DELTA GAMMA ANCHOR CENTER FOR BLIND

Public Inspection Copy

Form

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) u Do not enter social security numbers on this form as it may be made public.

OMB No. 1545-0047 2020 Open to Public

Department of the Treasury Internal Revenue Service u Go to www.irs.gov/Form990 for instructions and the latest information. Inspection For the 2020 calendar year, or tax year beginning 07/01/20, and ending 06/30/21DELTA GAMMA ANCHOR CENTER FOR BLIND D Employer identification number C Name of organization Check if applicable: CHILDREN Address change Doing business as ANCHOR CENTER FOR BLIND CHILDREN 84-0893509 Name change Number and street (or P.O. box if mail is not delivered to street address) 303-377-9732 2550 ROSLYN STREET Initial return Final return/ City or town, state or province, country, and ZIP or foreign postal code terminated DENVER CO 80238 5,273,924 **G** Gross receipts \$ Amended return Name and address of principal officer: X No H(a) Is this a group return for subordinates? Yes Application pending MEGHAN S. KLASSEN 2550 ROSLYN STREET H(b) Are all subordinates included? **DENVER** CO 80238 If "No." attach a list. See instructions **X** 501(c)(3) 501(c)) t (insert no.) 4947(a)(1) or Tax-exempt status: WWW.ANCHORCENTER.ORG Website: U H(c) Group exemption number U Year of formation: 1982 X Corporation Trust Form of organization: Association M State of legal domicile: Other ${f u}$ Summary 1 Briefly describe the organization's mission or most significant activities: Governance 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) 16 Activities & 4 Number of independent voting members of the governing body (Part VI, line 1b) 16 5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) 42 5 6 Total number of volunteers (estimate if necessary) 125 7a Total unrelated business revenue from Part VIII, column (C), line 12 **b** Net unrelated business taxable income from Form 990-T, Part I, line 11 Current Year 2,065,824 3,111,175 8 Contributions and grants (Part VIII, line 1h) 9 Program service revenue (Part VIII, line 2g) 110,071 100,339 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 233,428 274,797 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) -220,40967,956 2,188,914 3,554,267 12 Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12) 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 0 14 Benefits paid to or for members (Part IX, column (A), line 4) 0 1,685,254 1,652,017 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 16a Professional fundraising fees (Part IX, column (A), line 11e) b Total fundraising expenses (Part IX, column (D), line 25) u=342,32817 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 752,336 670,353 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 2,437,590 2,322,370 -248,676 1,231,897 **19** Revenue less expenses. Subtract line 18 from line 12 Beginning of Current Year End of Year ō 15,993,313 13,771,869 20 Total assets (Part X, line 16) 473,453 272,836 21 Total liabilities (Part X, line 26) 22 Net assets or fund balances. Subtract line 21 from line 20 298,416 15,720,477 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. Signature of officer Sign Here MEGHAN S. KLASSEN EXECUTIVE DIRECTOR Type or print name and title Print/Type preparer's name Preparer's signature PTIN Check Paid JASON D. ADAMS, CPA 11/10/21 self-employed P00280895 **Preparer** THE ADAMS GROUP, LLC 84-0524006 Firm's EIN } **Use Only** 400 S COLORADO BLVD STE 690 DENVER, CO 80246 303-733-3796

May the IRS discuss this return with the preparer shown above? See instructions

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
_	complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			v
	candidates for public office? If "Yes," complete Schedule C, Part I	3		Х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)			v
-	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		Х
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors	-		<u> </u>
Ü	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	6		х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	ا		
•	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If</i> "Yes,"			
Ū	complete Schedule D, Part III	8		х
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a			
-	custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or			
	debt negotiation services? If "Yes," complete Schedule D, Part IV	9		х
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10	х	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI,			
	VII, VIII, IX, or X as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes,"			
	complete Schedule D, Part VI	11a	X	
b	Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		Х
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets			
	reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		Х
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		Х
12a			37	
	Schedule D, Parts XI and XII	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If	426		v
42	"Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b 13		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	14a		X
14a b	Did the organization maintain an office, employees, or agents outside of the United States? Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,	144		-22
b	fundraising, business, investment, and program service activities outside the United States, or aggregate			
	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		x
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or			
	for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		х
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other			
	assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		х
17	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	17		х
18	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	18	х	
19	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	19		Х
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		X

Part IV	Checklist of	Required Schedules	(continued)
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			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the	L .		
	organization's current and former officers, directors, trustees, key employees, and highest compensated			
	employees? If "Yes," complete Schedule J	23		Х
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b	 		37
	through 24d and complete Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
C	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
٨	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
d 25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	24u		
ZJa	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		х
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior	ZJa		
	year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?			
	f "Voo." complete Schodule I. Port I.	25b		х
26	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	26		х
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key			
	employee, creator or founder, substantial contributor or employee thereof, a grant selection committee			
	member, or to a 35% controlled entity (including an employee thereof) or family member of any of these			
	persons? If "Yes," complete Schedule L, Part III	27		X
28	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):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If			
	"Yes," complete Schedule L, Part IV	28a		X
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		Х
С	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	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			v
0.4	conservation contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes,"	32		x
33	complete Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	32		
33	continue 204 7704 2 and 204 7704 22 If "Van" complete Cahadida D. David	33		х
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III,	33		
5 -7	or IV and Part V line 1	34		х
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		Х
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a			
-	controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable			
	related organization? If "Yes," complete Schedule R, Part V, line 2	36		х
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and			
	19? Note: All Form 990 filers are required to complete Schedule O.	38	X	
Pa	art 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	<u> </u>	<u></u>	
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 10			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b 0			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and		v	
	reportable gaming (gambling) winnings to prize winners?	1c	X	<u> </u>

Form 990 (2020) DELTA GAMMA ANCHOR CENTER FOR BLIND 84-0893509

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

					Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax	1				
	Statements, filed for the calendar year ending with or within the year covered by this return	2a	42			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax return	ns?		2b	х	
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			\ /		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?			3a		х
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	ō		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other a					
	a financial account in a foreign country (such as a bank account, securities account, or other financial	accou	nt)?	4a		X
b	If "Yes," enter the name of the foreign country ${f u}$					
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial A	ccount	s (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? \dots			5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transact			5b		X
С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5с		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the					
	organization solicit any contributions that were not tax deductible as charitable contributions?			6a	X	
b	If "Yes," did the organization include with every solicitation an express statement that such contribution	ns or				
	gifts were not tax deductible?			6b	X	
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for go	oods				
	and services provided to the payor?			7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided? \dots			7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	3				
	required to file Form 8282?			7c		
d	· · · · · · · · · · · · · · · · · · ·	7d				
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit co		?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contra			7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form			7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization			7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained					
_	sponsoring organization have excess business holdings at any time during the year?			8		
9	Sponsoring organizations maintaining donor advised funds.					
a				9a		
b 10	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			9b		
10	Section 501(c)(7) organizations. Enter: Initiation fees and capital contributions included on Part VIII, line 12	10a				
a	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10a				
b 11	Section 501(c)(12) organizations. Enter:	IUD				
11 a	Constitution of the state of th	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources					
~	against amounts due or received from them	11b				
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form			12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	Section 501(c)(29) qualified nonprofit health insurance issuers.					
а	In the constitution lineared to increase qualified benefits where in more than one state?			13a		
	Note: See the instructions for additional information the organization must report on Schedule O.					
b	Enter the amount of reserves the organization is required to maintain by the states in which					
	the organization is licensed to issue qualified health plans	13b				
С	Enter the amount of reserves on hand	13c				
14a	Did the executive section and provide the indeed tempine coming division the text year?			14a		Х
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule			14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remunerations.	ation o	r			
	excess parachute payment(s) during the year?			15		Х
	If "Yes," see instructions and file Form 4720, Schedule N.					
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment	income	∍ ?	16		Х
	If "Yes," complete Form 4720, Schedule O.					

Part VI

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

Sec	tion A. Governing Body and Management			
	- Dublic Inconstion Can		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	V		
	If there are material differences in voting rights among members of the governing body, or			
	if the governing body delegated broad authority to an executive committee or similar			
	committee, explain on Schedule O.			
b	Enter the number of voting members included on line 1a, above, who are independent 1b 16			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with			₹.
_	any other officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct			3,5
	supervision of officers, directors, trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6	Did the organization have members or stockholders?	6		Х
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint	_		₹.
	one or more members of the governing body?	7a		Х
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,			₹.
•	stockholders, or persons other than the governing body?	7b		Х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	0-	v	
а	The governing body?	8a	X X	
b	Each committee with authority to act on behalf of the governing body?	8b		
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at			v
800	the organization's mailing address? If "Yes," provide the names and addresses on Schedule 0	9		X
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Co	ue.)	Vaa	Na
100	Did the ergenization have lead chanters broughes as affiliates?	10a	Yes	No X
10a b	Did the organization have local chapters, branches, or affiliates?	IUa		
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?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a		х
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.	IIa		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Х	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
C	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"	120		
·	described to Ochondale Ochondalis and dama	12c	X	
13	Did the expeniention have a written which blower policy?	13	X	
14	Did the experient have a written degree trategies and destruction reliev?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by	17		
	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	Х	
b	Other officers or key employees of the organization	15b	x	
_	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement			
	with a taxable entity during the year?	16a		х
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its			
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the			
	organization's exempt status with respect to such arrangements?	16b		
Sec	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed u CO			
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)			
	(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.			
	X Own website X Another's website Upon request Other (explain on Schedule O)			
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and			
	financial statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and records u			
	HE ORGANIZATION 2550 ROSLYN STREET			
וח	FNVER CO 80238 303	-37	7-9	732

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

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See instructions for the order in which to list the persons above.

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

(a) Name and title	<u> </u>	1	í 					_	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	
Comparison of the property o	• •	Average hours per week (list any	box	x, unle	Pos check ess pe	sition k more than one erson is both an director/trustee)			Reportable compensation from the organization	Reportable compensation from related organizations	Estimated amount of other compensation from the
Second vice president		related organizations below	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)	(W-2/1099-WISC)	related organizations
PRESIDENT	(1) JEFF WATKINS										
COUNTY C											
SECOND VICE PRESIDENT 0.00 X X X X X X X X X		0.00	X		X				0	0	0
PRESIDENT ELECT	(2) CHARLES NAUMER	3 00									
33 AMY NAES 3.00 X X X X X X X X X	PRESIDENT ELECT		x		x				0	0	0
3.00											
(4) MARY KELLER ANDREWS 3.00 SECOND VICE PRESIDEN 0.00 X X X 0 0 0 (5) SHAUNA CALLAHAN 3.00 TREASURER 0.00 X X 0 0 0 (6) ROBERT KING 4.00 SECRETARY 0.00 X X 0 0 0 (7) DAVID BAHR 1.00 MEMBER 0.00 X 0 0 0 (8) WENDEE CROWLEY 1.00 MEMBER 0.00 X 0 0 0 (9) MATT HARRINGTON MEMBER 0.00 X 0 0 0 (10) SUZANNE HOOVER 1.00 MEMBER 0.00 X 0 0 0		3.00									
3.00			X		Х				0	0	0
SECOND VICE PRESIDEN 0.00	(4) MARY KELLER AND										
SHAUNA CALLAHAN 3.00		1									
3.00 X X 0 0 0	-	0.00	X		X				0	0	0
TREASURER 0.00 X X 0 0 (6) ROBERT KING 4.00 SECRETARY 0.00 X X 0 0 (7) DAVID BAHR 1.00 MEMBER 0.00 X 0 0 (8) WENDEE CROWLEY 1.00 MEMBER 0.00 X 0 0 (9) MATT HARRINGTON 1.00 MEMBER 0.00 X 0 0 (10) SUZANNE HOOVER 1.00 MEMBER 0.00 X 0 0	(5) SHAUNA CALLAHAN	2.00									
A . 00	TOPA CITOPO		v		v				_	_	0
4.00		0.00	^		^		\vdash		0	0	0
SECRETARY 0.00 X X 0 0 0	(0)1(0)221(1 1(11(0)	4.00									
The color of the	SECRETARY		x		x				o	0	0
MEMBER 0.00 X 0 0 0 (8) WENDEE CROWLEY 1.00 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	(7) DAVID BAHR										
(8) WENDEE CROWLEY 1.00 MEMBER 0.00 X 0 0 (9) MATT HARRINGTON 1.00 MEMBER 0.00 X 0 0 (10) SUZANNE HOOVER 1.00 MEMBER 0.00 X 0 0											
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MEMBER 0.00 X 0 (9) MATT HARRINGTON 1.00 MEMBER 0.00 X 0 (10) SUZANNE HOOVER 1.00 MEMBER 0.00 X 0	(8) WENDEE CROWLEY										
(9) MATT HARRINGTON 1.00 MEMBER 0.00 X 0 (10) SUZANNE HOOVER 1.00 MEMBER 0.00 X 0 0											
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(10) SUZANNE HOOVER 1.00 MEMBER 0.00 X 0	MEMBER	1	x						n	n	0
1.00 0 0 0 0 0 0 0 0 0		0.00									
	(.,,===================================	1.00									
(11) MARIA KUNZ	MEMBER	0.00	X						0	0	0
	(11) MARIA KUNZ										
1.00											
MEMBER 0.00 X 0 0	MEMBER	0.00	X						<u> </u>	<u> </u>	Eorm 990 (2020)

rm 990 (2020)	DELTA	GAMMA	ANCHOR	CENTER	FOR	BLIND	84-0893509

Form 990 (2020) DELTA GAN												Pag	e 8
Part VII Section A. Officers	, Directors, Tru	stee	s, K			oyees	s, a	nd Highest	Compensated	d Employees (continued)			
(A) Name and title	(B) Average hours per week (list any	Position (do not check more than or box, unless person is both a officer and a director/truste						Repr compr froi organ	(F) Estimated of oth compens	amount ner sation			
Pub	hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/10	1099-MISC)	(W-2/1099-MISC)	organizati related orga		
(12) ANDREA LASER	1 00												
MEMBER	1.00	x							0	0			0
(13) PAM METZGER													
MEMBER	1.00	x							0	0			0
(14) MATT DUNCAN	0.00	<u> </u>											
MEMBER	1.00	x							0	o			0
(15) KAREN ROBERTS	\$												
MEMBER	1.00	x							0	0			0
(16) GEORGE JAMES	WILLIAMS	_											Ť
MEMBER	1.00	x							0	0			0
(17) MEGHAN S. KLZ		21								•			
EXECUTIVE DIRECTOR	40.00	x							99,500	0		5,46	5 0
EXECUTIVE DIRECTOR	0.00	^				\Box			99,500	0		5,40	<u> </u>
						H							
1b Subtotal						1	u		99,500			5,46	50
c Total from continuation sheed d Total (add lines 1b and 1c)	•						u		99,500			5,46	50
2 Total number of individuals (in	cluding but not li	mite	d to	those	e list	ted at	oove	e) who receiv		\$100,000 of	<u> </u>	5,10	
reportable compensation from	the organization	u	0									Yes N	No
3 Did the organization list any for employee on line 1a? If "Yes,"	ormer officer, dir	ecto	r, tru	istee,	key	emp	loye	ee, or highes	st compensate	d	3		x
4 For any individual listed on line	e 1a, is the sum	of r	eport	table	con	npens	atio	n and other	compensation	from the			
organization and related orgar individual											4	:	x
5 Did any person listed on line 1 for services rendered to the or	la receive or acc	crue	com	pens	atior	n from	n an	y unrelated	organization o	r individual			x
Section B. Independent Contracto	rs												
1 Complete this table for your five compensation from the organization.											ear.		
Name and	(A) business address								Descrip	(B) tion of services	Сс	(C) ompensation	
											-		
O Tatal words on a C 1 1 1 1 1 1	and the state of t	- الم					41.	an Barrat 1					
2 Total number of independent of received more than \$100,000								se listed abo	ve) wno	0			

Form 990 (2020) DELTA GAMMA ANCHOR CENTER FOR BLIND 84-0893509

Part VIII Statement of Revenue

		Check if	Sche	edule O conta	ains a	a respon	se or note	to any line in thi	s Part VIII		
								(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
40											
Contributions, Gifts, Grants and Other Similar Amounts		Federated camp			1a		Ch				
Sra lou	b	Membership due	es		1b			GUI			
A, C	С	Fundraising eve	nts	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1c		802,154				
ar its	d	Related organiza	ations		1d						
<u>⊒</u> .		Government grants (co			1e		12,175				
Sis		All other contributions,			<u> </u>						
uti Je r	•	and similar amounts no			1f	9	296,846				
들된											
를 된 된	_	Noncash contributions					138,988	2 111 175			
a C	h	Total. Add lines	1a–1t					3,111,175			
							Business Code				
e l	2a	PROGRAM SE	RVICE	REVENUES			900099	100,339			100,339
Program Service Revenue	b										
S	С										
Reve	d										
<u>6</u>	е										
۱ ۵	f	All other program									
		Total. Add lines					$\overline{}$	100,339			
	3	Investment incor						-			
	Ū	other similar am		-			u	119,887			119,887
	4	Income from inv						223,007			223,007
	4			•		•					
	5	Royalties	· · · · · · ·			1					
	_	_	_	(i) Real		(11)	Personal				
	6a	Gross rents	<u>6a</u>								
	b	Less: rental expenses	6b								
		Rental inc. or (loss)	6c								
	d	Net rental incom	e or (oss)			u				
	/a	Gross amount from sales of assets		(i) Securities	5	(ii)) Other				
		other than inventory	7a	1,562,	274						
e l	b	Less: cost or other									
en		basis and sales exps.	7b	1,407,	364						
) Se	С	Gain or (loss)	7c	154							
Other Revenue		Net gain or (loss	 S)			•	u	154,910	154,910		
돭		Gross income from							,		
١	ou	(not including \$									
		of contributions rep									
		See Part IV, line 18	_		8a		76,825				
					8b		312,293				
		Less: direct exp						_225 460			-235,468
		Net income or (I	,	•	events	·	u	-235,468			-235,408
	9 а	Gross income from			_						
		See Part IV, line 19			9a						
		Less: direct exp			9b						
	С	Net income or (I	loss) fi	om gaming acti	<u>vities .</u>	· · · · · · · · · · · · · · · · · · ·	u				
	10a	Gross sales of it	nvento	ry, less							
		returns and allow	wance	S	10a						
	b	Less: cost of go	ods so	old	10b						
		Net income or (I			entory		u				
ω							Business Code				
ő "	11a	PPP LOAN F	'ORGI	ENESS			900099	300,800			300,800
	b	MISCELLANEC					900099	2,624			2,624
	C.	*						-			-
Miscellaneous Revenue	ď	All other revenue									
2		Total. Add lines						303,424			
		Total revenue.						3,554,267	154,910	0	288,182
	. 4	. Juli 16 vellue.	JUU 11				u	-,,		0	

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 (A) (B) (C) Do not include amounts reported on lines 6b, Management and Total expenses Program service Fundraising 7b, 8b, 9b, and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 Grants and other assistance to domestic individuals. See Part IV, line 22 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees 99,500 59,700 9,950 29,850 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Other salaries and wages 1,348,288 1,072,470 47,093 228,725 Pension plan accruals and contributions (include 40,563 31,720 1,598 7,245 section 401(k) and 403(b) employer contributions) Other employee benefits 58,262 45,934 2,171 10,157 105,404 82,426 4,153 18,825 Payroll taxes 10 Fees for services (nonemployees): Management 9,922 9,922 Accounting Lobbying Professional fundraising services. See Part IV, line 17 Investment management fees 38,395 38,395 **g** Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.) 47,254 37,133 972 9,149 12 Advertising and promotion 24,109 19,453 670 3,986 13 Office expenses Information technology 14 Royalties 195,300 175,987 11,744 7,569 16 Occupancy 3,598 3,598 Travel 17 Payments of travel or entertainment expenses for any federal, state, or local public officials Conferences, conventions, and meetings 19 20 Interest Payments to affiliates 21 231,994 7,484 Depreciation, depletion, and amortization 249,456 9,978 22 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) 74,267 $1,\overline{311}$ 7,795 65,161 SUPPLIES 6,321MISCELLANEOUS 14,387 7,650 416 10,717 EQUIP RENT, REPAIR, COST 9,083 235 1,399 DUES AND SUBSCRIPTIONS 2,948 2,948 e All other expenses 1,843,928 2,322,370 136,114 342,328 Total functional expenses. Add lines 1 through 24e Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here u following SOP 98-2 (ASC 958-720)

Pa	art)	Ralance Sheet										
		Check if Schedule O contains a response or ne	ote to an	y line in this Part X								
					(A)		(B)					
					Beginning of year		End of year					
	1	Cash—non-interest-bearing			16,107		73,329					
	2	Savings and temporary cash investments			3,664,221		1,374,818					
	3	Pledges and grants receivable, net			663,119	(757,308					
	4	Accounts receivable, net				4						
	5	Loans and other receivables from any current or form		· ·								
		trustee, key employee, creator or founder, substantia		utor, or 35%								
		controlled entity or family member of any of these pe				5						
	6	Loans and other receivables from other disqualified										
its.		under section 4958(f)(1)), and persons described in				6						
Assets	7	Notes and loans receivable, net				7						
٩	8				45.001	8	= 6 604					
	9				47,001	9	56,634					
	10a	Land, buildings, and equipment: cost or other										
		basis. Complete Part VI of Schedule D Less: accumulated depreciation	10	a 7,743,917	4		4 201 605					
	b			•	4,556,577		4,321,695 9,328,744					
	11	Investments—publicly traded securities			4,824,844		9,328,744					
	12	Investments—other securities. See Part IV, line 11				12						
	13	Investments—program-related. See Part IV, line 11				13						
	14	Intangible assets				14	00 505					
	15				12 551 060	15	80,785					
	16	Total assets. Add lines 1 through 15 (must equal lin			13,771,869		15,993,313					
	17	Accounts payable and accrued expenses			89,134		209,041					
	18	Grants payable	02 510	18	62 505							
	19	Deferred revenue		83,519		63,795						
	20	Tax-exempt bond liabilities		20								
	21	Escrow or custodial account liability. Complete Part I				21						
es	22	Loans and other payables to any current or former of										
ij		trustee, key employee, creator or founder, substantia		utor, or 35%								
Liabilities		controlled entity or family member of any of these pe				22						
_	23	Secured mortgages and notes payable to unrelated	third par	ties		23						
	24	Unsecured notes and loans payable to unrelated thin				24						
	25	Other liabilities (including federal income tax, payable										
		parties, and other liabilities not included on lines 17-2	24). Con	nplete Part X	200 000							
					300,800		272 026					
	26	Total liabilities. Add lines 17 through 25			473,453	26	272,836					
s		Organizations that follow FASB ASC 958, check I	here u [<u> </u>								
ce		and complete lines 27, 28, 32, and 33.			10 510 500		11 102 022					
Balances	27				10,519,599		11,192,022					
d B	28			······ ·····	2,778,817	28	4,528,455					
ŭ		Organizations that do not follow FASB ASC 958,	cneck n	ere u 📋								
or Fund	00	and complete lines 29 through 33.			29							
	29		Capital stock or trust principal, or current funds									
Assets	30	Paid-in or capital surplus, or land, building, or equipr				30						
Ä	31	Retained earnings, endowment, accumulated income			12 200 416	31	15 700 477					
Net	32	Total net assets or fund balances			13,298,416		15,720,477					
	33	Total liabilities and net assets/fund balances			13,771,869	33	15,993,313					

Form **990** (2020)

Pa	art XI Reconciliation of Net Assets					,
	Check if Schedule O contains a response or note to any line in this Part XI					
1	Total revenue (must equal Part VIII, column (A), line 12)	1		3,5	54,2	267
2	Total expenses (must equal Part IX, column (A), line 25)	2		2,32	22,3	370
3		3		1,23	31,8	397
4	Revenue less expenses. Subtract line 2 from line 1 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1	3,29	98,4	1 16
5	Net unrealized gains (losses) on investments	5		1,19	90,1	L64
6	Donated services and use of facilities	6)			
7	Investment expenses	7				
8	Prior period adjustments	8				
9	Other changes in net assets or fund balances (explain on Schedule O)	9				
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line					
	32, column (B))	10	1!	5,72	20,4	177
Pa	art XII Financial Statements and Reporting					
	Check if Schedule O contains a response or note to any line in this Part XII				<u> </u>	Щ
					Yes	No
1	Accounting method used to prepare the Form 990:					i
	If the organization changed its method of accounting from a prior year or checked "Other," explain in					
	Schedule O.					
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or					i
	reviewed on a separate basis, consolidated basis, or both:					i
	Separate basis Consolidated basis Both consolidated and separate basis					
b	Were the organization's financial statements audited by an independent accountant?			2b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a					i
	separate basis, consolidated basis, or both:					i
	X Separate basis Consolidated basis Both consolidated and separate basis					
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of					l
	the audit, review, or compilation of its financial statements and selection of an independent accountant?			2c	Х	
	If the organization changed either its oversight process or selection process during the tax year, explain on					i
	Schedule O.					
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the					l
	Single Audit Act and OMB Circular A-133?			3a		Х
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the					l
	required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits			3b		

Form **990** (2020)

SCHEDULE A

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Name of the organization

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.

u Attach to Form 990 or Form 990-EZ.

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

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

Employer identification number

OMB No. 1545-0047

Open to Public

Inspection

DELTA GAMMA ANCHOR CENTER FOR BLIND CHILDREN 84-0893509

1		A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).											
2	Ш	A school des	cribed in section 170(b)(1)(A)(ii). (Attach Schedule E (Forn	n 990 or 9	990-EZ).)							
3	Ш	A hospital or	a cooperative hospital service	ce organization described in se	ection 170	(b)(1)(A)	(iii).						
4		A medical re-	search organization operated	I in conjunction with a hospital	described	in sectio	on 170(b)(1)(A)(iii). Enter the h	ospital's name,					
		city, and stat	e:										
5		An organizati		of a college or university owned									
	_	-	(b)(1)(A)(iv). (Complete Part	-	•	, ,							
6				overnmental unit described in s	section 1	70(b)(1)(<i>A</i>	۸)(v).						
7	X		•	substantial part of its support fro				;					
	ш	-	section 170(b)(1)(A)(vi). (C		3.		3						
8		A community	trust described in section	170(b)(1)(A)(vi). (Complete Part	t II.)								
9	П	An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college											
		or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:											
10	П	An organizati) more than 33 1/3% of its sup			ons, membership fees, and gro	oss					
				pt functions, subject to certain									
				d unrelated business taxable in									
			ŭ	0, 1975. See section 509(a)(2)	` '		,						
11	Н	•	•	exclusively to test for public safe	•								
12	Ш	•		exclusively for the benefit of, to									
				zations described in section 50									
	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												
	а	ш		er to regularly appoint or elect	-			ng					
				omplete Part IV, Sections A a		00							
	b	\neg	0 0	pervised or controlled in connect		its suppo	rted organization(s), by having						
				ting organization vested in the									
			ion(s). You must complete		•		3 11						
	С			supporting organization operated	d in conne	ection with	n, and functionally integrated w	rith,					
		its suppo	rted organization(s) (see ins	structions). You must complete	Part IV,	Sections	A, D, and E.						
	d			I. A supporting organization ope				• •					
				e organization generally must sa				ess					
				nust complete Part IV, Section									
	е			eived a written determination fron- n-functionally integrated suppor			s a Type I, Type II, Type III						
	f		mber of supported organizati		ung organ	iizatiori.							
	g			ne supported organization(s).									
		e of supported	(ii) EIN	(iii) Type of organization	(iv) Is the	organization	(v) Amount of monetary	(vi) Amount of					
(.		ganization	(11) = 111	(described on lines 1–10	` '	ur governing	support (see	other support (see					
				above (see instructions))	docui	ment?	instructions)	instructions)					
					Yes	No							
(A)													
(B)													
(-)													
(C)													
(-)													
(D)													
(E)													
iola	<u> </u>												

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

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

Sec	tion A. Public Support			•	•	,	
Caler	dar year (or fiscal year beginning in) u	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	1,619,989	2,222,445	4,375,539	2,065,824	3,111,175	13,394,972
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1 through 3	1,619,989	2,222,445	4,375,539	2,065,824	3,111,175	13,394,972
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount						
	shown on line 11, column (f)						2,174,454
6	Public support. Subtract line 5 from line 4						11,220,518
	tion B. Total Support	() 2040	(1) 0047	() 2040	(1) 2040	() 0000	(O. T.).
	dar year (or fiscal year beginning in) u	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7	Amounts from line 4	1,619,989	2,222,445	4,375,539	2,065,824	3,111,175	13,394,972
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	101,557	102,806	137,636	146,168	119,887	608,054
9	Net income from unrelated business activities, whether or not the business is regularly carried on					299,800	299,800
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	312,021	255,248	239,890	186,012	179,788	1,172,959
11	Total support. Add lines 7 through 10						15,475,785
12	Gross receipts from related activities, etc.	(see instructions)				12	18,070
13	First 5 years. If the Form 990 is for the or	_		•	,	, , ,	
<u> </u>	organization, check this box and stop here						▶
	tion C. Computation of Public Su			(0)			
14	Public support percentage for 2020 (line 6		- 44			4-	72.50 %
15	Public support percentage from 2019 Sche 33 1/3% support test—2020. If the organ						67.59 %
16a	box and stop here. The organization quali			ution			▶ X
b	33 1/3% support test—2019. If the organ				15 is 22 1/20/ or m		· A
b	this box and stop here. The organization			nization			▶ □
17a	10%-facts-and-circumstances test—202				Sa or 16h and line		
	10% or more, and if the organization mee						
	Part VI how the organization meets the "fa				-		
	organization			·		· 	>
b	10%-facts-and-circumstances test—201	•					
	15 is 10% or more, and if the organization in Part VI how the organization meets the				-	•	
	· · · · ·					• •	▶ □
18	organization Private foundation. If the organization did	I not check a boy o		h 17a or 17h oha	ack this have and as		
10	instructions						> [

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

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

Sec	tion A. Public Support			, p		-/	
Caler	ndar year (or fiscal year beginning in) ${f u}$	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	Ins	spe				
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						<i>y</i>
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
с 8	Add lines 7a and 7b Public support. (Subtract line 7c from						
0	line 6.)						
Sec	tion B. Total Support						
Caler	ndar year (or fiscal year beginning in) u	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
С	Add lines 10a and 10b						
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11,						
14	and 12.) First 5 years. If the Form 990 is for the or	rganization's first	second third fourth	or fifth tax year	as a section 501/o)/3) 	<u> </u>
14	organization, check this box and stop her	_	secona, tnira, iount	•	•		▶ □
Sec	tion C. Computation of Public So						·····
15	Public support percentage for 2020 (line 8			nn (f))		15	%
16	Public support percentage from 2019 Scho						%
Sec	tion D. Computation of Investme	ent Income Pe	rcentage				
17	Investment income percentage for 2020 (I						%
18	Investment income percentage from 2019	Schedule A, Part I	II, line 17			18	%
19a	33 1/3% support tests—2020. If the orga	nization did not ch	eck the box on line	14, and line 15 is	more than 33 1/39	%, and line	
_	17 is not more than 33 1/3%, check this be		=				▶ ⊔
b	33 1/3% support tests—2019. If the orga						. □
00	line 18 is not more than 33 1/3%, check the		=			=	. —
20	Private foundation. If the organization did	not check a box	on line 14, 19a, or	19b, check this bo	x and see instruct	ions	🟲 🔲

Supporting Organizations

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

Section A. All Supporting Organizations

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

-	_	_	
	\mathcal{I}	Yes	No
-	4		
	1		
	2		
	3a		
	3b		
	3с		
	4a		
	4b		
	4c		
	5a		
	5b		
	5с		
	6		
	-		
	7		
	8		
	0-		
	9a		
	9b		
	9с		
	10a		
	104		
\ (Fc	orm 99	0 or 990-	EZ) 2020

DELTA GAMMA ANCHOR CENTER FOR BLIND 84-0893509 Schedule A (Form 990 or 990-EZ) 2020 Page 5 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 11a 11c below, the governing body of a supported organization? **b** A family member of a person described in line 11a above? 11b A 35% controlled entity of a person described in line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI. Section B. Type I Supporting Organizations Yes No Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year. 1 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization. 2 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? 1 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s). 2 By reason of the relationship described in line 2, above, did the organization's supported organizations have 3 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 3 supported organizations played in this regard. Section E. Type III Functionally-Integrated Supporting Organizations Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). The organization satisfied the Activities Test. Complete line 2 below. а b The organization is the parent of each of its supported organizations. Complete line 3 below. The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions) С 2 Activities Test. Answer lines 2a and 2b below. Yes No Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities. 2a b Did the activities described in line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in 2b these activities but for the organization's involvement.

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.

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.

3a

3h

4	Enter greater of line 2 or line 3.	4		ı
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions).	6		
7	Check here if the current year is the organization's first as a non-functionally integrated	Туре I	II supporting organization	
	(see instructions)			

1 2

3

Adjusted net income for prior year (from Section A, line 8, column A)

Minimum asset amount for prior year (from Section B, line 8, column A)

Enter 0.85 of line 1.

Schedule A (Form 990 or 990-EZ) 2020

Schedule A (Form 990 or 990-EZ) 2020 DELTA GAMMA ANCHOR CENTER FOR BLIND 84-0893509 Page 7 Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)													
		oupporting organiza	donanaca)	Current Veer									
Secti	on D – Distributions			Current Year									
1_	Amounts paid to supported organizations to accomplish exempt purpor												
2	Amounts paid to perform activity that directly furthers exempt purposes organizations, in excess of income from activity	s of supported		DV/									
3	Administrative expenses paid to accomplish exempt purposes of supp	orted organizations											
4													
5													
6_	,												
	<u> </u>												
8													
	(provide details in Part VI). See instructions.												
9	Distributable amount for 2020 from Section C, line 6												
10	Line 8 amount divided by line 9 amount	T											
Secti	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020									
1_	Distributable amount for 2020 from Section C, line 6												
2	Underdistributions, if any, for years prior to 2020 (reasonable cause required–explain in Part VI). See												
	instructions.												
3	Excess distributions carryover, if any, to 2020												
a	From 2015												
b	From 2016												
c	From 2017												
	From 2018												
e	From 2019												
f	Total of lines 3a through 3e												
	Applied to underdistributions of prior years												
	Applied to 2020 distributable amount												
i	Carryover from 2015 not applied (see instructions)												
i	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.												
4	Distributions for 2020 from												
	Section D, line 7: \$												
	Applied to underdistributions of prior years												
	Applied to 2020 distributable amount												
	Remainder. Subtract lines 4a and 4b from line 4.												
5	Remaining underdistributions for years prior to 2020, if												
	any. Subtract lines 3g and 4a from line 2. For result												
6	greater than zero, explain in Part VI. See instructions. Remaining underdistributions for 2020 Subtract lines 3h												
Ü	and 4b from line 1. For result greater than zero, explain in												
	Part VI. See instructions.												
7	Excess distributions carryover to 2021. Add lines 3j												
,	and 4c.												
8	Breakdown of line 7:												
	Excess from 2016												
	Excess from 2017												
	Excess from 2020												
c	Excess from 2018 Excess from 2019												

Schedule A (Form 990 or 990-EZ) 2020

Schedule A ((Form 9	90 or	990-E	Z) 2020)	DE	<u>LTA</u>	GA	MMA	AN	CHO	R C	EN1	ľER	FOR	BL	IND	84-0	8935	9	F	Page 8
Part VI																					17b; Part	
																					Section	h
																					1c, 2a, 2l Section E	
																		ructions		,	occuon L	-,
	Е	7			ш		1														<u> </u>	
PART	H,	L	INE	10		OTI	IER	INC	COME	DI	TA]	IL.		7.LI			I			.	.	
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Schedule B (Form 990, 990-EZ, or 990-PF)

Department of the Treasury Internal Revenue Service

Name of the organization

DELTA GAMMA ANCHOR CENTER FOR BLIND

Schedule of Contributors

u Attach to Form 990, Form 990-EZ, or Form 990-PF. u Go to www.irs.gov/Form990 for the latest information. OMB No. 1545-0047

2020

Employer identification number

84-0893509 CHILDREN Organization type (check one): Filers of: Section: X **3**) (enter number) organization 501(c)(Form 990 or 990-EZ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation 527 political organization Form 990-PF 501(c)(3) exempt private foundation 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundation Check if your organization is covered by the General Rule or a Special Rule. Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions. General Rule For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions. Special Rules |X| For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 331/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990. 990-EZ, or 990-PF), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its

Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

	A GAMMA ANCHOR CENTER FOR BLIND		84-0893509
Part I	Contributors (see instructions). Use duplicate copies of Pa	art I if additional space is	needed.
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
.1	i done irropec	\$ 1,050,000	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$ 296,820	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$ 81,50	Person X Payroll
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	runto, address, and En TT	\$	Person Payroll Noncash (Complete Part II for noncash contributions.)

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements u 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. u Attach to Form 990.

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

OMB No. 1545-0047 Open to Public Inspection

Name of the organization Employer identification number DELTA GAMMA ANCHOR CENTER FOR BLIND CHILDREN 84-0893509 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 Total number at end of year Aggregate value of contributions to (during year) Aggregate value of grants from (during year) 3 Aggregate value at end of year 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? 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? Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Held at the End of the Tax Year 2a a Total number of conservation easements **b** Total acreage restricted by conservation easements 2b c Number of conservation easements on a certified historic structure included in (a) 2c Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the Number of states where property subject to conservation easement is located $u\ \ldots \ldots$ Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 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)? 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. 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 u \$ (ii) Assets included in Form 990, Part X u \$ 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 u \$

b Assets included in Form 990, Part X

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

organization by: (i) Unrelated organizations (ii) Related organizations **b** If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

 3a(i)	X
3a(ii)	X
 3b	

Yes

No

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

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 (b) Cost or other basis (c) Accumulated (d) Book value (investment) (other) depreciation 683,881 683,881

2,999,666 6,576,454 3,576,788 **b** Buildings c Leasehold improvements 239,216 194,344 d Equipment 244,366 228,212 e Other 4,321,695

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

Schedule D (Form 990) 2020

1a Land

	Investments – Other Securities. Complete if the organization answered "Yes" on F	orm 990, Part IV, line	11b. See Form 990, Pa	art X, line 12.
	(a) Description of security or category	(b) Book value	(c) Method of v	
	(including name of security)		Cost or end-of-year	market value
) Financial d	erivatives	4		
	d equity interests		n + n	$\cap \bigvee$
Other	UDIIO IIIOD	GGHO		$\mathcal{O}_{\mathcal{V}}$
(A)		_		
(E)				
	(b) must equal Form 990, Part X, col. (B) line 12.) u			
Part VIII	Investments – Program Related.	- 000 D (N/ "	44 O E 000 D	
	Complete if the organization answered "Yes" on F			
	(a) Description of investment	(b) Book value	(c) Method of v	
			Cost or end-of-year	market value
(1)				
2)				
(3)				
(4)				
5)				
(6)				
(7)				
(8)				
(9)				
	(b) must equal Form 990, Part X, col. (B) line 13.) u			
Part IX	Other Assets.	000 Davi IV II	44-l C F 000 D-	out V. Uo a. 45
	Complete if the organization answered "Yes" on F	orm 990, Part IV, line	Tid. See Form 990, Pa	
(4)	(a) Description			(b) Book value
(1)				
(0)				
•				
(3)				
(3) (4)				
(3) (4) (5)				
(3) (4) (5) (6)				
(3) (4) (5) (6) (7)				
(4) (5) (6) (7)				
(2) (3) (4) (5) (6) (7) (8)	(I) word and English 2000 Part V and (P) For 45			
(3) (4) (5) (6) (7) (8) (9) otal. (Column			u	
(3) (4) (5) (6) (7) (8) (9) otal. (Column	Other Liabilities.		,	200 Post V
(3) (4) (5) (6) (7) (8) (9)	Other Liabilities. Complete if the organization answered "Yes" on F		,	990, Part X,
(3) (4) (5) (6) (7) (8) (9) otal. (Column Part X	Other Liabilities. Complete if the organization answered "Yes" on Fline 25.		,	
3) (4) (5) (6) (7) (8) (9) otal. (Column Part X	Other Liabilities. Complete if the organization answered "Yes" on Fline 25. (a) Description of liability		,	990, Part X, (b) Book value
(3) (4) (5) (6) (7) (8) (9) otal. (Column Part X	Other Liabilities. Complete if the organization answered "Yes" on Fline 25.		,	
(1) Federal in (2)	Other Liabilities. Complete if the organization answered "Yes" on Fline 25. (a) Description of liability		,	
(3) (4) (5) (6) (7) (8) (9) otal. (Column Part X	Other Liabilities. Complete if the organization answered "Yes" on Fline 25. (a) Description of liability		,	
(1) Federal in (2) (3) (4)	Other Liabilities. Complete if the organization answered "Yes" on Fline 25. (a) Description of liability		,	
(3) (4) (5) (6) (7) (8) (9) Otal. (Column Part X (1) Federal in (2) (3) (4)	Other Liabilities. Complete if the organization answered "Yes" on Fline 25. (a) Description of liability		,	
(1) Federal in (2) (3) (4) (5) (6) (6) (7) (7) (8) (7) (8) (9) (9) (1) (1) (1) (1) (1) (1) (1) (1) (1) (1	Other Liabilities. Complete if the organization answered "Yes" on Fline 25. (a) Description of liability		,	
(3) (4) (5) (6) (7) (8) (9) otal. (Column Part X (1) Federal in (2) (3) (4) (5) (6)	Other Liabilities. Complete if the organization answered "Yes" on Fline 25. (a) Description of liability		,	
(3) (4) (5) (6) (7) (8) (9) otal. (Column Part X (1) Federal in (2) (3) (4) (5) (6) (7) (8)	Other Liabilities. Complete if the organization answered "Yes" on Fline 25. (a) Description of liability		,	
(3) (4) (5) (6) (7) (8) (9) otal. (Column Part X (1) Federal in (2) (3) (4) (5) (6) (7) (8) (9)	Other Liabilities. Complete if the organization answered "Yes" on Fline 25. (a) Description of liability accome taxes		11e or 11f. See Form 9	

THE CENTER'S ENDOWMENTS CONSIST OF APPROXIMATELY FOUR INDIVIDUAL FUNDS
ESTABLISHED FOR A VARIETY OF PURPOSES. TWO ENDOWMENTS ARE CONSIDERED
DONOR-RESTRICTED ENDOWMENT FUNDS AND ONE IS CONSIDERED A BOARD-DESIGNATED
ENDOWMENT FUND. AS REQUIRED BY THE GENERALLY ACCEPTED ACCOUNTING
PRINCIPLES, NET ASSETS ASSOCIATED WITH ENDOWMENT FUNDS, INCLUDING FUNDS
DESIGNATED BY THE BOARD TO FUNCTION AS ENDOWMENTS, ARE CLASSIFIED AND
REPORTED BASED ON THE EXISTENCE OR ABSENCE OF DONOR IMPOSED RESTRICTIONS.

Schedule D (F		DELTA GAMMA		ENTER FOR	BLIND 84-0	1893509	Page 5
Pail Aili	Supplementa	al Information (co	minuea)				
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			nee	COL	ioo	Cop	
	T UL	$\mathcal{M} \cup \mathcal{M}$	HISL) E G L	IUII	UUL) V
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•							

SCHEDULE G (Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

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

u Attach to Form 990 or Form 990-EZ.

 $\textbf{u} \ \textbf{Go to} \ \textit{www.irs.gov/Form990} \ \ \textbf{for instructions and the latest information}.$

OMB No. 1545-0047

Open to Public Inspection

lame	of the organization DELTA GAMMA ANCHOR CHILDREN	CENTER E	OR	ВЬ.	IND	Employer identificate 84- 08935	
Pa	art I Fundraising Activities. Complete if				ed "Yes" on Form 99		
1	Form 990-EZ filers are not required to Indicate whether the organization raised funds through a				Check all that apply.		- y
a		· —	_		vernment grants	_	
h	Internet and email solicitations			-	nent grants		
c		g Special fur	_		_		
	. 	g opecial iui	iuraisii	ily ev	CITIS		
2a	Did the organization have a written or oral agreement w	ith any individual	(includ	lina o	fficers directors trustees		
	or key employees listed in Form 990, Part VII) or entity If "Yes," list the 10 highest paid individuals or entities (fu	in connection with	profe	ssion	al fundraising services?		Yes No
	compensated at least \$5,000 by the organization.	riaraisers) parsaa			Territo diridei willori trie idi	idialoci lo to bo	_
	(i) Name and address of individual or entity (fundraiser)	(ii) Activity	raiser custo cont	id fund- have ody or rol of utions?	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
			Yes	No			
1							
2			+				
-							
3							
4			+				
5							
6							
7							
8							
			+				
9							
0							
	1						
ota 3	List all states in which the organization is registered or li	censed to solicit of	contrib	utions	or has been notified it is	exempt from	<u> </u>
	registration or licensing.						

Schedule G (Form 990 or 990-EZ) 2020 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 g	greater than \$5,000.					
			(a) Event #1	(b) Event #2	(c) Other events			
er		Pub	SUNSET IN THE C	GOLF TOURNAMENT (event type)	1 (total number)	(d) Total events (add col. (a) through col. (c))		
Revenue	1	Gross receipts	463,679	348,914	66,386	878,979		
		2 Less: Contributions 388,054		347,714	66,386	802,154		
	3	Gross income (line 1 minus line 2)	75,625	1,200		76,825		
	4	Cash prizes						
	5	Noncash prizes	98,989	41,691	17,097	157,777		
ses	6	Rent/facility costs	2,976	85,007	575	88,558		
Expenses	7	Food and beverages		25,572	3,337	28,909		
Direct	8	Entertainment						
	9	Other direct expenses	25,123	7,425	4,501	37,049		
	10	Direct expense summary.	Add lines 4 through 9 in column (d)	•	312,293		
	11	-235,468						
P	art	III Gaming. Com	plete if the organization answ	vered "Yes" on Form 990, P	art IV, line 19, or repor	ted more than		
		\$15,000 on Fo	rm 990-EZ, line 6a.					
e			(a) Diama	(b) Pull tabs/instant	(a) Other marries	(d) Total gaming (add		
⊇			(a) Bingo	hingo/progressive hingo	(c) Other gaming	col (a) through col (c))		
evenu			(a) Bingo	bingo/progressive bingo	(c) Other gaming	col. (a) through col. (c))		
Revenue	1	Gross revenue	(a) Bingo	bingo/progressive bingo	(c) Other garning	col. (a) through col. (c))		
Revenu			(a) Bingo	bingo/progressive bingo	(c) Other garning	col. (a) through col. (c))		
	2	Cash prizes	(a) Bingo	bingo/progressive bingo	(c) Other garning	col. (a) through col. (c))		
Expenses	2		(a) Bingo	bingo/progressive bingo	(c) Other garning	col. (a) through col. (c))		
	2	Cash prizes	(a) Bingo	bingo/progressive bingo	(c) Other garning	col. (a) through col. (c))		
rect Expenses	3	Cash prizes				col. (a) through col. (c))		
rect Expenses	2 3 4 5	Cash prizes Noncash prizes Rent/facility costs	Yes % No	bingo/progressive bingo Yes % No	Yes %	col. (a) through col. (c))		
rect Expenses	2 3 4 5	Cash prizes Noncash prizes Rent/facility costs Other direct expenses Volunteer labor	Yes%	Yes % No	Yes %	col. (a) through col. (c))		
rect Expenses	2 3 4 5 6	Cash prizes Noncash prizes Rent/facility costs Other direct expenses Volunteer labor Direct expense summary.	Yes %	Yes % No	Yes % No	col. (a) through col. (c))		
Direct Expenses	2 3 4 5 6 7 8	Cash prizes Noncash prizes Rent/facility costs Other direct expenses Volunteer labor Direct expense summary. Net gaming income summ	Yes % No Add lines 2 through 5 in column (onery. Subtract line 7 from line 1, co	☐ Yes % No %	Yes % No			
a b c Direct Expenses	2 3 4 5 6 7 8 En	Cash prizes Noncash prizes Rent/facility costs Other direct expenses Volunteer labor Direct expense summary. Net gaming income summary. Inter the state(s) in which the	Yes% No Add lines 2 through 5 in column (column (column))	Yes % No No blumn (d)	Yes % No			
a b c Direct Expenses	2 3 4 5 6 7 8 En	Cash prizes Noncash prizes Rent/facility costs Other direct expenses Volunteer labor Direct expense summary. Net gaming income summary. Inter the state(s) in which the the organization licensed to tho," explain:	Yes % No Add lines 2 through 5 in column (or nary. Subtract line 7 from line 1, column activities in each or conduct gaming activities in each	Yes % No No d) slumn (d) tivities: of these states?	Yes % No	Yes No		
Direct Expenses	2 3 4 5 6 7 8 En ls i	Cash prizes Noncash prizes Rent/facility costs Other direct expenses Volunteer labor Direct expense summary. Net gaming income summary. Inter the state(s) in which the organization licensed to the the organization licensed to the the organization.	Yes % No Add lines 2 through 5 in column (or nary. Subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization conducts gaming acceptable or subtract line 7 from line 1, column are organization column are organiza	Yes % No d) blumn (d) tivities: of these states?	Yes % No	Yes No		
Direct Expenses	2 3 4 5 6 7 8 En ls i	Cash prizes Noncash prizes Rent/facility costs Other direct expenses Volunteer labor Direct expense summary. Net gaming income summare the state(s) in which the the organization licensed to "No," explain:	Yes % No Add lines 2 through 5 in column (or nary. Subtract line 7 from line 1, core organization conducts gaming activities in each or conduct gaming activities in each organization conducts gaming activities in each organization conduct gaming activities in each organization conduct gaming activities in each organization conduct gaming activities in each organization.	Yes % No d) blumn (d) tivities: of these states?	Yes % No	Yes No		

Sche	dule G (Form 990 or 990-EZ) 2020 DELTA GAMMA ANCHOR CENTER FOR BLIND 84-0893509 Page 3
11	Does the organization conduct gaming activities with nonmembers?
12	Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity
	formed to administer charitable gaming? Yes No
13	Indicate the percentage of gaming activity conducted in:
а	The organization's facility An outside facility 13a % 13b %
b	An outside facility 13b %
14	Enter the name and address of the person who prepares the organization's gaming/special events books and
	records:
	No
	Name u
	Addross
	Address u
15a	Does the organization have a contract with a third party from whom the organization receives gaming
iou	revenue?
b	If "Yes," enter the amount of gaming revenue received by the organization u \$ and the
	amount of gaming revenue retained by the third party u \$
С	If "Yes," enter name and address of the third party:
	Name u
	Address u
16	Gaming manager information:
	Name u
	Coming manager companantian as \$
	Gaming manager compensation u \$
	Description of services provided u
	2000 plan of cornocc provided &
	Director/officer Employee Independent contractor
17	Mandatory distributions:
а	Is the organization required under state law to make charitable distributions from the gaming proceeds to
	retain the state gaming license? Yes No
b	Enter the amount of distributions required under state law to be distributed to other exempt organizations or
_	spent in the organization's own exempt activities during the tax year u \$
Pa	Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and
	Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information.
	See instructions.

SCHEDULE M (Form 990)

Noncash Contributions

OMB No. 1545-0047 2020

Open To Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization ${f u}$ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30. u Attach to Form 990.

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

Name of the organization DELTA GAMMA ANCHOR CENTER FOR BLIND										
		CHILDREN		Inch	<u>ACTIO</u>		84-0893509			
Pa	rt I T	ypes of Property			GUIU			V		
	_	00	(a)	(b)	(c)		(d)			
			Check if	Number of contributions or	Noncash contribution amounts reported on		Method of determining			
			applicable	items contributed	Form 990, Part VIII, line 1g	n	oncash contribution amounts			
1	Art — Works	of art								
2	Art — Histori	ical treasures								
3		onal interests								
4		publications								
5	Clothing and									
	goods									
6	Cars and ot	her vehicles								
7		lanes								
8	Intellectual	property								
9	Securities -	- Publicly traded								
10	Securities -	-Closely held stock								
11		- Partnership, LLC,								
	or trust inter	rests								
12	Securities -	- Miscellaneous								
13	Qualified co									
	contribution	— Historic								
	structures									
14	Qualified co	nservation								
	contribution	— Other								
15	Real estate	— Residential								
16	Real estate	— Commercial								
17	Real estate	— Other								
18										
19	Food invent	ory								
20	Drugs and r	nedical supplies								
21										
22	Historical ar	rtifacts								
23	Scientific sp	pecimens								
24		al artifacts								
25		INDRAISING)	X	3	137,223					
26	Other u(St	JPPLIES)	X	1	1,765					
27	Other u ()								
28	Other u ()				_				
29	Number of F	Forms 8283 received by	the organiz	zation during the tax yea	r for contributions for					
	which the or	rganization completed Fo	orm 8283,	Part IV, Donee Acknowl	edgement	29				
							_		Yes	No
30a	During the y	ear, did the organization	receive by	contribution any proper	ty reported in Part I, lines	1 through				
	28, that it m	ust hold for at least thre	e years fro	m the date of the initial	contribution, and which isn't	t required				
	to be used f	or exempt purposes for	the entire h	nolding period?			3	0a		X
b		scribe the arrangement in								
31	Does the or	ganization have a gift ad	ceptance p	oolicy that requires the re	eview of any nonstandard					
	contributions	s?					<u>_</u> 3	31	Х	_
32a	Does the or				to solicit, process, or sell n					
	contributions	s?					3	2a		Х
b	If "Yes," des	scribe in Part II.								
33	If the organi	zation didn't report an ar	mount in co	olumn (c) for a type of pr	operty for which column (a) is checked,				
	describe in I	Part II.								

Schedule M (Fo	rm 990) 2020	DELTA	GAMMA	ANCHOR	CENTER	FOR B	LIND 84	-089350	9	Page 2
Part II	the orga	nization is	f ormation. I reporting ir of both. Also	n Part I, col	umn (b), the	e number (of contribut	ions, the nu	o, and 33, ar mber of item	nd whether s received,
	Pr	ıhl	iC	Ins	SDE	201	ior) ()\/
	I U	4. N./L.		.I.II.\						<i></i> y

SCHEDULE O (Form 990 or 990-EZ)

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.

tach to Form 900 or 990-F7

u Attach to Form 990 or 990-EZ.

 \boldsymbol{u} Go to www.irs.gov/Form990 for the latest information.

2020

OMB No. 1545-0047

Open to Public Inspection

Internal Revenue Service

Name of the organization

Department of the Treasury

DELTA GAMMA ANCHOR CENTER FOR BLIND CHILDREN

84-0893509

Employer identification number

FORM 990 - ORGANIZATION'S MISSION

PART I AND PART III, LINE 1:

ANCHOR CENTER FOR BLIND CHILDREN IS COLORADO'S ONLY NONPROFIT CENTER FOR YOUNG CHILDREN, BIRTH TO AGE 5, WHERE CHILDREN WHO ARE BLIND OR HAVE SIGNIFICANT VISUAL IMPAIRMENTS RECEIVE THE HIGHEST LEVEL OF EXPERT CARE, INTERVENTION, TRAINING AND EARLY CHILDHOOD EDUCATION.

FORM 990, PART III, LINE 4A - FIRST ACCOMPLISHMENT

ANCHOR CENTER FOR BLIND CHILDREN IS COLORADO'S ONLY NONPROFIT CENTER FOR

YOUNG CHILDREN, BIRTH TO AGE 5, WHERE CHILDREN WHO ARE BLIND OR HAVE

SIGNIFICANT VISUAL IMPAIRMENTS RECEIVE THE HIGHEST LEVEL OF EXPERT CARE,

INTERVENTION, TRAINING AND EARLY CHILDHOOD EDUCATION.

OUR MULTI-DISCIPLINARY SPECIALIZED STAFF INCLUDE TEACHERS OF THE VISUALLY IMPAIRED, EARLY CHILDHOOD SPECIAL EDUCATION TEACHERS, PHYSICAL, OCCUPATIONAL, SPEECH/LANGUAGE, RECREATIONAL AND MUSIC THERAPISTS, ORIENTATION & MOBILITY SPECIALISTS, FAMILY SERVICE PROFESSIONALS AND OPHTHALMOLOGISTS. WORKING AS A TEAM, THE ANCHOR STAFF GIVE NEWBORNS, INFANTS, TODDLERS AND PRESCHOOLERS, AS WELL AS THEIR PARENTS, CAREGIVERS, AND SIBLINGS, SUPPORT, TOOLS AND EDUCATION TO BUILD THE FOUNDATION FORLIFELONG DEVELOPMENT, RECREATION AND EDUCATION.

SINCE OUR FOUNDING BY THE DELTA GAMMA FRATERNITY IN 1982, ANCHOR CENTER FOR BLIND CHILDREN HAS PREPARED THOUSANDS OF CHILDREN FOR KINDERGARTEN AND INFUSED A DESIRE FOR THE CHILD AND HIS/HER FAMILY TO LIVE LIFE FULLY --

Name of the organization

Employer identification number

84-0893509

DELTA GAMMA ANCHOR CENTER FOR BLIND

DESPITE THE CHALLENGES ASSOCIATED WITH THEIR VISUAL, OR VISUAL/AUDITORY,
IMPAIRMENTS. ANCHOR CENTER GRADUATES GROW UP TO BECOME TEACHERS, ARTISTS,
PROFESSORS, ATHLETES, MUSICIANS AND SCIENTISTS.

ANCHOR CENTER FOR BLIND CHILDREN OPERATES IN A STATE-OF-THE-ART SCHOOL

ARCHITECTURALLY DESIGNED AS A TEACHING TOOL FOR YOUNG CHILDREN WHO ARE

BLIND AND/OR HAVE MULTIPLE SPECIAL NEEDS. CHILDREN ARRIVE TO ANCHOR CENTER

AS BABIES OR YOUNG TODDLERS -- OFTEN IN THE ARMS OF THEIR WORRIED AND

HEARTBROKEN PARENTS OVERWHELMED WITH THE THOUGHT OF THEIR CHILD HAVING

SERIOUS VISUAL IMPAIRMENTS. BEGINNING WITH THE WELCOMING ARMS OF THE ANCHOR

TEAM AND FELLOW PARENTS -- AND TO THE INITIAL ASSESSMENTS WHICH

IDENTIFYTHEIR CHILD'S UNIQUE VISION NEEDS -- EACH CHILD AND FAMILY RECEIVES

THE HIGHEST STANDARDS OF COMPASSIONATE, PROFESSIONAL, AND EXPERT CARE.

WORKING HAND-IN-HAND WITH EACH CHILD'S PARENT(S), ANCHOR CENTER'S TEACHERS,

DOCTORS, THERAPISTS AND VOLUNTEERS NURTURE THE DEVELOPMENT OF EACH CHILD -
CELEBRATING EVERY STEP THEY TAKE TOWARD INDEPENDENCE AND, EVENTUALLY,

GRADUATION.

ANCHOR CENTER FOR BLIND CHILDREN IS SUPPORTED NEARLY IN FULL (OVER 95%) BY DONATIONS, CONTRIBUTIONS, AND SPECIAL EVENTS. BECAUSE OF THE GENEROSITY AND COMPASSION OF OUR COMMUNITY OF DONORS AND FRIENDS, WE ARE ABLE TO PROVIDE FINANCIAL ASSISTANCE TO ANY FAMILY WHO DEMOSTRATES NEED, INORDER TO MAKE OUR SERVICES ACCESSIBLE. IN FISCAL YEAR 2020/2021 (JULY 1, 2020 - JUNE 30, 2021), ANCHOR CENTER SERVED NEARLY 392 CHILDREN, PARENTS/CAREGIVERS AND SIBLINGS IN OUR INFANT, TODDLER, PRESCHOOL, RESPITE, SUMMER CAMP AND FAMILY EDUCATION PROGRAMS, RECEIVED 99 NEW REFERRALS, PROVIDED 179 EYE EXAMS, 70 FUNCTIONAL VISION ASSESSMENTS, PROVIDED 812 HOME VISITS, AND 14 VISION

Name of the organization

Employer identification number

DELTA GAMMA ANCHOR CENTER FOR BLIND

84-0893509

CONSULTS.

AS A NATIONALLY RECOGNIZED LEADER IN THE FIELD OF PEDIATRIC BLINDNESS,

ANCHOR CENTER IS CURRENTLY PLANNING A NEW INITIATIVE THAT WILL BROADEN OUR

SCOPE, BENEFIT CHILDREN AND FAMILIES IN NEED, AND POSITIVELY IMPACT

RESEARCH AND PRACTICE IN OUR GROWING FIELD - THE ANCHOR CENTER OF

EXCELLENCE FOR PEDIATRIC VISUAL IMPAIRMENT.

OUR PRIMARY GOALS ARE TO FILL THE CRITICAL SERVICE GAP BETWEEN

IDENTIFICATION AND INTERVENTION, CONTRIBUTE TO AND BECOME LEADERS IN THE

GROWING BODY OF KNOWLEDGE RELATED TO CORTICAL VISUAL IMPAIRMENT (CVI)

IDENTIFICATION AND TREATMENT, ENHANCE THE STANDARD OF NEONATAL CARE, AND

IMPROVE THE VISUAL AND DEVELOPMENTAL OUTCOMES OF CHILDREN WITH CVI AND

NEURODEVELOPMENTAL DISABILITIES THROUGH RIGOROUS RESEARCH AND EARLY

INTERVENTION.

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990

ELECTRONIC FILE OF THE 990 IS SENT TO THE BOARD PRESIDENT AND BOARD AUDIT

COMMITTEE CHAIR, AS WELL AS THE LEADERSHIP TEAM FOR REVIEW/APPROVAL BEFORE

BEING FILED.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY

IT IS IMPORTANT THAT EMPLOYEES AVOID CONFLICTS OF INTEREST IN ORDER TO

MAINTAIN HIGH STANDARDS OF CONDUCT. A CONFLICT OF INTEREST IS A SITUATION

IN WHICH AN EMPLOYEE'S PRIVATE OR ECONOMIC INTEREST INTERFERES WITH OR IN

ANY WAY INFLUENCES THE EMPLOYEE'S DUTIES AND RESPONSIBILITIES AT ANCHOR

CENTER OR WITH ANCHOR CENTER'S GENERAL ACTIVITIES, EVEN IF THIS CONFLICT

Name of the organization	Employer identification number
DELTA GAMMA ANCHOR CENTER FOR BLIND	84-0893509
HAS NO ADVERSE IMPACT ON JOB PERFORMANCE.	
IF AN EMPLOYEE'S OUTSIDE ACTIVITY IS DETERMINED TO CONST	
INTEREST, DISCIPLINARY ACTION MAY RESULT, UP TO AND INCL	UDING IMMEDIATE
TERMINATION OF EMPLOYMENT.	
FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR T	OP OFFICIAL
USE SALARY SURVEYS, LOCAL COMPENSATION DATA, COMPARISON	DATE FROM GUIDESTAR
AND CHARITYNAVIGATOR ARE PRESENTED AND DISCUSSED BY THE	EXECUTIVE
COMMITTEE OF THE BOARD.	
FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR O	FFICERS
USE SALARY SURVEYS, LOCAL COMPENSATION DATA, COMPARISON	DATE FROM GUIDESTAR
AND CHARITYNAVIGATOR ARE PRESENTED AND DISCUSSED BY THE	EXECUTIVE COMMITTEE
OF THE BOARD.	
FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOS	URE EXPLANATION
PUBLISHED ON WEBSITE, GUIDESTAR AND COLORADO GIVES WEB S	ITES
	PAGE 3 OF 3