Drive		Reston	VA	20191
237174475	NH DECA	Gordon Nicholson	592 Pine St		Manchester	NH	03104
262739430	Foundation for MO DECA	Julie Lyman	3703 Hunter Valley Drive		Columbia	MO	65203
316035469	OH DECA	Jim Price	25 South Front Street	Mail Stop 607	Columbus	OH	43215
356065007	IN DECA	Melissa Abrani	Office of Career and Tech'l Edu	151 West Ohio St	Indianapolis	IN	46204
376058635	IL DECA	Don Varanauksi	16452 S Westwood Drive		Lockport	IL	60441-7667
386119972	MI DECA	Dave Wait	Eastern Michigan University	208 King Hall	Ypsilanti	MI	48197
396095491	WI DECA	Sara Baird	125 South Webster		Madison	WI	53707
416039597	MN DECA	Glenice Hall	37962 SW Height of Land Drive		Rochert	MN	56578-9615
426093339	IA DECA	Christina Bohnet	PO Box 11452		Ankeny	IA	50021
436064528	MO DECA/ΔEX	Gayla Hays	205 Jefferson St	PO Box 480	Jefferson City	MO	65102
456015497	ND DECA/ΔEX	Kevin Reisenauer	600 East Boulevard Avenue	Department 270	Bismarck	ND	58505-0610
466017083	SD DECA	Gerald Gramm	4012 S April Place		Sioux Falls	SD	57103-7240
470794142	NE DECA	Nicole Coffey	301 Centennial Mail South		Lincoln	NE	68509
510164028	CT DECA	Dennis Kelly	PO Box 1053		Southington	CT	06489
510164044	ID DECA-Delta Epsilon Chi	Angela Neal	PO Box 83720	650 West State Street	Boise	ID	83720-0095
510164058	NM DECA	Christine Phipps	ENMU	Cherry Street Station 61	Portales	NM	88130
516019989	DE DECA	Frank Ingram	Delaware Dept of Education	35 Commerce Way, Suite 1	Dover	DE	19904
526066960	DC DECA	Katie Fregetto	Woodson Senior High School	5500 Eads Street NE	Washington	DC	20019
526066963	MD DECA	Annette Donawa	MSDE/DCETAL	200 West Baltimore Street	Baltimore	MD	21201
530215806	DECA Inc Parent Company	Dr Edward Davis	1908 Association Drive		Reston	VA	20191
542061807	VA ΔEX	Sharon Davis	Old Dominion University	Technology Building, RM 108	Norfolk	VA	23529
546052332	VA DECA	Sharon Webb Acuff	PO Box 2120		Richmond	VA	23219
556028198	WV DECA	Betty Sias	WVDE Building 6, Room 243	1900 Kanawha Blvd East	Charleston	WV	25305
566073305	NC DECA	Pamela O'Brien	6358 Mail Service Center		Raleigh	NC	27699-6358
576028893	SC DECA	Tina Durham	2018 Wellington Road		North Augusta	SC	29841



2008 Form 990
Distributive Education Clubs of America Inc. (DECA Inc.)
EIN: 23-7079474
GEN: 1151

(* ΔEX represents Delta Epsilon Chi)

Federal ID#	State Organization	Contact Name	Address	2nd Address	City	State	Zip
586053488	GA DECA	Rhonda Samples	3612 Ansley Pointe		Gainesville	GA	30506
596173273	FL DECA	Lynore Levenhagen	Lyman High School	865 S Ronald Reagan Blvd	Longwood	FL	32750
616033495	KY DECA	Gary Colvin	1256 Dugan Lane		Bardstown	KY	40004
626063230	TN DECA	Melissa Johnson	TN Dept of Ed.	4075 Park Avenue	Memphis	TN	38111
636155284	AL DECA	Lisa Weeks	PO Box 302101	50 North Ripley St (Zip 36104)	Montgomery	AL	36130-2101
646028211	MS DECA/Delta Epsilon Chi	Leon Bracey	500 Greymont St., Suite H	PO Box 771	Jackson	MS	39205-0771
716059985	AR DECA	Jim Brock	Three Capitol Mall	Luther Hardin Building Rm 502	Little Rock	AR	72201-1083
726025338	LA DECA	Paul Grethel	13967 J R Drive		Walker	LA	70785
736108722	OK DECA	Karen Green	OK Dept of Career and Tech	1500 West Seventh Avenue	Stillwater	OK	74074-4364
746052810	TX DECA	Gay Sabom	14027 #216 Memorial Dr		Houston	TX	77079
816017160	MT DECA	Diana Fiedler	PO Box 17261		Helena	MT	59604-7261
836009360	WY DECA	Denise Osborn	2527 Summit Drive		Cheyenne	WY	82009
846044839	CO DECA	Ev Vaughan	9101 East Lowry Blvd		Denver	CO	80230
866052333	AZ DECA-Delta Epsilon Chi	Oleg Shvets	Arizona Department of Education	1535 West Jefferson Street	Phoenix	AZ	85007
876123242	UT DECA/Delta Epsilon Chi	Jim Powell	655 West Josh Circle		Murray	UT	84123
886006805	NV DECA	Ryan Underwood	9890 South Maryland Pwy	Ste 221-Room 234	Las Vegas	NV	89183
900508374	PR DECA	Vivian M Acevedo Prado	PR Dept of Ed -Office 302	PO Box 190759	San Juan	PR	00971
900518857	IA Delta Epsilon Chi	Tony Timm	PO Box 41433		Des Moines	IA	50311
900518858	MN DECA	Jacklyn J Schiller	21576 NE Pickrel Lake Drive		Detroit Lakes	MN	56501-7524
900518859	MI Delta Epsilon Chi	Shawna Davidson	MMMA/Delta Epsilon Chi	1688 Brockway	Saginaw	MI	48602
911308496	WA DECA	Shanna LaMar	200 West Mercer Street	Suite 207	Seattle	WA	98119
911602361	WA ΔEX	Larry Sullivan	1810 N Greene St, M S 2010		Spokane	WA	99217
911918358	CA DECA	Brycen Woodley	1377 SW 209th Ave		Beaverton	OR	97006
911918365	RI DECA	Marsha Bock	993 Cowesett Road		Warwick	RI	02886
911918374	WI ΔEX	Mae Laatsch	PO Box 85		Lake Mills	WI	53551-0085
911918388	TX ΔEX	Chad Fagan	1114 West FM 1382		Cedar Hill	TX	75104
936037452	OR DECA	Trina Lee	Student Leadership Dev Ctr	2611 Pringle Rd, SE	Salem	OR	97302
996011098	HI DECA	Sherilyn Lau	475 22nd Avenue	Building 301, Room 126	Honolulu	HI	96816