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Form 990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2020

Open to Public Inspection

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

Do not enter social security numbers on this form as it may be made public.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

A For the 2020 calendar year, or tax year beginning 07-01-2020 , and ending 06-30-2021

B Check if applicable:  
☐ Address change  
☒ Name change  
☐ Initial return  
☐ Final return/terminated  
☐ Amended return  
☐ Application pending

C Name of organization  
DISTRIBUTIVE EDUCATION CLUBS OF AMERICA  
INC GROUP RETURN  
  
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 province, country, and ZIP or foreign postal code  
RESTON, VA 20191

D Employer identification number  
23-7079474  
  
E Telephone number  
(703) 860-5000  
  
G Gross receipts \$ 7,168,395

F Name and address of principal officer:  
FRANK PETERSON  
1908 ASSOCIATION DRIVE  
RESTON, VA 20191

H(a) Is this a group return for subordinates?  
☒ Yes ☐ No  
H(b) Are all subordinates included?  
☐ Yes ☒ No  
If "No," attach a list. (see instructions)  
H(c) Group exemption number ▶ 1151

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

J Website: ▶ WWW.DECA.ORG

K Form of organization: ☐ Corporation ☐ Trust ☐ Association ☒ Other ▶

L Year of formation:

M State of legal domicile:

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 net assets.

3 Number of voting members of the governing body (Part VI, line 1a) . . . . . 3 496

4 Number of independent voting members of the governing body (Part VI, line 1b) . . . . . 4 490

5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) . . . . . 5 15

6 Total number of volunteers (estimate if necessary) . . . . . 6 7,779

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

7b Net unrelated business taxable income from Form 990-T, line 39 . . . . . 7b 0

Revenue

8 Contributions and grants (Part VIII, line 1h) . . . . . 1,298,823 1,267,750

9 Program service revenue (Part VIII, line 2g) . . . . . 16,604,139 5,353,383

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d ) . . . . . 79,899 488,120

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) . . . . . 130,289 41,209

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) . . . . . 18,113,150 7,150,462

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3 ) . . . . . 448,837 305,820

14 Benefits paid to or for members (Part IX, column (A), line 4) . . . . . 0 0

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) . . . . . 842,697 675,584

16a Professional fundraising fees (Part IX, column (A), line 11e) . . . . . 0 0

16b Total fundraising expenses (Part IX, column (D), line 25) ▶29,638

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) . . . . . 16,657,286 5,796,406

18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25) . . . . . 17,948,820 6,777,810

19 Revenue less expenses. Subtract line 18 from line 12 . . . . . 164,330 372,652

Net Assets or Fund Balances

20 Total assets (Part X, line 16) . . . . . 11,631,855 12,551,880

21 Total liabilities (Part X, line 26) . . . . . 0 0

22 Net assets or fund balances. Subtract line 21 from line 20 . . . . . 11,631,855 12,551,880

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  
FRANK PETERSON EXECUTIVE DIRECTOR  
Type or print name and title

2022-05-10  
Date

Paid Preparer Use Only

Print/Type preparer's name Preparer's signature Date

Check ☐ if self-employed PTIN P01365820

Firm's name ▶ MARCUM LLP Firm's EIN ▶ 11-1986323

Firm's address ▶ 1899 L STREET NW SUITE 850  
WASHINGTON, DC 20036 Phone no. (202) 227-4000

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

For Paperwork Reduction Act Notice, see the separate instructions. Cat. No. 11282Y Form 990 (2020)

**Part III Statement of Program Service Accomplishments**

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

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

**4a** (Code: ) (Expenses \$ 5,484,044 including grants of \$ 305,820 ) (Revenue \$ 5,353,383 )  
See Additional Data

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

**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 ▶ 5,484,044

**Part IV Checklist of Required Schedules**

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

**Part IV Checklist of Required Schedules** (continued)

		Yes	No	
<b>22</b>	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III . . . . .	<b>22</b>	Yes	
<b>23</b>	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J . . . . .	<b>23</b>		No
<b>24a</b>	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . . . .	<b>24a</b>		No
<b>b</b>	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .	<b>24b</b>		
<b>c</b>	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .	<b>24c</b>		
<b>d</b>	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .	<b>24d</b>		
<b>25a</b>	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I . . . . .	<b>25a</b>		No
<b>b</b>	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I . . . . .	<b>25b</b>		No
<b>26</b>	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II . . . . .	<b>26</b>		No
<b>27</b>	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III . . . . .	<b>27</b>		No
<b>28</b>	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
<b>a</b>	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV . . . . .	<b>28a</b>		No
<b>b</b>	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV . . . . .	<b>28b</b>		No
<b>c</b>	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV . . . . .	<b>28c</b>		No
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M . . . . .	<b>29</b>		No
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M . . . . .	<b>30</b>		No
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I . . . . .	<b>31</b>		No
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II . . . . .	<b>32</b>		No
<b>33</b>	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 . . . . .	<b>33</b>		No
<b>34</b>	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .	<b>34</b>	Yes	
<b>35a</b>	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	<b>35a</b>		No
<b>b</b>	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 . . . . .	<b>35b</b>		
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 . . . . .	<b>36</b>		No
<b>37</b>	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 . . . . .	<b>37</b>		No
<b>38</b>	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O. . . . .	<b>38</b>	Yes	

**Part V Statements Regarding Other IRS Filings and Tax Compliance**Check if Schedule O contains a response or note to any line in this Part V . . . . . ☐

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable . . . . .	<b>1a</b>	84
<b>b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable . . . . .	<b>1b</b>	0
<b>c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .	<b>1c</b>	Yes

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

<b>2a</b> 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 . . . . .	<div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">2a</div> <div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">15</div>			
<b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		<b>2b</b>	Yes	
<b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . . .		<b>3a</b>		No
<b>b</b> If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i> . . . . .		<b>3b</b>		
<b>4a</b> 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>4a</b>		No
<b>b</b> If "Yes," enter the name of the foreign country: <span style="border-bottom: 1px solid black; display: inline-block; width: 150px;"></span> See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
<b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .		<b>5a</b>		No
<b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		<b>5b</b>		No
<b>c</b> If "Yes," to line 5a or 5b, did the organization file Form 8886-T? . . . . .		<b>5c</b>		
<b>6a</b> Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . . . .		<b>6a</b>		No
<b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .		<b>6b</b>		
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>				
<b>a</b> Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? . . . . .		<b>7a</b>		No
<b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .		<b>7b</b>		
<b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .		<b>7c</b>		No
<b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year . . . . .	<div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">7d</div>			
<b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		<b>7e</b>		
<b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .		<b>7f</b>		
<b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . . . .		<b>7g</b>		
<b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . . . .		<b>7h</b>		
<b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . . . .		<b>8</b>		
<b>9 Sponsoring organizations maintaining donor advised funds.</b>				
<b>a</b> Did the sponsoring organization make any taxable distributions under section 4966? . . . . .		<b>9a</b>		
<b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . . . .		<b>9b</b>		
<b>10 Section 501(c)(7) organizations.</b> Enter:				
<b>a</b> Initiation fees and capital contributions included on Part VIII, line 12 . . . . .	<div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">10a</div>			
<b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">10b</div>			
<b>11 Section 501(c)(12) organizations.</b> Enter:				
<b>a</b> Gross income from members or shareholders . . . . .	<div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">11a</div>			
<b>b</b> Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) . . . . .	<div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">11b</div>			
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?				
<b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	<div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">12b</div>	<b>12a</b>		
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>				
<b>a</b> Is the organization licensed to issue qualified health plans in more than one state? . . . . . <b>Note.</b> See the instructions for additional information the organization must report on Schedule O.		<b>13a</b>		
<b>b</b> Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans . . . . .	<div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">13b</div>			
<b>c</b> Enter the amount of reserves on hand . . . . .	<div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto; text-align: center;">13c</div>			
<b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year? . . . . .		<b>14a</b>		No
<b>b</b> If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i> . . . . .		<b>14b</b>		
<b>15</b> Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? . . . . . If "Yes," see instructions and file Form 720, Schedule N.		<b>15</b>		No
<b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income? . . . . . If "Yes," complete Form 4720, Schedule O.		<b>16</b>		No

**Part VI**

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

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

**Section A. Governing Body and Management**

		Yes	No
<b>1a</b> Enter the number of voting members of the governing body at the end of the tax year	<b>1a</b> 496		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
<b>b</b> Enter the number of voting members included in line 1a, above, who are independent	<b>1b</b> 490		
<b>2</b> 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?	<b>2</b>	Yes	
<b>3</b> 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?	<b>3</b>		No
<b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	<b>4</b>		No
<b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets?	<b>5</b>		No
<b>6</b> Did the organization have members or stockholders?	<b>6</b>	Yes	
<b>7a</b> Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	<b>7a</b>	Yes	
<b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	<b>7b</b>	Yes	
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
<b>a</b> The governing body?	<b>8a</b>	Yes	
<b>b</b> Each committee with authority to act on behalf of the governing body?	<b>8b</b>	Yes	
<b>9</b> Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	<b>9</b>		No

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

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

**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 Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

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

**20** State the name, address, and telephone number of the person who possesses the organization's books and records:  
 FRANK PETERSON 1908 ASSOCIATION DRIVE RESTON, VA 20191 (703) 860-5000

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

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

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

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

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

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

[illegible]

## Part VII

<b>1b Sub-Total</b>			
<b>1c Total from continuation sheets to Part VII, Section A</b>			
<b>1d Total (add lines 1b and 1c)</b>	638,962	0	0

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ► 1

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

## Section B. Independent Contractors

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

(A)	(B)	(C)
Name and business address	Description of services	Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ► 0

Form 990 (2020)				Page 9			
Part VIII Statement of Revenue							
Check if Schedule O contains a response or note to any line in this Part VIII				<input type="checkbox"/>			
			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c	78,604			
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	983,518			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	205,628			
	g	Noncash contributions included in lines 1a - 1f:\$	1g				
	h	Total. Add lines 1a-1f		1,267,750			
Program Service Revenue			Business Code				
	2a	CONFERENCE	900099	4,106,732	4,106,732		
	b	MEMBERSHIP DUES	900099	1,113,800	1,113,800		
	c	OTHER PROGRAM SERVICES	900099	132,851	132,851		
	d						
	e						
	f	All other program service revenue.					
g	Total. Add lines 2a-2f.		5,353,383				
Other Revenue	3		Investment income (including dividends, interest, and other similar amounts)	488,120		488,120	
	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 \$ 78,604 of contributions reported on line 1c). See Part IV, line 18						
		8a	8,130				
		8b	17,933				
c		Net income or (loss) from fundraising events	-9,803		-9,803		
9a	Gross income from gaming activities. See Part IV, line 19						
		9a					
		9b					
c		Net income or (loss) from gaming activities					
10a	Gross sales of inventory, less returns and allowances						
		10a					
		10b					
c		Net income or (loss) from sales of inventory					
Miscellaneous Revenue		Business Code					
11a	MISCELLANEOUS	900099	51,012		51,012		
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d		51,012				
12	Total revenue. See instructions		7,150,462	5,353,383	0	529,329	

Form 990 (2020)

**Part IX Statement of Functional Expenses**

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

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

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . . . .	162,960	162,960		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .	142,860	142,860		
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16. . . . .				
<b>4</b> Benefits paid to or for members . . . . .				
<b>5</b> Compensation of current officers, directors, trustees, and key employees . . . . .	364,834	180,267	172,767	11,800
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .				
<b>7</b> Other salaries and wages . . . . .	237,727	178,897	50,431	8,399
<b>8</b> Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions) . . . . .	3,841	3,265	384	192
<b>9</b> Other employee benefits . . . . .	25,434	21,694	2,493	1,247
<b>10</b> Payroll taxes . . . . .	43,748	24,327	18,290	1,131
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management . . . . .	689,606	425,540	258,359	5,707
<b>b</b> Legal . . . . .	6,996		6,996	
<b>c</b> Accounting . . . . .	113,313	3,494	109,819	
<b>d</b> Lobbying . . . . .				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees . . . . .	3,456		3,456	
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	90,084	38,553	50,369	1,162
<b>12</b> Advertising and promotion . . . . .	32,974	29,131	3,843	
<b>13</b> Office expenses . . . . .	193,447	120,348	73,099	
<b>14</b> Information technology . . . . .	58,894	46,002	12,892	
<b>15</b> Royalties . . . . .				
<b>16</b> Occupancy . . . . .	84,854	54,080	30,774	
<b>17</b> Travel . . . . .	184,373	150,006	34,367	
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
<b>19</b> Conferences, conventions, and meetings . . . . .	3,980,821	3,639,388	341,433	
<b>20</b> Interest . . . . .	7,521	6,769	752	
<b>21</b> Payments to affiliates . . . . .	6,995	6,995		
<b>22</b> Depreciation, depletion, and amortization . . . . .				
<b>23</b> Insurance . . . . .	225,974	163,627	62,347	
<b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> MISCELLANEOUS	117,098	85,841	31,257	
<b>b</b>				
<b>c</b>				
<b>d</b>				
<b>e</b> All other expenses				
<b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e	6,777,810	5,484,044	1,264,128	29,638
<b>26</b> <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

**Part X Balance Sheet**Check if Schedule O contains a response or note to any line in this Part IX ☐

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	10,637,650	<b>1</b>	11,136,677
	<b>2</b> Savings and temporary cash investments . . . . .		<b>2</b>	
	<b>3</b> Pledges and grants receivable, net . . . . .		<b>3</b>	
	<b>4</b> Accounts receivable, net . . . . .		<b>4</b>	
	<b>5</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) . . . . .		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .		<b>9</b>	
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	<b>10a</b>		
	<b>b</b> Less: accumulated depreciation	<b>10b</b>	<b>10c</b>	
	<b>11</b> Investments—publicly traded securities . . . . .	994,205	<b>11</b>	1,415,203
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .		<b>12</b>	
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .		<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11 . . . . .		<b>15</b>	
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) . . . . .	11,631,855	<b>16</b>	12,551,880	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .		<b>17</b>	
	<b>18</b> Grants payable . . . . .		<b>18</b>	
	<b>19</b> Deferred revenue . . . . .		<b>19</b>	
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D		<b>21</b>	
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		<b>25</b>	
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 . . . . .	0	<b>26</b>	0
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	11,631,855	<b>27</b>	12,551,880
	<b>28</b> Net assets with donor restrictions . . . . .		<b>28</b>	
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds		<b>31</b>	
	<b>32</b> <b>Total net assets or fund balances</b> . . . . .	11,631,855	<b>32</b>	12,551,880
<b>33</b> <b>Total liabilities and net assets/fund balances</b> . . . . .	11,631,855	<b>33</b>	12,551,880	

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI ☒

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	7,150,462
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	6,777,810
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	372,652
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	11,631,855
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	9,376
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	335,840
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	202,157
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	12,551,880

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII ☐

	Yes	No
<b>1</b> Accounting method used to prepare the Form 990: <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
<b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
<b>b</b> Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
<b>c</b> If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.		
<b>3a</b> 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?		No
<b>b</b> If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

# Additional Data

**Software ID:**  
**Software Version:**  
**EIN:** 23-7079474  
**Name:** DISTRIBUTIVE EDUCATION CLUBS OF AMERICA  
INC GROUP RETURN

Form 990 (2020)

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## Form 990, Part III, Line 4a:

APPROXIMATELY 13,400 STUDENTS PARTICIPATED IN SKILLS CONTESTS RELATED TO THEIR INDIVIDUAL CAREER GOALS IN MARKETING AND MANAGEMENT. SCHOLARSHIP, CASH AND RECOGNITIONS ARE PROVIDED FOR ACCOMPLISHMENTS RELATED TO WORKPLACE AND SCHOOL-BASED LEARNING.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.

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Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LORI HAIRSTON ..... SECRETARY	50.00 .....	X		X				118,000	0	0
JANICE BROWN ..... DIRECTOR	35.00 .....	X		X				45,900	0	0
JOHN STILES ..... DIRECTOR & STATE ADVISOR	40.00 .....	X		X				42,000	0	0
CHERYL CRANFORD ..... DIRECTOR	20.00 .....	X						24,000	0	0
JAMES BENEDICT ..... CHAIR	16.00 .....	X						15,500	0	0
LYNORE LEVENHAGEN ..... TREASURER	26.00 .....	X		X				12,000	0	0
BRIAN NOBREGA ..... TREASURER	1.00 .....	X		X				8,500	0	0
MORGAN ARENHOLZ ..... DIRECTOR	15.00 .....	X		X				8,400	0	0
CATHIE BRYANT ..... DIRECTOR	10.00 .....	X		X				7,250	0	0
KAREN MENDEZ ..... DIRECTOR	1.00 .....	X						5,500	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHERYL BOURLAND ..... DIRECTOR	10.00 .....	X						5,200	0	0
JAMES WEBER ..... DIRECTOR	20.00 .....	X		X				5,000	0	0
MARK LYONS ..... DIRECTOR	20.00 .....	X		X				5,000	0	0
GRACE MCCLOSKEY ..... DIRECTOR	1.00 .....	X						3,000	0	0
COURTNEY WESTVOLD ..... CHAIR	15.00 .....	X		X				2,450	0	0
GALE FANALE ..... DIRECTOR	1.00 .....	X						1,500	0	0
RACHEL JONES ..... DIRECTOR	1.00 .....	X						975	0	0
KRISTIN LIDSTROM ..... VICE CHAIR	1.00 .....	X						875	0	0
MATT MAGNUSON ..... DIRECTOR	2.00 .....	X						750	0	0
AMBER REED ..... DIRECTOR	1.00 .....	X						675	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GEN CRAFT ..... DIRECTOR	1.00 .....	X						675	0	0
JULIE MOORE ..... DIRECTOR	1.00 .....	X						625	0	0
DAVID BURKE ..... DIRECTOR	3.00 .....	X						599	0	0
JAMES DUFFY ..... DIRECTOR	1.00 .....	X						599	0	0
JEAN ATTIG ..... DIRECTOR	3.00 .....	X						599	0	0
JENNIFER WEBER ..... DIRECTOR	2.00 .....	X						599	0	0
KAREN BEAR ..... DIRECTOR	5.00 .....	X						599	0	0
KEVIN JONES ..... DIRECTOR	1.00 .....	X						599	0	0
TAMMI CONN ..... DIRECTOR	2.00 .....	X						599	0	0
RITA VIEIRA ..... SECRETARY	2.00 .....	X						500	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ROBERT D'AREZZO ..... TREASURER	2.00 .....	X						500	0	0
TERESA BROOKS ..... DIRECTOR	1.00 .....	X		X				400	0	0
WILLIAM COULSON ..... DIRECTOR	1.00 .....	X						250	0	0
CAROL VON TERSCH ..... CHAIR	1.00 .....	X		X				100	0	0
ARLEN MIZELL ..... CHAIR	1.00 .....	X						0	0	0
BECKY KUEHL ..... CHAIR	2.00 .....	X						0	0	0
BRAD MEHR ..... CHAIR	10.00 .....	X		X				0	0	0
BRAD PEER ..... CHAIR & STATE ADVISOR	40.00 .....	X		X				0	0	0
BRAXTON WARREN ..... CHAIR	1.00 .....	X						0	0	0
BRIAN COLBURN ..... CHAIR	1.00 .....	X		X				0	0	0

Form 990, Part VII – Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHARICE CHAMBERS ..... CHAIR	1.00 .....	X						0	0	0
DEDE MOORE ..... CHAIR	2.00 .....	X						0	0	0
DENNIS MIFFLIN ..... CHAIR	1.00 .....	X						0	0	0
DIANNE JOLOVICH ..... CHAIR	1.00 .....	X		X				0	0	0
EMILY JACOBSON ..... CHAIR	1.00 .....	X		X				0	0	0
GEORGANNA MANSFIELD ..... CHAIR	1.00 .....	X		X				0	0	0
HEATHER BALDWIN ..... CHAIR	1.00 .....	X		X				0	0	0
JENNIFER MASON ..... CHAIR	1.00 .....	X						0	0	0
JOHN WEBSTER ..... CHAIR	2.00 .....	X						0	0	0
KAREN MEUWISSEN ..... CHAIR	2.00 .....	X		X				0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KATHY WALTON ..... CHAIR	1.00 .....	X						0	0	0
KELLEN SCOTT ..... CHAIR	1.00 .....	X						0	0	0
KIM EDWARDS ..... CHAIR	5.00 .....	X		X				0	0	0
LABRAIA OWENS ..... CHAIR	8.00 .....	X						0	0	0
LARRY ANDERS ..... FOUNDATION CHAIR	4.00 .....	X						0	0	0
LISA CLINE ..... CHAIR	1.00 .....	X						0	0	0
LORI MEREIDETH ..... CHAIR	5.00 .....	X		X				0	0	0
MARC HILLESTAD ..... CHAIR	1.00 .....	X		X				0	0	0
MARJORIE FITZGIBBON ..... CHAIR	1.00 .....	X						0	0	0
MISTY RATHER ..... CHAIR	1.00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PATRICK CONNOLLY ..... CHAIR	1.00 .....	X		X				0	0	0
SANDY DUNOVANT ..... CHAIR	3.00 .....	X						0	0	0
SARA WHELAN ..... CHAIR	2.00 .....	X		X				0	0	0
TED THOMPSON ..... CHAIR	1.00 .....	X						0	0	0
SHELBY LERCH ..... CHAIR	1.00 .....	X		X				0	0	0
TRACI BUCKNER ..... CHAIR	1.00 .....	X		X				0	0	0
TRAVIS KENYON ..... CHAIR	2.00 .....	X		X				0	0	0
ALAIN BAZILE ..... VICE CHAIR	1.00 .....	X						0	0	0
ALINA HUGHES ..... VICE CHAIR	1.00 .....	X						0	0	0
AMANDA CHERRY ..... VICE CHAIR	1.00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANGELA BAILEY ..... VICE CHAIR	1.00 .....	X						0	0	0
ASHANA PATEL ..... VICE CHAIR	6.00 .....	X						0	0	0
ASHLEE JOHNSON ..... VICE CHAIR	1.00 .....	X						0	0	0
BETTY O'CONNOR ..... VICE CHAIR	1.00 .....	X						0	0	0
BOB HOSIER ..... VICE CHAIR	1.00 .....	X						0	0	0
BRYAN VENEMA ..... VICE CHAIR	1.00 .....	X		X				0	0	0
CAROLYN MASSIAH ..... VICE CHAIR	1.00 .....	X						0	0	0
CATHERINE FARINA ..... VICE CHAIR	1.00 .....	X						0	0	0
CHLOE KNIPPER ..... VICE CHAIR	1.00 .....	X						0	0	0
DAISY AGUILAR ..... VICE CHAIR	6.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DAWN BEKAERT ..... VICE CHAIR	1.00 .....	X						0	0	0
DENISE MAGASICH ..... VICE CHAIR	1.00 .....	X						0	0	0
DREW GOLDFINGER ..... VICE CHAIR	1.00 .....	X						0	0	0
FEDERICO BALDO ..... VICE CHAIR	1.00 .....	X						0	0	0
GRACE QI ..... VICE CHAIR	6.00 .....	X						0	0	0
GUILA MATARASSO ..... VICE CHAIR	1.00 .....	X						0	0	0
JACOB WARD ..... VICE CHAIR	2.00 .....	X		X				0	0	0
JACQUELINE PEETERS ..... VICE CHAIR	1.00 .....	X						0	0	0
JOHN DIXON ..... VICE CHAIR	1.00 .....	X		X				0	0	0
KATHY LUPO ..... VICE CHAIR	1.00 .....	X		X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KATIE SHIPP ..... VICE CHAIR	6.00 .....	X						0	0	0
KELLY WILSON ..... VICE CHAIR	1.00 .....	X						0	0	0
KRISTINE ACOSTA ..... VICE CHAIR	1.00 .....	X						0	0	0
KRISTY WILLIAMS ..... VICE CHAIR	5.00 .....	X		X				0	0	0
KYLE WINSLOW ..... VICE CHAIR	1.00 .....	X		X				0	0	0
LINDA CANNON ..... VICE CHAIR	1.00 .....	X						0	0	0
LISA HOFFMAN ..... VICE CHAIR	1.00 .....	X						0	0	0
MACKENZIE BOLINO ..... VICE CHAIR	6.00 .....	X						0	0	0
MARIO GATTO ..... VICE CHAIR	1.00 .....	X						0	0	0
MICHELLE ALEXANDER ..... VICE CHAIR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
OREN HERTZ ..... VICE CHAIR	1.00 .....	X						0	0	0
RACHEL DUBROW ..... VICE CHAIR	1.00 .....	X						0	0	0
SCOTT DONISTHORPE ..... VICE CHAIR	10.00 .....	X		X				0	0	0
TRESA WARNER ..... VICE CHAIR	1.00 .....	X						0	0	0
WENDY ROSCHE ..... VICE CHAIR	1.00 .....	X						0	0	0
AMANDA GRAHAM-BISHOP ..... SECRETARY	1.00 .....	X						0	0	0
ASHLEY TESSMER ..... SECRETARY	2.00 .....	X						0	0	0
CHARLES FURLOW ..... SECRETARY	2.00 .....	X		X				0	0	0
DAN KELLY ..... SECRETARY	2.00 .....	X						0	0	0
DANIEL KELLY ..... SECRETARY-ACTING	20.00 .....	X		X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DELICIA YOUNG ..... SECRETARY	1.00 .....	X						0	0	0
JAMES ELVIDGE ..... SECRETARY	2.00 .....	X		X				0	0	0
JODI MORGAN ..... SECRETARY	1.00 .....	X						0	0	0
KIM STECHMAN ..... SECRETARY	1.00 .....	X		X				0	0	0
LEAH LOVELL ..... SECRETARY	1.00 .....	X						0	0	0
MIVIDA PARHAM ..... SECRETARY	1.00 .....	X						0	0	0
ROCHELLE STANFILL ..... SECRETARY	1.00 .....	X						0	0	0
RYAN FLORES ..... SECRETARY	1.00 .....	X		X				0	0	0
SAECILIA JACKSON ..... SECRETARY	1.00 .....	X						0	0	0
SARA SMITH ..... SECRETARY	1.00 .....	X		X				0	0	0

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ZORICA WACKER ..... SECRETARY	1.00 .....	X		X				0	0	0
ANGELA PARKER ..... TREASURER	2.00 .....	X		X				0	0	0
DANIELLE XU ..... TREASURER	1.00 .....	X		X				0	0	0
DENNIS VOLENTINE ..... TREASURER	1.00 .....	X		X				0	0	0
JAYNE HARRIS ..... TREASURER	3.00 .....	X						0	0	0
JEFFREY TALKINGTON ..... TREASURER	1.00 .....	X		X				0	0	0
JULIE YEARGO ..... TREASURER	1.00 .....	X		X				0	0	0
JULIEANNE ASH ..... TREASURER	1.00 .....	X		X				0	0	0
LARRY D'ANZA ..... TREASURER	1.00 .....	X		X				0	0	0
LISA TALLQUIST ..... TREASURER	1.00 .....	X		X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LORI JOHNSON ..... TREASURER	2.00 .....	X		X				0	0	0
MAUREEN RANKIN ..... TREASURER	1.00 .....	X						0	0	0
MICHAEL DIPASQUALE ..... TREASURER	1.00 .....	X		X				0	0	0
RICARDO CORNEJO ROJAS ..... TREASURER	1.00 .....	X		X				0	0	0
ROBIN PALMER ..... TREASURER	2.00 .....	X		X				0	0	0
SHANNON STEWARD ..... TREASURER	1.00 .....	X						0	0	0
TAMMY VAIL ..... TREASURER	2.00 .....	X		X				0	0	0
TIANA BRIONES ..... TREASURER	1.00 .....	X		X				0	0	0
TIMOTHY MAROTTE ..... TREASURER	1.00 .....	X		X				0	0	0
AARON GIRDNER ..... DIRECTOR	1.00 .....	X		X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ADAM BARRICKMAN ..... DIRECTOR	1.00 .....	X						0	0	0
ADAM FEAZELL ..... DIRECTOR	15.00 .....	X						0	0	0
ADRIANE GRAHAM ..... DIRECTOR	1.00 .....	X						0	0	0
ALAN BALSDON ..... DIRECTOR	10.00 .....	X		X				0	0	0
ALEX WESTMAN ..... DIRECTOR	1.00 .....	X						0	0	0
ALEXANDRIA BROCK ..... DIRECTOR	1.00 .....	X						0	0	0
ALISHIA JONAS ..... DIRECTOR	1.00 .....	X		X				0	0	0
AMANDA BREZNAY ..... DIRECTOR	4.00 .....	X						0	0	0
AMANDA FIELDS ..... DIRECTOR	2.00 .....	X						0	0	0
AMY GRANAHAH ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
AMY WELCH ..... DIRECTOR	1.00 .....	X						0	0	0
ANAND SHARMA ..... DIRECTOR	1.00 .....	X						0	0	0
ANDREA CALL ..... DIRECTOR	1.00 .....	X						0	0	0
ANDREA MOHR ..... DIRECTOR	1.00 .....	X						0	0	0
ANDREW MERRILL ..... DIRECTOR	1.00 .....	X						0	0	0
ANDY STEVENS ..... DIRECTOR	2.00 .....	X						0	0	0
ANISH GUNDIMEDA ..... DIRECTOR	1.00 .....	X						0	0	0
ANKIT JANAMANCHI ..... DIRECTOR	2.00 .....	X						0	0	0
ANN MUIRHEAD ..... DIRECTOR	10.00 .....	X						0	0	0
ANNIE HULSE ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANTHONY HARL ..... DIRECTOR	1.00 .....	X		X				0	0	0
ANTHONY LEVESQUE ..... DIRECTOR	1.00 .....	X		X				0	0	0
ARIEL FOSTER ..... DIRECTOR	1.00 .....	X						0	0	0
ASHLEY HOUCHINS ..... DIRECTOR	1.00 .....	X						0	0	0
ASHLEY SEVERT ..... DIRECTOR	2.00 .....	X						0	0	0
ASHLEY STANFORD ..... DIRECTOR	1.00 .....	X						0	0	0
ASHLEY WILSON ..... MEMBER	1.00 .....	X						0	0	0
AUSTEN PRATT ..... DIRECTOR	1.00 .....	X						0	0	0
AUTUMN WILLIAMS ..... DIRECTOR	5.00 .....	X						0	0	0
AVA SHEPPERD ..... DIRECTOR	2.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
AVARIL MCNAMARA ..... DIRECTOR	3.00 .....	X						0	0	0
BARBARA GONZALEZ ..... DIRECTOR	1.00 .....	X						0	0	0
BEN BRUEGLER ..... DIRECTOR	2.00 .....	X						0	0	0
BETH RICKARD ..... DIRECTOR	1.00 .....	X						0	0	0
BETTY MONTGOMERY ..... DIRECTOR	2.00 .....	X						0	0	0
BILL ANDERSON ..... MEMBER	1.00 .....	X						0	0	0
BILL ISBELL ..... DIRECTOR	10.00 .....	X						0	0	0
BLAKE BODENBURG ..... DIRECTOR	1.00 .....	X						0	0	0
BOB JOHNSON ..... DIRECTOR	1.00 .....	X		X				0	0	0
BOB REINHARDT ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
BOBBIE ROBERTSON ..... DIRECTOR	2.00 .....	X						0	0	0
BRAD FULK ..... DIRECTOR	1.00 .....	X						0	0	0
BRAD KENNETT ..... DIRECTOR	2.00 .....	X						0	0	0
BRANDON OGDEN ..... DIRECTOR	2.00 .....	X						0	0	0
BREANNE NELSON ..... DIRECTOR	1.00 .....	X						0	0	0
BRENNA BARTLETT ..... DIRECTOR	2.00 .....	X						0	0	0
BRIAN MCNEAL ..... DIRECTOR	1.00 .....	X						0	0	0
BROCK TAYLOR ..... DIRECTOR	1.00 .....	X						0	0	0
BRYCE FLAMMANG ..... DIRECTOR	5.00 .....	X						0	0	0
BRYCEN WOODLEY ..... DIRECTOR & STATE ADVISOR	21.00 .....	X		X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CARL HERT ..... DIRECTOR	2.00 .....	X						0	0	0
CARMELLA SALAZAR ..... DIRECTOR	1.00 .....	X						0	0	0
CAROL BORSKEY ..... DIRECTOR	1.00 .....	X		X				0	0	0
CAROL LYNN NUTE ..... DIRECTOR	3.00 .....	X						0	0	0
CARRIE MCCORMICK ..... DIRECTOR	1.00 .....	X						0	0	0
CARRIE PLOSS ..... DIRECTOR	1.00 .....	X		X				0	0	0
CASSIE GRIGSBY ..... DIRECTOR	1.00 .....	X						0	0	0
CATY SIMMONS ..... DIRECTOR	1.00 .....	X		X				0	0	0
CHAD ROSS ..... DIRECTOR	11.00 .....	X						0	0	0
CHASE TOPLIFF ..... DIRECTOR	4.00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHERYL CHAMBERLAIN ..... DIRECTOR	5.00 .....	X						0	0	0
CHERYL SHEA ..... DIRECTOR	1.00 .....	X						0	0	0
CHRIS HEREK ..... DIRECTOR	1.00 .....	X						0	0	0
CHRIS HUGHES ..... DIRECTOR	1.00 .....	X						0	0	0
CHRISSY HOOD ..... DIRECTOR	2.00 .....	X						0	0	0
CHRISTAL REID ..... DIRECTOR	1.00 .....	X						0	0	0
CHRISTINE GROCHOWSKI ..... DIRECTOR	1.00 .....	X						0	0	0
CHRYSTAL BRYANT ..... DIRECTOR	3.00 .....	X						0	0	0
CHYSTAL DORTCH ..... DIRECTOR	10.00 .....	X		X				0	0	0
CIERA ROBERTS ..... DIRECTOR	5.00 .....	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CINDY GARRETT ..... DIRECTOR	1.00 .....	X						0	0	0
CINDY WHITAKER ..... DIRECTOR	1.00 .....	X		X				0	0	0
CLAIRE FORREST ..... DIRECTOR	1.00 .....	X						0	0	0
CLAUDE COMMISSO ..... DIRECTOR	5.00 .....	X						0	0	0
COLLIN ERMI ..... DIRECTOR	1.00 .....	X						0	0	0
COREY GUERRA ..... DIRECTOR	1.00 .....	X						0	0	0
COURTNEY BUSHNELL ..... DIRECTOR	2.00 .....	X						0	0	0
COURTNEY RICHOUX ..... DIRECTOR	1.00 .....	X		X				0	0	0
CYNDEE BARKLEY ..... DIRECTOR	1.00 .....	X						0	0	0
DALE POLLARD ..... DIRECTOR	2.00 .....	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DAN GREAVEN ..... DIRECTOR	12.00 .....	X						0	0	0
DAN SHEEKS ..... DIRECTOR	2.00 .....	X						0	0	0
DANA BOICE ..... DIRECTOR	1.00 .....	X						0	0	0
DANNEL PORTER ..... DIRECTOR	1.00 .....	X						0	0	0
DAVID MEI ..... DIRECTOR	1.00 .....	X						0	0	0
DAVID WILBURN ..... DIRECTOR	1.00 .....	X		X				0	0	0
DAWN GRESSETTE ..... DIRECTOR	3.00 .....	X						0	0	0
DAYREE RAMIREZ ..... DIRECTOR	1.00 .....	X		X				0	0	0
DIANE BARAY ..... DIRECTOR	1.00 .....	X						0	0	0
DEE STRAUSS ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DOTTY HARING ..... DIRECTOR	1.00 .....	X						0	0	0
DOUGLAS DEN HARTOG ..... DIRECTOR	1.00 .....	X						0	0	0
DR NICOLE HALPIN ..... DIRECTOR	1.00 .....	X						0	0	0
DREW BURTON ..... DIRECTOR	1.00 .....	X						0	0	0
ED GROCHOWSKI ..... DIRECTOR	1.00 .....	X						0	0	0
ED O'CONNOR ..... DIRECTOR	1.00 .....	X						0	0	0
EILEEN FISCHER ..... DIRECTOR	1.00 .....	X						0	0	0
ELENA TERCERO ..... DIRECTOR	1.00 .....	X						0	0	0
EMILEE WILSON ..... DIRECTOR	1.00 .....	X		X				0	0	0
EMILY SMOLLER ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
EMMA WEIBER ..... DIRECTOR	2.00 .....	X						0	0	0
EMMY CORN ..... DIRECTOR	2.00 .....	X						0	0	0
ERIC ROESLER ..... DIRECTOR	1.00 .....	X						0	0	0
ERIC WAGNER ..... DIRECTOR	2.00 .....	X						0	0	0
ERICA PADZIK ..... DIRECTOR	2.00 .....	X						0	0	0
ERIN GRANTHAM ..... DIRECTOR	2.00 .....	X						0	0	0
ERIN SACKETT ..... DIRECTOR	1.00 .....	X						0	0	0
FORREST SOLON ..... DIRECTOR	1.00 .....	X						0	0	0
FRANK ROSA ..... DIRECTOR	1.00 .....	X						0	0	0
GAYLA CARLTON ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GEN BENNETT ..... DIRECTOR	2.00 .....	X						0	0	0
GEN SHUTT ..... DIRECTOR	2.00 .....	X						0	0	0
GEORGE FANG ..... DIRECTOR	2.00 .....	X						0	0	0
GINGER HILL ..... DIRECTOR	40.00 .....	X		X				0	0	0
GREG MENIG ..... DIRECTOR	5.00 .....	X						0	0	0
HB WHITAKER ..... DIRECTOR	1.00 .....	X		X				0	0	0
HALIE BISSELL ..... DIRECTOR	1.00 .....	X						0	0	0
HEATHER CARTER ..... DIRECTOR	3.00 .....	X						0	0	0
HEATHER CASTANON ..... DIRECTOR	1.00 .....	X						0	0	0
HEATHER VANDYKE ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JACKIE BAUMAN ..... DIRECTOR	10.00 .....	X						0	0	0
JAMES CASINI ..... DIRECTOR	5.00 .....	X						0	0	0
JAMES DOW ..... DIRECTOR	1.00 .....	X						0	0	0
JAMES ROLLINS ..... DIRECTOR	1.00 .....	X						0	0	0
JAMIE RILEY ..... DIRECTOR	1.00 .....	X						0	0	0
JAMIE YOUNG ..... DIRECTOR	2.00 .....	X						0	0	0
JANE BRUCE ..... DIRECTOR	2.00 .....	X						0	0	0
JARED KEGLER ..... DIRECTOR	1.00 .....	X						0	0	0
JASON CROWE ..... DIRECTOR	2.00 .....	X						0	0	0
JASON HOLTER ..... DIRECTOR	2.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JAX NALLEY ..... DIRECTOR	1.00 .....	X		X				0	0	0
JEFF BACK ..... DIRECTOR	2.00 .....	X						0	0	0
JEFF DENBO ..... DIRECTOR	1.00 .....	X		X				0	0	0
JEFF KEITH ..... DIRECTOR	2.00 .....	X		X				0	0	0
JEFFREY SAMANIEGO ..... DIRECTOR	1.00 .....	X						0	0	0
JENNFER DANIELLE ..... DIRECTOR	2.00 .....	X						0	0	0
JENNIFER CLEMONS ..... DIRECTOR	1.00 .....	X						0	0	0
JENNIFER COREY ..... DIRECTOR	1.00 .....	X						0	0	0
JENNIFER MILKE ..... DIRECTOR	1.00 .....	X						0	0	0
JEREMY DAVIS ..... DIRECTOR	2.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JEREMY NADLER ..... DIRECTOR	2.00 .....	X						0	0	0
JESSICA BOOTH ..... DIRECTOR	1.00 .....	X						0	0	0
JESSICA CHRISTENSEN ..... DIRECTOR	1.00 .....	X						0	0	0
JESSICA FRAZIER ..... DIRECTOR	10.00 .....	X						0	0	0
JESSICA TILLAMN ..... DIRECTOR	10.00 .....	X						0	0	0
JILL HESS ..... DIRECTOR	2.00 .....	X						0	0	0
JILL THOMPSON ..... DIRECTOR	5.00 .....	X						0	0	0
JILL VALENTINE ..... DIRECTOR	2.00 .....	X						0	0	0
JIM SULLIVAN ..... DIRECTOR	1.00 .....	X						0	0	0
JOANNE SULLIVAN ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JODY BENNET ..... DIRECTOR	2.00 .....	X						0	0	0
JOHN HAY ..... DIRECTOR	1.00 .....	X						0	0	0
JOHN SHAW ..... DIRECTOR	1.00 .....	X						0	0	0
JOLYNN BARAL ..... DIRECTOR	2.00 .....	X						0	0	0
JON KRAUTH ..... DIRECTOR	1.00 .....	X						0	0	0
JONATHAN OLDFIELD ..... DIRECTOR	1.00 .....	X						0	0	0
JOSEPH SANTOS ..... DIRECTOR	5.00 .....	X						0	0	0
JOSH MUNRO ..... DIRECTOR	10.00 .....	X						0	0	0
JOYCE KEMP ..... DIRECTOR & STATE ADVISOR	10.00 .....	X		X				0	0	0
JULIA DALRYMPLE ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JULIE COOLEY ..... DIRECTOR	1.00 .....	X						0	0	0
JULIE SHAW ..... DIRECTOR	1.00 .....	X						0	0	0
JULIE SMIEGEL ..... DIRECTOR	2.00 .....	X						0	0	0
JULIO MEZA ..... DIRECTOR	1.00 .....	X						0	0	0
JUSTIN STAUB ..... DIRECTOR	1.00 .....	X						0	0	0
JUSTIN GIPE ..... DIRECTOR	1.00 .....	X						0	0	0
JUSTON GLASS ..... DIRECTOR	1.00 .....	X						0	0	0
KAREN STOLL ..... DIRECTOR	1.00 .....	X						0	0	0
KATE FITZGERALD ..... DIRECTOR	2.00 .....	X						0	0	0
KATIE CLARK ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KEISHA MADDOX ..... DIRECTOR	1.00 .....	X						0	0	0
KEITH JUREK ..... DIRECTOR	1.00 .....	X						0	0	0
KEITH TRAYLOR ..... DIRECTOR	1.00 .....	X		X				0	0	0
KEITH WARTZENLUFT ..... DIRECTOR	2.00 .....	X						0	0	0
KELESY JONES ..... DIRECTOR	1.00 .....	X						0	0	0
KELLY CHRISTMAN ..... DIRECTOR	1.00 .....	X						0	0	0
KELLY DAMRON ..... DIRECTOR	1.00 .....	X						0	0	0
KELLY WRIGHT ..... DIRECTOR	1.00 .....	X						0	0	0
KENDRA CHRISTENSEN ..... DIRECTOR	1.00 .....	X						0	0	0
KENNETH CHUKWUBA ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KERRY MOQUETT ..... DIRECTOR	1.00 .....	X						0	0	0
KEVIN KRIZAN ..... DIRECTOR	1.00 .....	X						0	0	0
KIM ADAMS ..... DIRECTOR	1.00 .....	X		X				0	0	0
KIM RADFORD ..... DIRECTOR	1.00 .....	X						0	0	0
KIM THOMPSON ..... DIRECTOR	1.00 .....	X						0	0	0
KIMBERLY GUSTIN ..... DIRECTOR	1.00 .....	X						0	0	0
KRIS EVANS ..... DIRECTOR	2.00 .....	X						0	0	0
KRISTA ANDERSON ..... DIRECTOR	1.00 .....	X						0	0	0
KRISTA SCHENCK ..... DIRECTOR	2.00 .....	X						0	0	0
KRISTY DILLINGHAM ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KRYSTI CONLIN ..... DIRECTOR	1.00 .....	X						0	0	0
KYLE BRITTO ..... DIRECTOR	1.00 .....	X						0	0	0
KYLE STANGER ..... DIRECTOR	1.00 .....	X						0	0	0
LANETTE FARGASON ..... DIRECTOR	2.00 .....	X						0	0	0
LAURA FECAK ..... DIRECTOR	1.00 .....	X						0	0	0
LAURA LAUINGER ..... DIRECTOR	1.00 .....	X						0	0	0
LAURA NOWLAN ..... DIRECTOR	1.00 .....	X						0	0	0
LAURA WHEELER ..... DIRECTOR	1.00 .....	X						0	0	0
LAUREN WORLEY ..... DIRECTOR	1.00 .....	X						0	0	0
LAURI WRIGHT ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LAURIE JENNINGS ..... DIRECTOR	1.00 .....	X		X				0	0	0
LAURIE SALANDER ..... DIRECTOR	1.00 .....	X						0	0	0
LAURYN SHAVER ..... DIRECTOR	1.00 .....	X		X				0	0	0
LEIGH ANN OJEDA ..... DIRECTOR	1.00 .....	X						0	0	0
LEO SAENZ ..... DIRECTOR	1.00 .....	X		X				0	0	0
LETTIA ROMAS ..... DIRECTOR	5.00 .....	X						0	0	0
LETTY BROWN ..... DIRECTOR	1.00 .....	X						0	0	0
LEVI DAWES ..... DIRECTOR	10.00 .....	X						0	0	0
LIAM MARONEY ..... DIRECTOR	5.00 .....	X						0	0	0
LIAM MCPHAIL ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LILLY P'POOL ..... DIRECTOR	1.00 .....	X						0	0	0
LINDA WILSON ..... DIRECTOR	1.00 .....	X						0	0	0
LINDSAY DELUCCA ..... DIRECTOR	8.00 .....	X						0	0	0
LINDSAY EDY ..... DIRECTOR	2.00 .....	X						0	0	0
LISA CHESTNUTT ..... DIRECTOR	1.00 .....	X						0	0	0
LISA DELAMPAN ..... DIRECTOR	2.00 .....	X						0	0	0
LISA GRECO ..... DIRECTOR	1.00 .....	X						0	0	0
LISA SCOTT ..... DIRECTOR	1.00 .....	X						0	0	0
LORELEI ANDERSEN ..... DIRECTOR	1.00 .....	X						0	0	0
LYDIA ALEXANDER ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LYDIA NUBUL ..... DIRECTOR	1.00 .....	X						0	0	0
LYNN HILL ..... DIRECTOR	1.00 .....	X						0	0	0
MALLORY CLEVELAND ..... DIRECTOR	2.00 .....	X						0	0	0
MANUEL FLORES ..... DIRECTOR	5.00 .....	X						0	0	0
MARCI PORTER ..... DIRECTOR	1.00 .....	X						0	0	0
MARIA BRAY ..... DIRECTOR	10.00 .....	X						0	0	0
MARIANNE IRELAND ..... DIRECTOR	1.00 .....	X		X				0	0	0
MARIJKE THOMAS ..... DIRECTOR	1.00 .....	X		X				0	0	0
MARK STEEDLY ..... DIRECTOR	2.00 .....	X						0	0	0
MARY HEARTZ ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARY PERES ..... DIRECTOR	35.00 .....	X		X				0	0	0
MARYELLEN GATES ..... DIRECTOR	1.00 .....	X						0	0	0
MATT BUTLER ..... DIRECTOR	1.00 .....	X						0	0	0
MATT MAW ..... DIRECTOR	1.00 .....	X						0	0	0
MATT WELLS ..... DIRECTOR	1.00 .....	X		X				0	0	0
MAYA BLUMENTHAL ..... DIRECTOR	2.00 .....	X						0	0	0
MEAGHAN DECOUTA ..... DIRECTOR	1.00 .....	X						0	0	0
MEGAN FISHER ..... DIRECTOR	2.00 .....	X						0	0	0
MEGHAN BEAULIEU ..... DIRECTOR	1.00 .....	X						0	0	0
MELINDA HUNTLEY ..... DIRECTOR	2.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MELISSA DIETZ ..... DIRECTOR	1.00 .....	X						0	0	0
MELISSA SCOTT ..... DIRECTOR	1.00 .....	X						0	0	0
MICHAEL ACHEATEL ..... DIRECTOR	1.00 .....	X						0	0	0
MICHAEL JONES ..... DIRECTOR	2.00 .....	X						0	0	0
MICHAEL PATTI ..... DIRECTOR	2.00 .....	X						0	0	0
MICHAEL SIAKPERE ..... DIRECTOR	1.00 .....	X						0	0	0
MICHAEL STONEMAN ..... DIRECTOR	1.00 .....	X		X				0	0	0
MICHAEL THOMAS ..... DIRECTOR	1.00 .....	X						0	0	0
MICHAELA KAVANAGH ..... DIRECTOR	1.00 .....	X						0	0	0
MICHELLE CAMP ..... DIRECTOR	1.00 .....	X		X				0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MICHELLE JACKSON ..... DIRECTOR	1.00 .....	X						0	0	0
MICHELLE NELSON ..... DIRECTOR	2.00 .....	X						0	0	0
MICKI VOLK ..... DIRECTOR	2.00 .....	X						0	0	0
MIKE DIAMOND ..... DIRECTOR	2.00 .....	X						0	0	0
MIKE GUMP ..... DIRECTOR	1.00 .....	X						0	0	0
MIKE KALUZA ..... DIRECTOR	1.00 .....	X						0	0	0
MIKE MILLER ..... DIRECTOR	1.00 .....	X						0	0	0
MINDY ROSE ..... DIRECTOR	1.00 .....	X		X				0	0	0
MITCHELL BERESA ..... DIRECTOR	25.00 .....	X		X				0	0	0
MOLLY ANDERSON ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
NADINE FREEDLINE ..... DIRECTOR	2.00 .....	X						0	0	0
NAKEIA JONES ..... DIRECTOR	1.00 .....	X						0	0	0
NALEA HOLIDAY ..... DIRECTOR	1.00 .....	X		X				0	0	0
NAT ELLIS ..... DIRECTOR	1.00 .....	X						0	0	0
NATALIE CLARK ..... DIRECTOR	4.00 .....	X						0	0	0
NATASHA WILLIAMS ..... DIRECTOR	3.00 .....	X						0	0	0
NATE MARSHALL ..... DIRECTOR	2.00 .....	X						0	0	0
NEIL SCHLAGEL ..... DIRECTOR	1.00 .....	X						0	0	0
NELA HATHORNE ..... DIRECTOR	2.00 .....	X		X				0	0	0
NICCI CLARK ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
NICOLE KENDALL ..... DIRECTOR	1.00 .....	X						0	0	0
NICOLE SMALL ..... DIRECTOR	1.00 .....	X						0	0	0
NINA WILSON ..... DIRECTOR	1.00 .....	X						0	0	0
OWEN HAMILTON ..... DIRECTOR	1.00 .....	X		X				0	0	0
PAMELA MENDEL ..... DIRECTOR	5.00 .....	X						0	0	0
PARKER SELLERS ..... DIRECTOR	1.00 .....	X						0	0	0
PAUL KIMBLER ..... DIRECTOR	1.00 .....	X						0	0	0
PAYTON ARRINGTON ..... DIRECTOR	1.00 .....	X						0	0	0
PEGGY ARNOLD ..... DIRECTOR	2.00 .....	X						0	0	0
PHILLIP VANDENBERG ..... DIRECTOR	1.00 .....	X		X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RACHAEL ROUTT ..... DIRECTOR	1.00 .....	X						0	0	0
RACHEL PILOTTE ..... DIRECTOR	1.00 .....	X						0	0	0
RAE BROUSSARD ..... DIRECTOR	1.00 .....	X		X				0	0	0
RICARDO RAMOS ..... DIRECTOR	2.00 .....	X						0	0	0
RICH GRATIN ..... DIRECTOR	5.00 .....	X						0	0	0
RICHARD FAULKNER ..... DIRECTOR	1.00 .....	X		X				0	0	0
ROB AINBINDER ..... DIRECTOR	2.00 .....	X						0	0	0
ROB DODGE ..... DIRECTOR	1.00 .....	X						0	0	0
ROB HOLMAN ..... DIRECTOR	1.00 .....	X						0	0	0
ROBIN PERRY ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ROBIN STEVENS ..... DIRECTOR	2.00 .....	X						0	0	0
RYAN DOGGETT ..... DIRECTOR	2.00 .....	X						0	0	0
RYAN HARRISON ..... DIRECTOR	1.00 .....	X						0	0	0
RYAN KROGER ..... DIRECTOR	2.00 .....	X						0	0	0
RYAN WITZIG ..... DIRECTOR & STATE ADVISOR	11.00 .....	X		X				0	0	0
RYLEE DINGES ..... DIRECTOR	2.00 .....	X						0	0	0
SAM SORTER ..... DIRECTOR	1.00 .....	X						0	0	0
SAMANTHA LEWANDOWSKI ..... DIRECTOR	1.00 .....	X		X				0	0	0
SANDRA TUCKER ..... DIRECTOR	1.00 .....	X						0	0	0
SARA HIEMENZ ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SARA MOSSMAN ..... DIRECTOR	2.00 .....	X						0	0	0
SARAH TRAN ..... DIRECTOR	1.00 .....	X						0	0	0
SARAH WELKIN ..... DIRECTOR	1.00 .....	X						0	0	0
SARA-JO MARCOTTE ..... DIRECTOR	1.00 .....	X						0	0	0
SCOTT LARSEN ..... DIRECTOR	1.00 .....	X						0	0	0
SCOTT PIERCE ..... DIRECTOR	1.00 .....	X						0	0	0
SEAN ELSER ..... DIRECTOR	10.00 .....	X						0	0	0
SETH COLE ..... DIRECTOR	1.00 .....	X		X				0	0	0
SHAD EWART ..... DIRECTOR	1.00 .....	X						0	0	0
SHARON ACUFF ..... DIRECTOR	1.00 .....	X		X				0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SHARON ASHLOCK ..... DIRECTOR	1.00 .....	X						0	0	0
SHARON SHAHAN ..... DIRECTOR	1.00 .....	X						0	0	0
SHAWN PEREZ ..... DIRECTOR	1.00 .....	X						0	0	0
SHAYE STEPHENS ..... DIRECTOR	3.00 .....	X						0	0	0
SHAYNA BROWN ..... DIRECTOR	1.00 .....	X						0	0	0
SHELLEY PEWITT ..... DIRECTOR	2.00 .....	X						0	0	0
SHERRY SILER ..... DIRECTOR	1.00 .....	X		X				0	0	0
SHERRY STONE ..... DIRECTOR	3.00 .....	X						0	0	0
SIERRA LAKRIN ..... DIRECTOR	1.00 .....	X						0	0	0
SLOANE FOSTER ..... DIRECTOR	1.00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SONJA WEILER ..... DIRECTOR	1.00 .....	X						0	0	0
SOPHIA FREEMAN ..... DIRECTOR	2.00 .....	X						0	0	0
STACY WASHINGTON ..... DIRECTOR	1.00 .....	X						0	0	0
STEVE RAYMOND ..... DIRECTOR	1.00 .....	X		X				0	0	0
STEWART BURNS ..... DIRECTOR	1.00 .....	X						0	0	0
SUE UTZ ..... DIRECTOR	2.00 .....	X						0	0	0
SUSAN DANA ..... DIRECTOR	1.00 .....	X						0	0	0
SUSAN EVANS ..... DIRECTOR	5.00 .....	X						0	0	0
SUSAN EVERHART ..... DIRECTOR	2.00 .....	X						0	0	0
SUSAN SIMONSON ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SUZANNE GUT ..... DIRECTOR	1.00 .....	X						0	0	0
TABITHA HUDSON ..... DIRECTOR	2.00 .....	X						0	0	0
TABITHA STALLWORTH ..... DIRECTOR	1.00 .....	X						0	0	0
TADHG KELLER ..... DIRECTOR	1.00 .....	X						0	0	0
TALITHA OLIVERI ..... DIRECTOR	1.00 .....	X						0	0	0
TAMI-JO DICKINSON ..... DIRECTOR	1.00 .....	X						0	0	0
TANNER CUREY ..... DIRECTOR	10.00 .....	X						0	0	0
TANYA CLARK ..... DIRECTOR	1.00 .....	X						0	0	0
TENA MARTIN ..... DIRECTOR	2.00 .....	X						0	0	0
TERENCE REESE ..... DIRECTOR	5.00 .....	X		X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
THOMAS MONSON ..... DIRECTOR	1.00 .....	X						0	0	0
TIM PAROCHOJUK ..... DIRECTOR	1.00 .....	X						0	0	0
TOM GRIFFIN ..... DIRECTOR	2.00 .....	X						0	0	0
TOM SOUSA ..... DIRECTOR	1.00 .....	X						0	0	0
TONY LINKOWSKI ..... DIRECTOR	2.00 .....	X						0	0	0
TRAVIS CRAWFORD ..... DIRECTOR	10.00 .....	X						0	0	0
TROY DAVIS ..... DIRECTOR	1.00 .....	X						0	0	0
TYLER THOMPSON ..... DIRECTOR	4.00 .....	X						0	0	0
VERNESSA EMERSON ..... DIRECTOR	2.00 .....	X						0	0	0
VICKI WILES ..... DIRECTOR	1.00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
VINCE MERRIL ..... DIRECTOR	1.00 .....	X						0	0	0
WALKER PENFIELD ..... DIRECTOR	1.00 .....	X						0	0	0
WENDY ROCHICHAUD ..... DIRECTOR	1.00 .....	X						0	0	0
WHITNEY MILLER ..... DIRECTOR	2.00 .....	X						0	0	0
ZAC SPOHN ..... DIRECTOR	1.00 .....	X						0	0	0
EMILY BECK ..... PRESIDENT	1.00 .....	X		X				0	0	0
JOSH SHANKLE ..... STATE ADVISOR	40.00 .....			X				82,700	0	0
PAM O'BRIEN ..... STATE ADVISOR	40.00 .....			X				77,012	0	0
SHANNON AARON ..... STATE ADVISOR	40.00 .....			X				65,258	0	0
JERRY DIGIOVANNI ..... STATE ADVISOR	20.00 .....			X				43,775	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PAUL GRETHEL ..... STATE ADVISOR	8.00 .....			X				13,000	0	0
CHRISTIINA SHIOI ..... STATE ADVISOR	1.00 .....			X				10,754	0	0
PATRICIA WHITE ..... ACCOUNTANT	1.00 .....			X				8,220	0	0
DENNIS KELLY ..... STATE ADVISOR	1.00 .....			X				4,400	0	0
FELECIA MANDEVILLE ..... STATE ADVISOR	1.00 .....			X				4,400	0	0
MARY-LOU TUPPER ..... STATE ADVISOR	5.00 .....			X				600	0	0
CLAYTON EVANS ..... CHAIR	4.00 .....			X				0	0	0
CAITLIN HEUSCHER ..... SECRETARY	10.00 .....			X				0	0	0
BRIAN MCFALL ..... TREASURER	4.00 .....			X				0	0	0
MICHELE MCGAFFIN ..... TREASURER	2.00 .....			X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ASHLEY MARTINEZ ..... STATE ADVISOR	1.00 .....			X				0	0	0
BECKY TRIMBLE ..... STATE ADVISOR	5.00 .....			X				0	0	0
CAROL BOLIN ..... STATE ADVISOR	2.00 .....			X				0	0	0
CATHERINE RICE ..... STATE ADVISOR	25.00 .....			X				0	0	0
CHRIS DAVIS ..... STATE ADVISOR	1.00 .....			X				0	0	0
CHRISTINE PHIPPS ..... STATE ADVISOR	1.00 .....			X				0	0	0
CINDY SHANNON ..... STATE ADVISOR	40.00 .....			X				0	0	0
DAVID WAIT ..... STATE DIRECTOR	40.00 .....			X				0	0	0
DIANA HEGMANN ..... STATE ADVISOR	1.00 .....			X				0	0	0
DONNA DAIL ..... STATE ADVISOR	40.00 .....			X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DONNA MCFADDEN ..... STATE ADVISOR	1.00 .....			X				0	0	0
DR JEFFREY VICTOR ..... STATE ADVISOR	40.00 .....			X				0	0	0
FRANCISCO DAVIS ORTIZ ..... STATE ADVISOR	40.00 .....			X				0	0	0
GORDON NICHOLSON ..... STATE ADVISOR	1.00 .....			X				0	0	0
JACKLYN SCHILLER ..... STATE ADVISOR	1.00 .....			X				0	0	0
JENNIFER SHOUSE-KLASSEN ..... STATE ADVISOR	25.00 .....			X				0	0	0
JON HANSEN ..... STATE ADVISOR	20.00 .....			X				0	0	0
JULIE CROCKET ..... STATE ADVISOR	40.00 .....			X				0	0	0
KEVIN REISENAUER ..... STATE ADVISOR	1.00 .....			X				0	0	0
KYLE BARBER ..... STATE ADVISOR	1.00 .....			X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LISA OAKES ..... STATE ADVISOR	40.00 .....			X				0	0	0
MAGGIE SCHNEIDER ..... STATE ADVISOR	1.00 .....			X				0	0	0
MARY JANSSEN ..... STATE ADVISOR	1.00 .....			X				0	0	0
NICOLE WILLIS ..... STATE ADVISOR	5.00 .....			X				0	0	0
PAMELA LEE ..... STATE ADVISOR	40.00 .....			X				0	0	0
PAXTON CAVIN ..... STATE ADVISOR	15.00 .....			X				0	0	0
SCOTT JONES ..... STATE ADVISOR	20.00 .....			X				0	0	0
SHAUNA WILLIAMS ..... STATE ADVISOR	5.00 .....			X				0	0	0
TAMMY STAINS ..... STATE ADVISOR	40.00 .....			X				0	0	0
TANYA BLEHM ..... STATE ADVISOR	1.00 .....			X				0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
TIM FANDEK ..... STATE ADVISOR	10.00 .....			X				0	0	0
TINA MILLER ..... STATE ADVISOR	10.00 .....			X				9,125	0	0
ANN DAY ..... ACCOUNTANT	30.00 .....			X				0	0	0
MARTHA GAGNER ..... ACCOUNTANT	1.00 .....			X				0	0	0
TRACY CERSLEY ..... ACCOUNTANT	1.00 .....			X				0	0	0
VALERIE MCBANE ..... ACCOUNTANT	4.00 .....			X				0	0	0
VIRGINIA DICKERSON ..... ACCOUNTANT	3.00 .....			X				0	0	0

TY 2020 Affiliate Listing

**Name:** DISTRIBUTIVE EDUCATION CLUBS OF AMERICA  
INC GROUP RETURN  
**EIN:** 23-7079474

TY 2020 Affiliate Listing

Name	Address	EIN	Name control
AK DECA	2195 MAVENCAMP CIR NORTH POLE, AK 997056597	23-7066212	DIST
AL DECA	50 N RIPLEY ST SUITE 3311 MONTGOMERY, AL 36130	63-6155284	DIST
AR DECA	3 CAPITOL MALL LITTLE ROCK, AR 772011013	71-6059985	DIST
AZ DECA-COLLEGIATE DECA	PO BOX 1440 OWASSO, OK 74055	86-6052333	DIST
CA DECA	PO BOX 1440 OWASSO, OK 740551440	91-1918358	DIST
CO DECA	9101 E LOWRY BLVD DENVER, CO 80230	84-6044839	DIST
CT DECA	72 GOODSPEED AVE MERIDEN, CT 06451	51-0164028	DIST
FLORIDA COLLEGIATE DECA ASSOCIATION AND FOUNDATION INC	1169 STONEHAM DR LAKE COUNTY GROVELAND, FL 34736	81-3977195	FLOR
FL DECA	PO BOX 770969 WINTER GARDEN, FL 34777	59-6173273	DIST
GA DECA	PO BOX 189 OXFORD, GA 300540189	58-6053488	DIST
HI DECA	475 22ND AVE RM 217 HONOLULU, HI 968164400	99-6011098	DIST
IA DECA	308 W 3RD ST SUMNER, IA 50674	42-6093339	DIST
ID DECA - COLLEGIATE DECA	650 W STATE ST STE 324 BOISE, ID 837025936	51-0164044	DIST
IL DECA	1131 MONTICELLO DR AURORA, IL 605065741	37-6058635	DIST
IN DECA	12631 WEST RD ZIONSVILLE, IN 460779212	35-6065007	DIST
KANSAS DECA INC	900 SW JACKSON ST TOPEKA, KS 67601	81-4336891	DIST
KY DECA	300 SOWER BLVD 5TH FLOOR FRANKFORT, KY 40601	61-6033495	DIST
LA DECA	26236 WAX RD DENHAM SPRINGS, LA 70726	72-6025338	DIST
MA DECA	BUNKER HILL COMMUNITY COLLEGE 250 RUTHERFORD AVE BOX 101 BOSTON, MA 02129	04-6139055	DIST
MD DECA	200 WEST BALTIMORE STREET 3RD FLOOR BALTIMORE, MD 21201	52-6066963	DIST

TY 2020 Affiliate Listing

Name	Address	EIN	Name control
ME DECA	PO BOX 397 CONCORD, NH 03302	23-7066211	DIST
MI COLLEGIATE DECA	3831 S GLEANER RD SAGINAW, MI 486099111	90-0518859	DIST
MI DECA	PO BOX 980432 YPSILANTI, MI 481980432	38-6119972	DIST
MN COLLEGIATE DECA	9875 221ST AVE NW ELK RIVER, MN 55330	41-6039597	DIST
MN DECA	21576 NE PICKEREL LAKE RD DETROIT LAKES, MN 565017524	90-0518858	DIST
FOUNDATION FOR MO DECA	205 JEFFERSON STREET JEFFERSON CITY, MO 65101	26-2739430	DIST
MO DECA-COLLEGIATE DECA	205 JEFFERSON STREET JEFFERSON CITY, MO 65101	43-6064528	DIST
MS DECA-COLLEGIATE DECA	359 N WEST ST JACKSON, MS 392011502	64-6028211	DIST
MT DECA	502 S 19TH AVE STE 108B BOZEMAN, MT 597186827	81-6017160	DIST
NC DECA	PO BOX 27 PITTSBORO, NC 273120027	56-6073305	DIST
ND DECA-COLLEGIATE DECA	600 E BOULEVARD AVE DEPT 270 BISMARCK, ND 585050602	45-6015497	DIST
NE DECA	PO BOX 95072 LINCOLN, NE 68510	47-0794142	DIST
NH DECA	1 QUINCY LANE MERRIMACK, NH 03054	23-7174475	DIST
NJ DECA	C/O KEAN UNIVERSITY 1000 MORRIS AVE UNION, NJ 070837133	22-6066043	DIST
NM DECA	1500 S AVE K ENMU STATION 61 PORTALES, NM 88130	51-0164058	DIST
NV DECA	PO BOX 1440 OWASSO, OK 74055	88-6006805	DIST
NY DECA	285 HILL RD GOSHEN, NY 10924	14-6035822	DIST
OH DECA	25 S FRONT ST MSC 604 COLUMBUS, OH 432154176	31-6035469	DIST
OK DECA	1500 W 7TH AVE STILLWATER, OK 740744398	73-6108722	DIST
OR DECA	PO BOX 1440 OWASSO, OK 740551440	93-6037452	DIST

**TY 2020 Affiliate Listing**

<b>Name</b>	<b>Address</b>	<b>EIN</b>	<b>Name control</b>
PA DECA	306 S 13TH ST APT 5 PHILADELPHIA, PA 191075963	23-6416579	DIST
RI COLLEGIATE DECA	14 JAFFREY STREET JOHNSTON, RI 02919	05-0395332	DIST
RI DECA	125 EMERSON RD HARRISVILLE, RI 028301001	91-1918365	DIST
SC DECA	427 TRAILSEND ST ROCK HILL, SC 297321041	57-6028893	DIST
SD DECA	BEACOM SCHOOL OF BUSINESS ROOM 108 414 EAST CLARK STREET VERMILLION, SD 57069	46-6017083	DIST
TX COLLEGIATE DECA	6642 N RIVERSIDE DR 610 FORT WORTH, TX 76137	91-1918388	DIST
TX DECA	6642 N RIVERSIDE DR 610 FORT WORTH, TX 76137	74-6052810	DIST
UT DECA-COLLEGIATE DECA	PO BOX 978 CLEARFIELD, UT 84089	87-6123242	DIST
VA DECA	PO BOX 310 QUINTON, VA 231410310	54-6052332	DIST
VT DECA	628 BORDOVILLE RD ENOSBURG FLS, VT 054505830	03-6012617	DIST
WA COLLEGIATE DECA	3000 LANDERHOLM CIR SE A254 BELLEVUE, WA 980076406	91-1602361	DIST
WA DECA	16040 CHRISTENSEN RD STE 215 TUKWILA, WA 981882966	91-1308496	DIST
WI COLLEGIATE DECA	2453 WAUKESHA ROAD CALEDONIA, WI 53108	91-1918374	DIST
WI DECA	125 SOUTH WEBSTER STREET MADISON, WI 53707	39-6095491	DIST
WV DECA	PO BOX 323 ROMNEY, WV 267570323	55-6028198	DIST
WYOMING ASSOCIATION OF DECA	164 TOPONCE DR EVANSTON, WY 82930	83-6009360	DIST

SCHEDULE A  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.  
▶ Attach to Form 990 or Form 990-EZ.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization  
DISTRIBUTIVE EDUCATION CLUBS OF AMERICA  
INC GROUP RETURN

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: (For lines 1 through 12, check only one box.)

- 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 (Form 990 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 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 agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 ☒ 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.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ 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 in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f Enter the number of supported organizations . . . . .
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
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 or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .						
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . . .						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge..						
<b>4 Total.</b> Add lines 1 through 3						
<b>5</b> 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). . .						
<b>6 Public support.</b> Subtract line 5 from line 4.						
Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>7</b> Amounts from line 4. . .						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . . .						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on. . .						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . .						
<b>11 Total support.</b> Add lines 7 through 10						
<b>12</b> Gross receipts from related activities, etc. (see instructions) . . . . .					<b>12</b>	
<b>13 First 5 years.</b> 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 <b>stop here</b> . . . . . ▶ <input type="checkbox"/>						
Section C. Computation of Public Support Percentage						
<b>14</b> Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f)) . . . . .					<b>14</b>	
<b>15</b> Public support percentage for 2019 Schedule A, Part II, line 14 . . . . .					<b>15</b>	
<b>16a 33 1/3% support test—2020.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>						
<b>b 33 1/3% support test—2019.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>						
<b>17a 10%-facts-and-circumstances test—2020.</b> 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 <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>						
<b>b 10%-facts-and-circumstances test—2019.</b> 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 <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>						
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . . . ▶ <input type="checkbox"/>						

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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .	1,282,992	1,307,454	1,508,275	1,298,823	1,267,750	6,665,294
<b>2</b> 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	24,722,255	24,498,630	27,086,628	16,604,139	5,353,383	98,265,035
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5	26,005,247	25,806,084	28,594,903	17,902,962	6,621,133	104,930,329
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						0
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						0
<b>c</b> Add lines 7a and 7b. .						0
<b>8 Public support.</b> (Subtract line 7c from line 6.)						104,930,329

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>9</b> Amounts from line 6. . .	26,005,247	25,806,084	28,594,903	17,902,962	6,621,133	104,930,329
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .	189,911	130,221	152,871	79,899	488,120	1,041,022
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
<b>c</b> Add lines 10a and 10b.	189,911	130,221	152,871	79,899	488,120	1,041,022
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .	46,912	218,533	106,530	127,589	51,012	550,576
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.) . .	26,242,070	26,154,838	28,854,304	18,110,450	7,160,265	106,521,927
<b>14 First 5 years.</b> 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 <b>stop here.</b> . . . . . ▶ <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2020 (line 8, column (f) divided by line 13, column (f)) . . . . .	<b>15</b>	98.510 %
<b>16</b> Public support percentage from 2019 Schedule A, Part III, line 15 . . . . .	<b>16</b>	99.040 %

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for <b>2020</b> (line 10c, column (f) divided by line 13, column (f)) . . . . .	<b>17</b>	0.980 %
<b>18</b> Investment income percentage from <b>2019</b> Schedule A, Part III, line 17 . . . . .	<b>18</b>	0.490 %

- 19a 33 1/3% support tests—2020.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . . ▶ ☒
- b 33 1/3% support tests—2019.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . . ▶ ☐
- 20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions . . . . . ▶ ☐

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

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

Part IV

Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

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

<b>Part V</b> <b>Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations</b>			
<b>1</b> <input type="checkbox"/> Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 ( <i>explain in Part VI</i> ). <b>See instructions.</b> All other Type III non-functionally integrated supporting organizations must complete Sections A through E.			
<b>Section A - Adjusted Net Income</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Net short-term capital gain	<b>1</b>	
<b>2</b>	Recoveries of prior-year distributions	<b>2</b>	
<b>3</b>	Other gross income (see instructions)	<b>3</b>	
<b>4</b>	Add lines 1 through 3	<b>4</b>	
<b>5</b>	Depreciation and depletion	<b>5</b>	
<b>6</b>	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	<b>6</b>	
<b>7</b>	Other expenses (see instructions)	<b>7</b>	
<b>8</b>	<b>Adjusted Net Income</b> (subtract lines 5, 6 and 7 from line 4)	<b>8</b>	
<b>Section B - Minimum Asset Amount</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	<b>1</b>	
<b>a</b>	Average monthly value of securities	<b>1a</b>	
<b>b</b>	Average monthly cash balances	<b>1b</b>	
<b>c</b>	Fair market value of other non-exempt-use assets	<b>1c</b>	
<b>d</b>	<b>Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>	
<b>e</b>	<b>Discount</b> claimed for blockage or other factors ( <i>explain in detail in Part VI</i> ):		
<b>2</b>	Acquisition indebtedness applicable to non-exempt use assets	<b>2</b>	
<b>3</b>	Subtract line 2 from line 1d	<b>3</b>	
<b>4</b>	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	<b>4</b>	
<b>5</b>	Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>	
<b>6</b>	Multiply line 5 by 0.035	<b>6</b>	
<b>7</b>	Recoveries of prior-year distributions	<b>7</b>	
<b>8</b>	<b>Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>	
<b>Section C - Distributable Amount</b>			Current Year
<b>1</b>	Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>	
<b>2</b>	Enter 85% of line 1	<b>2</b>	
<b>3</b>	Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>	
<b>4</b>	Enter greater of line 2 or line 3	<b>4</b>	
<b>5</b>	Income tax imposed in prior year	<b>5</b>	
<b>6</b>	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	<b>6</b>	
<b>7</b>	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

**Part V**

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

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

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
<b>1</b> Distributable amount for 2020 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2020 (reasonable cause required-- <i>explain in <b>Part VI</b></i> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2020:			
<b>a</b> From 2015. . . . .			
<b>b</b> From 2016. . . . .			
<b>c</b> From 2017. . . . .			
<b>d</b> From 2018. . . . .			
<b>e</b> From 2019. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2020 distributable amount			
<b>i</b> Carryover from 2015 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2020 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2020 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in <b>Part VI</b></i> . See instructions.			
<b>6</b> Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in <b>Part VI</b></i> . See instructions.			
<b>7 Excess distributions carryover to 2021.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2016. . . . .			
<b>b</b> Excess from 2017. . . . .			
<b>c</b> Excess from 2018. . . . .			
<b>d</b> Excess from 2019. . . . .			
<b>e</b> Excess from 2020. . . . .			

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

<b>Facts And Circumstances Test</b>

**990 Schedule A, Supplemental Information**

Return Reference	Explanation
SCHEDULE A, PART III, LINE 12, EXPLANATION OF OTHER INCOME:	MISCELLANEOUS - 2016 AMOUNT: \$ 46,912. 2017 AMOUNT: \$ 218,533. 2018 AMOUNT: \$ 106,530. 2019 AMOUNT: \$ 127,589. 2020 AMOUNT: \$ 51,012.

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SCHEDULE D  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Supplemental Financial Statements

► Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.  
► Attach to Form 990.  
► Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization  
DISTRIBUTIVE EDUCATION CLUBS OF AMERICA  
INC GROUP RETURN

Employer identification number  
23-7079474

Part I

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year . . . . .		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year . . . . .		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? . . . . .

☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? . . . . .

☐ Yes ☐ No

Part II

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

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

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

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? . . . . .

☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? . . . . .

☐ Yes ☐ No

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

Part III

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1 . . . . . ► \$

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

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

a Revenue included on Form 990, Part VIII, line 1 . . . . . ► \$

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

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

Cat. No. 52283D

Schedule D (Form 990) 2020

Part III

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

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other .....

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements.

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

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . .

☐ Yes

☐ No

b

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

c

Beginning balance . . . . .

d

Additions during the year . . . . .

e

Distributions during the year . . . . .

f

Ending balance . . . . .

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . .

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . .

☐

Part V

Endowment Funds.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance . . . . .	648,402	651,080	607,767	38,358	37,334
b Contributions . . . . .			12,175		
c Net investment earnings, gains, and losses	6,586	-678	34,338	1,869	3,144
d Grants or scholarships . . . . .	3,200	2,000	3,200	3,230	2,120
e Other expenditures for facilities and programs . . . . .					
f Administrative expenses . . . . .					
g End of year balance . . . . .	651,788	648,402	651,080	36,997	38,358

2

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a

Board designated or quasi-endowment ▶ 100.000 %

b

Permanent endowment ▶ 0 %

c

Term endowment ▶ 0 %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a

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

(i) Unrelated organizations . . . . .

3a(i)

Yes

No

(ii) Related organizations . . . . .

3a(ii)

Yes

No

b

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

3b

Yes

No

4

Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI

Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land . . . . .				
b Buildings . . . . .				
c Leasehold improvements				
d Equipment . . . . .				
e Other . . . . .				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				0

Schedule D (Form 990) 2020

Part VII

Investments—Other Securities.

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

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

Part VIII

Investments—Program Related.

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.) ▶		

Part IX

Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.) . . . . . ▶	

Part X

Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☐

Schedule D (Form 990) 2020

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

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

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

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

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

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

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
See Additional Data Table	

**Part XIII** Supplemental Information *(continued)*

Return Reference	Explanation

**Additional Data**

**Software ID:**  
**Software Version:**  
**EIN:** 23-7079474  
**Name:** DISTRIBUTIVE EDUCATION CLUBS OF AMERICA  
INC GROUP RETURN

**Supplemental Information**

Return Reference	Explanation
PART V, LINE 4:	IN JUNE OF 2006, STEVEN RHONE, JR., A DECA ALUM WAS KILLED BY A DRUNK DRIVER. DUE TO STEVE N'S POSTIVE AND LIFE CHANGING DECA EXPERIENCE, THE RHONE FAMILY STARTED AN ENDOWMENT FUND FOR WASHINGTON DECA STUDENTS. EACH YEAR, A PORTION OF THE ENDOWMENT IS AWARDED IN SCHOLARS HIPS. EASTERN MICHIGAN UNIVERSITY FOUNDATION OPENED AN ENDOWMENT FUND TO PROVIDE SUPPORT T O MICHIGAN DECA IF THE STATE OF MICHIGAN DECIDES TO QUIT OR REDUCE FUNDING TO MICHIGAN DEC A.



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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		<b>EMPOWER HOUR</b> (event type)	<b>OTHER EVENTS</b> (event type)	(total number)	(add col. (a) through col. (c))
Revenue	<b>1</b> Gross receipts . . . . .	60,904	10,186		71,090
	<b>2</b> Less: Contributions . . . . .	54,144	10,186		64,330
	<b>3</b> Gross income (line 1 minus line 2) . . . . .	6,760			6,760
Direct Expenses	<b>4</b> Cash prizes . . . . .				
	<b>5</b> Noncash prizes . . . . .	6,760			6,760
	<b>6</b> Rent/facility costs . . . . .				
	<b>7</b> Food and beverages . . . . .	5,900			5,900
	<b>8</b> Entertainment . . . . .				
	<b>9</b> Other direct expenses . . . . .	3,509	1,764		5,273
	<b>10</b> Direct expense summary. Add lines 4 through 9 in column (d) . . . . . ▶				17,933
<b>11</b> Net income summary. Subtract line 10 from line 3, column (d) . . . . . ▶				-11,173	

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

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
Revenue	<b>1</b> Gross revenue . . . . .				
Direct Expenses	<b>2</b> Cash prizes . . . . .				
	<b>3</b> Noncash prizes . . . . .				
	<b>4</b> Rent/facility costs . . . . .				
	<b>5</b> Other direct expenses . . . . .				
	<b>6</b> 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	
	<b>7</b> Direct expense summary. Add lines 2 through 5 in column (d) . . . . . ▶				
	<b>8</b> Net gaming income summary. Subtract line 7 from line 1, column (d) . . . . . ▶				

**9** Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_

**a** Is the organization licensed to conduct gaming activities in each of these states? . . . . . ☐ Yes ☐ No

**b** If "No," explain: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**10a** Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? . . . . . ☐ Yes ☐ No

**b** If "Yes," explain: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

<b>11</b>	Does the organization conduct gaming activities with nonmembers?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>12</b>	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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>13</b>	Indicate the percentage of gaming activity conducted in:		
<b>a</b>	The organization's facility	<b>13a</b>	%
<b>b</b>	An outside facility	<b>13b</b>	%

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

Name ► .....

Address ► .....

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

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

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

Name ► .....

Address ► .....

**16** Gaming manager information:

Name ► .....

Gaming manager compensation ► \$ .....

Description of services provided ► .....

☐ Director/officer
☐ Employee
☐ Independent contractor

**17** Mandatory distributions:

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

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

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

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

Schedule I  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Grants and Other Assistance to Organizations,  
Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.  
▶ Attach to Form 990.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization  
DISTRIBUTIVE EDUCATION CLUBS OF AMERICA  
INC GROUP RETURN

Employer identification number  
23-7079474

Part IGeneral 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? . . . . .

☒ Yes☐ No
- 2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part IIGrants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) GOOD GRIEF INC 38 ELM STREET MORRISTOWN, NJ 07960	20-0514996	501(C)(3)	32,000				GENERAL SUPPORT
(2) NJ DECA FOUNDATION PO BOX 305 WINDSOR, NJ 08561	81-1622684	501(C)(3)	30,000				SCHOLARSHIP FOUNDATION

2

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . .

2

3

Enter total number of other organizations listed in the line 1 table . . . . .

0

**Part III** **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) SCHOLARSHIPS	437	124,005			
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

**Part IV** **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
PART I, LINE 2:	CONTRIBUTING STATE DECAS OR FOUNDATION REQUEST THE GRANT RECIPIENT ORGANIZATIONS TO PROVIDE TIMELY REPORTS ON THE USE OF GRANT FUNDS. \$172,355 IN SCHOLARSHIPS ARE GENERALLY AT \$1,000 OR LESS TO EACH RECIPIENT. THERE IS NO TRACKING MECHANISM ON HOW THE RECIPIENTS SPEND THE MONEY, ALTHOUGH THE WERE ALL AWARDED AS SCHOLARSHIPS.

**SCHEDULE O**  
(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

Name of the organization  
DISTRIBUTIVE EDUCATION CLUBS OF AMERICA  
INC GROUP RETURN

**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2020**

**Open to Public  
Inspection**

**Employer identification number**

23-7079474

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 2	SEE BELOW.

## 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	DECA INC. IS A MEMBERSHIP ORGANIZATION FOR SECONDARY AND POST-SECONDARY STUDENTS. STUDENT MEMBERS OF A SCHOOL FORM A CHAPTER LED BY THEIR TEACHER CALLED A "CHAPTER ADVISOR". MOST OF THE STATE DEPARTMENTS OF EDUCATION MANAGE OR FACILITATE THE ACTIVITIES OR 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 THE CONSENSUS OF CHAPTER ADVISORS AND DEPARTMENT OFFICERS.

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	SEE ABOVE.

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7B	SEE ABOVE.

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE BOARD OF MANY STATES DECAS REQUIRE BOARD REVIEW AND APPROVAL OF FORM 990 AT ITS COMPLETION.

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	GOVERNING BODIES OF STATE DECAS ANNUALLY REVIEW SALARY OR COMPENSATION USING COMPARABILITY STUDIES OF SIMILARLY SIZED CORPORATIONS.

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THESE DOCUMENTS AND STATEMENTS ARE AVAILABLE FOR THE PUBLIC INSPECTION UPON REQUEST.

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XI, LINE 9:	NEW AFFILIATES IN RETURN 202,157.

SCHEDULE R  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Related Organizations and Unrelated Partnerships

► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.  
► Attach to Form 990.  
► Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization  
DISTRIBUTIVE EDUCATION CLUBS OF AMERICA  
INC GROUP RETURN

Employer identification number  
23-7079474

Part I

Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II

Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)THE DECA FOUNDATION 1908 ASSOCIATION DRIVE  RESTON, VA 20191 52-0788005	DORMANT	VA	501(C)(3)	LINE 12B, II	DECA INC		No

**Part III Identification of Related Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

**Part IV Identification of Related Organizations Taxable as a Corporation or Trust.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512(b) (13) controlled entity?	
								Yes	No

**Part V Transactions With Related Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity . . . . .

b Gift, grant, or capital contribution to related organization(s) . . . . .

c Gift, grant, or capital contribution from related organization(s) . . . . .

d Loans or loan guarantees to or for related organization(s) . . . . .

e Loans or loan guarantees by related organization(s) . . . . .

f Dividends from related organization(s) . . . . .

g Sale of assets to related organization(s) . . . . .

h Purchase of assets from related organization(s) . . . . .

i Exchange of assets with related organization(s) . . . . .

j Lease of facilities, equipment, or other assets to related organization(s) . . . . .

k Lease of facilities, equipment, or other assets from related organization(s) . . . . .

l Performance of services or membership or fundraising solicitations for related organization(s) . . . . .

m Performance of services or membership or fundraising solicitations by related organization(s) . . . . .

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) . . . . .

o Sharing of paid employees with related organization(s) . . . . .

p Reimbursement paid to related organization(s) for expenses . . . . .

q Reimbursement paid by related organization(s) for expenses . . . . .

r Other transfer of cash or property to related organization(s) . . . . .

s Other transfer of cash or property from related organization(s) . . . . .

Yes

No

1a

No

1b

No

1c

No

1d

No

1e

No

1f

No

1g

No

1h

No

1i

No

1j

No

1k

No

1l

No

1m

No

1n

No

1o

No

1p

No

1q

No

1r

No

1s

No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved

Schedule R (Form 990) 2020

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

**Part VII**

**Supplemental Information**

Provide additional information for responses to questions on Schedule R. (see instructions).

Return Reference	Explanation