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GOVERNMENT COPY

# IRS e-file Signature Authorization for an Exempt Organization

r calendar year 2019, or fiscal year beginnin	g , 2019, and ending	, :

OMB No. 1545-1878

Internal Revenue Service

Do not send to the IRS. Keep for your records. Department of the Treasury ► Go to www.irs.gov/Form8879EO for the latest information. Name of exempt organization Employer identification number THE LAND CONNECTION FOUNDATION, INC 37-1413944 Name and title of officer JOE WETZEL BOARD PRESIDENT Type of Return and Return Information (Whole Dollars Only) | Part I Check the box for the return for which you are using this Form 8879-EO and enter the applicable amount, if any, from the return. If you check the box on line 1a, 2a, 3a, 4a, or 5a, below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, or 5b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I. **1a** Form 990 check here ► X b Total revenue, if any (Form 990, Part VIII, column (A), line 12) \_\_\_\_\_\_ 1b \_\_\_\_\_ b Total revenue, if any (Form 990-EZ, line 9) \_\_\_\_\_\_ 2b \_\_\_\_ 2a Form 990-EZ check here **b Total tax** (Form 1120-POL, line 22) \_\_\_\_\_\_ **3b** \_\_\_\_\_ 3a Form 1120-POL check here b Tax based on investment income (Form 990-PF, Part VI, line 5) 4b 4a Form 990-PF check here **b Balance Due** (Form 8868, line 3c) \_\_\_\_\_\_\_ **5b** \_\_\_\_\_\_ 5a Form 8868 check here ▶ Part II **Declaration and Signature Authorization of Officer** Under penalties of perjury, I declare that I am an officer of the above organization and that I have examined a copy of the organization's 2019 electronic return and accompanying schedules and statements and to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the organization's electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the organization's return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the organization's federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the organization's electronic return and, if applicable, the organization's consent to electronic funds withdrawal. Officer's PIN: check one box only X | authorize MARTIN HOOD LLC to enter my PIN ERO firm name do not enter all zeros as my signature on the organization's tax year 2019 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen. 🔟 As an officer of the organization, I will enter my PIN as my signature on the organization's tax year 2019 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen. Officer's signature **Certification and Authentication ERO's EFIN/PIN.** Enter your six-digit electronic filing identification 37061119790 number (EFIN) followed by your five-digit self-selected PIN. Do not enter all zeros I certify that the above numeric entry is my PIN, which is my signature on the 2019 electronically filed return for the organization indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS

> Date > 07/14/20 **ERO Must Retain This Form - See Instructions**

Do Not Submit This Form to the IRS Unless Requested To Do So

ERO's signature

e-file Providers for Business Returns.

# (Rev. January 2020) Department of the Treasury

**Return of Organization Exempt From Income Tax** 

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

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

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

OMB No. 1545-0047

Open to Public Inspection

and ending A For the 2019 calendar year, or tax year beginning Check if applicable: C Name of organization D Employer identification number Address change THE LAND CONNECTION FOUNDATION, INC Name change 37-1413944 Initial return Number and street (or P.O. box if mail is not delivered to street address) E Telephone number Room/suite Final return/ 217-840-2128 206 N RANDOLPH SUITE 400 termin-ated 424,040. G Gross receipts \$ City or town, state or province, country, and ZIP or foreign postal code 61820 Amended return CHAMPAIGN, IL H(a) Is this a group return Applica-F Name and address of principal officer: JOE WETZEL Yes X No for subordinates? pending SAME AS C ABOVE H(b) Are all subordinates included? Yes No Tax-exempt status: X = 501(c)(3) 501(c) ( ) ◀ (insert no.) 4947(a)(1) or If "No," attach a list. (see instructions) J Website: ► WWW.THELANDCONNECTION.ORG **H(c)** Group exemption number ▶ K Form of organization: X Corporation Association Other > L Year of formation: 2001 M State of legal domicile: IL Part I Summary Briefly describe the organization's mission or most significant activities: THE LAND CONNECTION FOUNDATION Activities & Governance (TLC) IS AN EDUCATIONAL NONPROFIT THAT ENVISIONS A COMMUNITY-BASED Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 7 Number of voting members of the governing body (Part VI, line 1a) Number of independent voting members of the governing body (Part VI, line 1b) 10 5 Total number of individuals employed in calendar year 2019 (Part V, line 2a) <u>15</u> 6 Total number of volunteers (estimate if necessary) 7 a Total unrelated business revenue from Part VIII, column (C), line 12 7a b Net unrelated business taxable income from Form 990-T, line 39 7b **Prior Year Current Year** 243,253. 347,244. Contributions and grants (Part VIII, line 1h) Revenue 21,088. 56,369. Program service revenue (Part VIII, line 2g) 0. 0. Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 9.722. 13,241. Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 274,063. 416,854. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) ........ 0. Grants and similar amounts paid (Part IX, column (A), lines 1-3) Ō. 0. Benefits paid to or for members (Part IX, column (A), line 4) 282,781. 252,381. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) Expenses 16a Professional fundraising fees (Part IX, column (A), line 11e) **b** Total fundraising expenses (Part IX, column (D), line 25) 122,457. 170,645. Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 405,238. 423,026. Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) -131,175. -6,172. Revenue less expenses. Subtract line 18 from line 12 Beginning of Current Year **End of Year** 188,857. 181,643. 20 Total assets (Part X, line 16) 1,996. 3,038. 21 Total liabilities (Part X, line 26) 185,819**.** 179,647. Net assets or fund balances. Subtract line 21 from line 20 Part II | Signature Block Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge. Signature of officer Date Sign JOE WETZEL, BOARD PRESIDENT Here Type or print name and title PTIN Print/Type preparer's name Preparer's signature if self-employed DAE-WOUNG KANG, DAE-WOUNG KANG, EΑ 07/14/20 P01367554 Paid Firm's name MARTIN HOOD LLC Firm's EIN **→** 37-1119790 Preparer Firm's address 2507 SOUTH NEIL STREET Use Only Phone no. (217)351-2000 CHAMPAIGN, IL 61820 X Yes No May the IRS discuss this return with the preparer shown above? (see instructions)

4d	Other	program	services	(Describe	on Sc	hedule	O.)
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including grants of \$ (Expenses \$

331,397. Total program service expenses

# Form 990 (2019) THE LAND CONDEPART IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?  If "Yes," complete Schedule A	1	х	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		х
_	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or	4		- 25
5	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 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, 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? If "Yes," 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		x
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? If "Yes," complete Schedule D, Part V	10		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	Х	
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		х
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
	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	37	Х
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Х	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		х
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	Х	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			v
45	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	17		X
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,"	.5		
	complete Schedule G, Part III	19		х
20a	Did the organization operate one or more hospital facilities? <i>If</i> "Yes," complete Schedule H	20a		Х
	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		Х

# Form 990 (2019) THE LAND CONNECTION Part IV Checklist of Required Schedules (continued)

			Yes	No		
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on					
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X		
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current					
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete					
	Schedule J	23		X		
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the					
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete					
	Schedule K. If "No," go to line 25a	24a		X		
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b				
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease					
	any tax-exempt bonds?	24c				
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d				
25 a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit					
	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 year, and					
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete					
	Schedule L, Part I	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		Х		
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		Х		
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		Х		
С	c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b?//f					
	"Yes," complete Schedule L, Part IV	28c		Х		
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Х		
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation					
	contributions? If "Yes," complete Schedule M	30		Х		
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Х		
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete					
	Schedule N, Part II	32		Х		
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations					
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		Х		
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and					
	Part V, line 1	34		Х		
35 a	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		X		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization					
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X		
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?					
_	Note: All Form 990 filers are required to complete Schedule O	38	X			
Pai						
	Check if Schedule O contains a response or note to any line in this Part V			Щ		
			Yes	No		
	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable					
	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 reportable gaming					
	(gambling) winnings to prize winners?	1c	X			

#### 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 Statements,							
	filed for the calendar year ending with or within the year covered by this return	2a 10						
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns	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	)						
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?		За		X			
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	0	3b					
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other a	•						
	financial account in a foreign country (such as a bank account, securities account, or other financial a	account)?	4a		X			
b	If "Yes," enter the name of the foreign country							
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial A	,			37			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X			
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction that it was or is a party to a prohibited tax shelter transaction.		5b		Х			
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c					
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	-	•		х			
	any contributions that were not tax deductible as charitable contributions?		6a					
b	If "Yes," did the organization include with every solicitation an express statement that such contributi	ŭ	CI-					
7	were not tax deductible?		6b					
7	Organizations that may receive deductible contributions under section 170(c).	vices provided to the payor?	7-		Х			
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser If "Yes," did the organization notify the donor of the value of the goods or services provided?		7a 7b		22			
b	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was		7.0					
·	to file Form 8282?	•	7c		х			
d	If "Yes," indicate the number of Forms 8282 filed during the year	1	70					
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit or		7e					
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contri		7 <del>f</del>					
	g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?							
h								
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.							
а	Did the sponsoring organization make any taxable distributions under section 4966?		9a					
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b					
10	Section 501(c)(7) organizations. Enter:							
а	Initiation fees and capital contributions included on Part VIII, line 12	10a						
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b						
11	Section 501(c)(12) organizations. Enter:	,						
а	Gross income from members or shareholders	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						
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form	1	12a					
	,	12b						
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		40					
а	Is the organization licensed to issue qualified health plans in more than one state?		13a					
	<b>Note:</b> See the instructions for additional information the organization must report on Schedule O.							
D	Enter the amount of reserves the organization is required to maintain by the states in which the	406						
_		13b						
	Enter the amount of reserves on hand	13c	14a		X			
14a	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedul	a O	14a 14b		<del>- ^``</del>			
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remune		IHD					
IJ	excess parachute payment(s) during the year?		15		Х			
	If "Yes," see instructions and file Form 4720, Schedule N.		13					
16	Is the organization an educational institution subject to the section 4968 excise tax on net investmen	t income?	16		Х			
	If "Yes," complete Form 4720, Schedule O.		.0					

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

	Check if Schedule O contains a response or note to any line in this Part VI			X
Sec	tion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	7		
	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	7]		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			
	officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision			
	of officers, directors, trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Х
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х
6	Did the organization have members or stockholders?	6		Х
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or			
	more members of the governing body?	7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or			
	persons other than the governing body?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
а	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the			
	organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9		X
<u>Sec</u>	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			
			Yes	No
	Did the organization have local chapters, branches, or affiliates?	10a		Х
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	X	
	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X	
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		Х
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe			
	in Schedule O how this was done	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	Х	
	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		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation			
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's			
	exempt status with respect to such arrangements?	16b		
	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ► IL		_	
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	) avail	able
	for public inspection. Indicate how you made these available. Check all that apply.			
	Own website Another's website X Upon request Other (explain on Schedule O)			
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, a	nd finai	ncial	
	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			
	JACQUELYN EVERS - 217-688-2570 206 N RANDOLPH ST SUITTE 400 CHAMPATGN II. 61820			

# 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.

(A)	(B)	(B) (C) Average Position						(D)	(E)	(F)	
Name and title	Average		not c	heck	more	than		Reportable	Reportable	Estimated	
	hours per week	box offi	, unle cer an	ss pe ıd a d	rson irecto	is bot or/trus	h an tee)	compensation from	compensation from related	amount of other	
	(list any	tor						the	organizations	compensation	
	hours for	r direc				pei		organization	(W-2/1099-MISC)	from the	
	related	stee o	rustee			oen sa i		(W-2/1099-MISC)		organization	
	organizations below	ual tru	onal t		ploye	t com				and related	
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations	
(1) SUSAN D LANNIN	1.00	Ι=	_		×	Τ θ	ш.				
SECRETARY		Х		х				0.	0.	0.	
(2) JACOB TAYLOR	1.00										
TREASURER		Х		Х				0.	0.	0.	
(3) JOE WETZEL	3.00							_	_	_	
PRESIDENT		Х		Х				0.	0.	0.	
(4) THOMAS HARRISON	1.00	۱									
DIRECTOR	1 00	Х						0.	0.	0.	
(5) WILL GLAZIK	1.00	Į.,							0	0	
DIRECTOR (C) TRIVE KANDAN	1.00	Х						0.	0.	0.	
(6) IRENE KAUFMAN	1.00	x						0.	0.	0.	
OTRECTOR  (7) LISA BRALTS KELLY	1.00	^						0.	0.	0.	
VICE PRESIDENT	1.00	X		X				0.	0.	0.	
(8) JACQUELYN EVERS	40.00			<del> </del>							
EXECUTIVE DIRECTOR		1		x				65,231.	0.	0.	
		1									
		1									
		1									
		4									
		{									
		$\vdash$	$\vdash$	_							
		1									
		1									

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Par	t VII Section A. Officers, Directors, Trus	tees, Key Em	ploy	ees	, and	d Hi	ghe	st C	compensated Employe	es (continued)				
	(A)	(B)			(0	•			(D)	(E)			(F)	
	Name and title	Average	(do	not c	Pos			one	Reportable	Reportable		Es	stimate	ed
		hours per	box	, unle	ss pe	rson	is bot	h an	compensation	compensation	n	an	nount	of
		week	$\vdash$	cer an	id a d	irecto	r/trus	tee)	from	from related			other	
		(list any	rector						the	organization			pensa	
		hours for related	or di	æ			ated		organization	(W-2/1099-MIS	SC)	l	om th	
		organizations	ustee	trust		9	suadu		(W-2/1099-MISC)			·	anizat d rolet	
		below	ual tr	ional		ploye	t con	_					d relat anizati	
		line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	orme				l orgo	arnzam	0113
			=	=	0	호	Ι 60	ш						
			1											
		1												
			ł											
			1											
			-											
			-											
			-											
1b	Subtotal							▶	65,231.		0.			0.
С	Total from continuation sheets to Part VI	II, Section A						<b>&gt;</b>	0.		0.			0.
d	Total (add lines 1b and 1c)							<b></b>	65,231.		0.			0.
2	Total number of individuals (including but n	ot limited to th	nose	liste	ed al	bove	e) wł	no re	eceived more than \$100	,000 of reportab	le			
	compensation from the organization													0
													Yes	No
3	Did the organization list any former officer,	director, trust	ee, l	кеу е	emp	loye	e, oi	hig	hest compensated emp	oloyee on				
	line 1a? If "Yes," complete Schedule J for s	uch individual										3		X
4	For any individual listed on line 1a, is the su	ım of reportab	le co	omp	ensa	ation	n and	d oth	her compensation from	the organization				
	and related organizations greater than \$150	0,000? <i>If</i> "Yes,	" co	mple	ete S	Sche	edule	J f	for such individual	-		4		X
5	Did any person listed on line 1a receive or a									dual for services				
	rendered to the organization? If "Yes," com	•				•						5		Х
Sec	tion B. Independent Contractors	•												
1	Complete this table for your five highest co	mpensated in	depe	ende	ent c	onti	acto	ors t	hat received more than	\$100,000 of con	npens	ation	from	
	the organization. Report compensation for										•			
	(A)	,							(B)	,		(0	C)	
	Name and business	address	N	INC	3				Description of s	ervices	C		nsatio	n
								$\dashv$						
2	Total number of independent contractors (i	ncluding but n	ot li	mite	d to	tho	se lis	sted	d above) who received m	nore than				
		zation >				- 1	٦ .							

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Form 990 (2019) THE LAND
Part VIII Statement of Revenue

		Chook if Schodula C contains a	oononoo	or note to any lin	o in this Dort VIII			
		Check if Schedule O contains a	esponse	or note to any lin	(A)	(B)	(C)	(D)
					Total revenue	Related or exempt	Unrelated	Revenue excluded
							business revenue	
<u> </u>								sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1	a Federated campaigns	1a					
اع ج		<b>b</b> Membership dues	1b					
ξ, An		c Fundraising events	1c					
힐힐		d Related organizations	1d					
ž, <u>ii</u>		e Government grants (contributions)	1e	258,760.				
ij		f All other contributions, gifts, grants, and						
اعِقِ		similar amounts not included above	1f	88,484.				
물임		g Noncash contributions included in lines 1a-1f	1g \$					
ခြဲ လ		h Total. Add lines 1a-1f			347,244.			
				Business Code				
ا بو	2	a PROGRAM FEES		541900	24,480.	24,480.		
اہ ۼ		b CONSULTING AND HON	ORAR	541900	19,425.	19,425.		
Se		c CONTRACTUAL SERVICE		541900	12,464.	12,464.		
e al		d			•	,		
ğă		e						
Program Service Revenue		f All other program service revenue						
		g Total. Add lines 2a-2f			56,369.			
	3				00,000			
	3	other similar amounts)						
	4							
	5			F				
	3	,	Real	(ii) Personal				
			ricai	(ii) i cisoriai				
		a Gross rents 6a		-				
		b Less: rental expenses 6b						
		c Rental income or (loss) 6c						
		d Net rental income or (loss)		(ii) Othor				
	7	<u> </u>	curities	(ii) Other				
		assets other than inventory 7a						
a l		<b>b</b> Less: cost or other basis						
Revenue		and sales expenses						
eve		c Gain or (loss)7c						
Ę.		d Net gain or (loss)		······ •				
Other	8	a Gross income from fundraising events (n	ot					
0		including \$	of					
		contributions reported on line 1c). Se		4 - 4 - 6				
		Part IV, line 18						
		<b>b</b> Less: direct expenses		7,186.				
		c Net income or (loss) from fundraising		<b></b>	9,984.			9,984.
	9	a Gross income from gaming activities	. See					
		Part IV, line 19	9a					
		<b>b</b> Less: direct expenses	9b					
		c Net income or (loss) from gaming act	ivities	<b></b>				
	10	a Gross sales of inventory, less returns	;					
		and allowances	10a					
		<b>b</b> Less: cost of goods sold	10k	<b></b>				
		c Net income or (loss) from sales of inv	entory	<b>&gt;</b>				
S				Business Code				
ا ۾	11	a MISCELLANEOUS INCO	ΜE	541900	3,257.	3,257.		
ane		b						
Miscellaneous Revenue		c						
Ais B		d All other revenue						
2		e Total. Add lines 11a-11d			3,257.			
	12				416.854.	59,626.	0.	9.984.

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

00011	Chack if School 10 Contains a reason				
Da	Check if Schedule O contains a respon	(A)	this Part IX	(C)	(D)
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic				
_	individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
	trustees, and key employees	65,232.	48,419.	11,346.	5,467.
6	Compensation not included above to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)	150 115	111 106	06 100	10 500
7	Other salaries and wages	150,115.	111,426.	26,109.	12,580.
8	Pension plan accruals and contributions (include				
_	section 401(k) and 403(b) employer contributions)	20,160.	16,968.	2,592.	600.
9	Other employee benefits	16,874.	12,572.	2,392.	1,400.
10	Payroll taxes	10,0/4.	14,314.	4,304.	1,400.
11	Fees for services (nonemployees):				
	Management				
	Legal	10,200.	7,588.	2,612.	
	Accounting Lobbying	10,2001	7,75001	2,012.	
	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
	Other. (If line 11g amount exceeds 10% of line 25,				
·	column (A) amount, list line 11g expenses on Sch O.)	32,796.	24,396.	8,400.	
12	Advertising and promotion				
13	Office expenses	1,530.	495.	1,035.	
14	Information technology				
15	Royalties				
16	Occupancy	12,420.	11,415.	1,005.	
17	Travel	681.	494.	187.	
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest  Payments to affiliates				
21 22	Payments to affiliates  Depreciation, depletion, and amortization	2,222.		2,222.	
23	Insurance	2,862.	1,656.	1,206.	
24	Other expenses. Itemize expenses not covered	_,	_,	=,===	
	above (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule 0.)				
а	FARMER PROGRAM EXPENSES	44,459.	44,459.		
b	FARMERS MARKET EXPENSES	41,949.	41,949.		
С	SOFTWARE EXPENSE	5,042.	1,669.	3,373.	
d	FEES	3,037.	2,284.	218.	535.
е	All other expenses	13,447.	5,607.	5,023.	2,817.
25	Total functional expenses. Add lines 1 through 24e	423,026.	331,397.	68,230.	23,399.
26	Joint costs. Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				Eorm <b>990</b> (2010)

Form 990 (2019)
Part X Balance Sheet

Pa	rt X	Balance Sheet					
		Check if Schedule O contains a response or	note to a	ny line in this Part X			
					<b>(A)</b> Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing			188,857.	1	121,042.
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net		4			
	5	Loans and other receivables from any currer					
		trustee, key employee, creator or founder, so	ubstantial	contributor, or 35%			
		controlled entity or family member of any of	these per	sons		5	
	6	Loans and other receivables from other disq	ualified pe	ersons (as defined			
		under section 4958(f)(1)), and persons descr	ribed in se	ction 4958(c)(3)(B)		6	
ts	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use				8	
⋖	9	Prepaid expenses and deferred charges				9	
	10a	Land, buildings, and equipment: cost or other	er				
		basis. Complete Part VI of Schedule D	10a	10,000.			
	b	Less: accumulated depreciation	10b	2,222.	0.	10c	7,778. 52,823.
	11	Investments - publicly traded securities				11	52,823
	12	Investments - other securities. See Part IV, li	ne 11			12	
	13	Investments - program-related. See Part IV, I	ine 11			13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			15		
	16	Total assets. Add lines 1 through 15 (must		ı	188,857.	16	181,643
	17	Accounts payable and accrued expenses		17			
	18	Grants payable		18			
	19	Deferred revenue		19			
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Comple	ete Part IV	of Schedule D		21	
es	22	Loans and other payables to any current or	former off	cer, director,			
≣		trustee, key employee, creator or founder, su					
Liabilities		controlled entity or family member of any of	these per	sons		22	
_	23	Secured mortgages and notes payable to ur	related th	ird parties		23	
	24	Unsecured notes and loans payable to unrel	lated third	parties		24	
	25	Other liabilities (including federal income tax	, payables	to related third			
		parties, and other liabilities not included on I	ines 17-24	). Complete Part X			4 006
		of Schedule D			3,038.	25	1,996.
	26	Total liabilities. Add lines 17 through 25			3,038.	26	1,996.
Ś		Organizations that follow FASB ASC 958,	check he	re 🕨 🗓			
nce		and complete lines 27, 28, 32, and 33.			1.60 400		140 414
a <u>l</u> a	27	Net assets without donor restrictions			160,428.	27	142,414.
Θ	28	Net assets with donor restrictions			25,391.	28	37,233.
ڃ		Organizations that do not follow FASB AS	C 958, ch	eck here 🕨 📖			
Ρ		and complete lines 29 through 33.					
ts (	29	Capital stock or trust principal, or current fur				29	
SSE	30	Paid-in or capital surplus, or land, building, or				30	
Net Assets or Fund Balances	31	Retained earnings, endowment, accumulate		<b>-</b>	105 040	31	150 645
Š	32	Total net assets or fund balances		ı	185,819.	32	179,647.
	33	Total liabilities and net assets/fund balances			188,857.	33	181,643.

1

2 3

4

5

6 7

8

10

Part XI Reconciliation of Net Assets

990 (2019)	THE LAND	CONNECTION FOUNDATION,	INC 37	7-1413944 Page <b>12</b>
t XI Reconcilia	tion of Net Assets			
Check if Sche	edule O contains a respo	nse or note to any line in this Part XI		
Total revenue (must	equal Part VIII, column	(A), line 12)	1	416,854.
		(A), line 25)		423,026.
		n line 1		-6,172.
Net assets or fund b		185,819.		
Net unrealized gains	s (losses) on investment	s	5	
Investment expense	es		7	
Prior period adjustm	nents		8	
		es (explain on Schedule O)		0.
Net assets or fund b	palances at end of year.	Combine lines 3 through 9 (must equal Part X,	line 32,	
column (B))			10	179,647.
t XII Financial S	Statements and R	eporting		
Check if Sche	dule O contains a respo	nse or note to any line in this Part XII		X
				Yes No

#### column (B)) Part XII Financial Statements and Reporting Check if Schedule O contains a response or note to any line in this Part XII Accrual X Other MODIFIED CASH Accounting method used to prepare the Form 990: Cash If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O. Х 2a Were the organization's financial statements compiled or reviewed by an independent accountant? 2a If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: Both consolidated and separate basis Separate basis Consolidated basis Х **b** Were the organization's financial statements audited by an independent accountant? 2b If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: X Separate basis Consolidated basis Both consolidated and separate basis c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, Х review, or compilation of its financial statements and selection of an independent accountant? 2c If the organization changed either its oversight process or selection process during the tax year, explain on 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 Single Audit Х Act and OMB Circular A-133? За b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits Form 990 (2019)

#### **SCHEDULE A**

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Total

### **Public Charity Status and Public Support**

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

► Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

Open to Public Inspection

**Employer identification number** Name of the organization THE LAND CONNECTION FOUNDATION, 37-1413944 Reason for Public Charity Status (All organizations must complete this part.) See instructions. Part I The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) 1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 7 X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.) 8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) 11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV. Sections A and C. its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type III, Type III functionally integrated, or Type III non-functionally integrated supporting organization. f Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other ì your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) Yes No above (see instructions))

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

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

Sec	ction A. Public Support						
	ndar year (or fiscal year beginning in)	(a) 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	<b>(e)</b> 2019	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	279,418.	252,891.	275,588.	243,253.	347,244.	1,398,394.
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge	0.70 440	050 001		0.40	0.45	
4	Total. Add lines 1 through 3	279,418.	252,891.	275,588.	243,253.	347,244.	1,398,394.
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)						
	Public support. Subtract line 5 from line 4.						1,398,394.
	ction B. Total Support						
	ndar year (or fiscal year beginning in)	(a) 2015 279, 418.	(b) 2016 252,891.	(c) 2017 275, 588.	(d) 2018 243, 253.	(e) 2019 347, 244.	(f) Total
	Amounts from line 4	2/9,410.	232,031.	2/3,300.	443,433.	341,244.	1,398,394.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,	5,725.	5,406.				11,131.
_	and income from similar sources	3,123.	3,400.				11,131.
9	Net income from unrelated business						
	activities, whether or not the						
10	business is regularly carried on  Other income. Do not include gain						
10	or loss from the sale of capital						
	assets (Explain in Part VI.)	1,600.	1,887.	4,481.	2,794.	3,257.	14,019.
11	Total support. Add lines 7 through 10	2,0001		1,1011	2,7320	3,23,1	1,423,544.
	Gross receipts from related activities,	etc (see instruction	ns)			12	226,208.
	First five years. If the Form 990 is for			d fourth or fifth ta			
	organization, check this box and <b>stor</b>	hovo					
Sec	ction C. Computation of Publ						
14	Public support percentage for 2019 (I	line 6, column (f) di	vided by line 11, c	olumn (f))		14	98.23 %
	Public support percentage from 2018					15	97.25 %
	33 1/3% support test - 2019. If the o					nore, check this bo	ox and
	stop here. The organization qualifies	as a publicly supp	orted organization				<b>X</b>
b	33 1/3% support test - 2018. If the o						
	and stop here. The organization qual	ifies as a publicly s	supported organiza	ation			
17a	10% -facts-and-circumstances tes						
	and if the organization meets the "fac	ts-and-circumstan	ces" test, check th	nis box and <b>stop h</b>	<b>ere.</b> Explain in Par	t VI how the orgar	nization
	meets the "facts-and-circumstances"	test. The organiza	tion qualifies as a	publicly supported	d organization		<b>&gt;</b>
b	10% -facts-and-circumstances tes						
	more, and if the organization meets the	ne "facts-and-circu	mstances" test, ch	neck this box and	<b>stop here.</b> Explain	in Part VI how the	<u> </u>
	organization meets the "facts-and-circ	cumstances" test.	The organization o	qualifies as a public	cly supported orga	anization	▶□
18	Private foundation. If the organization	n did not check a	box on line 13, 16	a, 16b, 17a, or 17b	o, check this box a	nd see instruction	s

#### 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.)

Se	ction A. Public Support	, , , , , , , , , , , , , , , , , , ,	,				
Cale	ndar year (or fiscal year beginning in)	(a) 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")						
2	Gross receipts from admissions,						
	merchandise sold or services per-						
	formed, or facilities furnished in any activity that is related to the						
	organization's tax-exempt purpose						
3	Gross receipts from activities that						
	are not an unrelated trade or bus-						
	iness under section 513	<u> </u>					
4	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
6	Total. Add lines 1 through 5						
78	Amounts included on lines 1, 2, and						
	3 received from disqualified persons						
k	Amounts included on lines 2 and 3 received						
	from other than disqualified persons that exceed the greater of \$5,000 or 1% of the						
	amount on line 13 for the year						
C	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
Se	ction B. Total Support						
	endar year (or fiscal year beginning in)	<b>(a)</b> 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources						
k	Unrelated business taxable income						
	(less section 511 taxes) from businesses						
	acquired after June 30, 1975						
	Add lines 10a and 10b	<u></u>			1		
11	Net income from unrelated business activities not included in line 10b,						
	whether or not the business is						
	regularly carried on	<u></u>			1		
12	Other income. Do not include gain or loss from the sale of capital						
	assets (Explain in Part VI.)						
	Total support. (Add lines 9, 10c, 11, and 12.)						<u> </u>
14	First five years. If the Form 990 is for	the organization's	s first, second, thi	d, fourth, or fifth t	ax year as a section	on 501(c)(3) organi:	zation,
<u></u>							<u></u>
	ction C. Computation of Publ			. (0)		Liel	
	Public support percentage for 2019 (I					15	%
	Public support percentage from 2018					16	%
	ction D. Computation of Inves			no 12 octumn (4)		17	0/
	Investment income percentage for 20					18	%
	Investment income percentage from 2						%
198	a 33 1/3% support tests - 2019. If the						I / IS NOT
	more than 33 1/3%, check this box a						P
r	33 1/3% support tests - 2018. If the	•			•		
20	line 18 is not more than 33 1/3%, che						

### Part IV | Supporting Organizations

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

#### Section A. All Supporting Organizations

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

		Yes	No
	1		
	2		
	_		
	3a		
	3b		
	3с		
	4a		
	4b		
	4c		
	5a		
	5b		
	5с		
	6		
	7		
	8		
	9a		
	9b		
	9с		
	10a		
	10b		
m 9	90 or 99	90-EZ)	2019

Par	t IV   🤅	Supporting Organizations <sub>(continued)</sub>			
				Yes	No
11	Has the	organization accepted a gift or contribution from any of the following persons?			
а	A perso	n who directly or indirectly controls, either alone or together with persons described in (b) and (c)			
	below, t	he governing body of a supported organization?	11a		
b	A family	member of a person described in (a) above?	11b		
С	A 35%	controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c		
Sec	tion B.	Type I Supporting Organizations			
				Yes	No
1	Did the	directors, trustees, or membership of one or more supported organizations have the power to			
	regularly	y appoint or elect at least a majority of the organization's directors or trustees at all times during the			
	tax year	? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or			
	controlle	ed the organization's activities. If the organization had more than one supported organization,			
	describe	e how the powers to appoint and/or remove directors or trustees were allocated among the supported			
	organiza	ations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2		organization operate for the benefit of any supported organization other than the supported			
	•	ation(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
		how providing such benefit carried out the purposes of the supported organization(s) that operated,			
		sed, or controlled the supporting organization.	2		
Sec	tion C.	Type II Supporting Organizations			
				Yes	No
1		majority of the organization's directors or trustees during the tax year also a majority of the directors			
		ees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
		rigement of the supporting organization was vested in the same persons that controlled or managed	_		
800		oorted organization(s). All Type III Supporting Organizations	1		
366	uon 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		163	NO
•		ation's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	-	a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
		ation's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	-	ny of the organization's officers, directors, or trustees either (i) appointed or elected by the supported	•		
_		ation(s) or (ii) serving on the governing body of a supported organization? If "No," explain in <b>Part VI</b> how			
	-	anization maintained a close and continuous working relationship with the supported organization(s).	2		
3		on of the relationship described in (2), did the organization's supported organizations have a	_		
	•	ant voice in the organization's investment policies and in directing the use of the organization's			
		or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	support	ed organizations played in this regard.	3		
Sec	tion E.	Type III Functionally Integrated Supporting Organizations			
1	Check t	he box next to the method that the organization used to satisfy the Integral Part Test during the yea <b>(see instructions)</b> .			
а	Щт	ne organization satisfied the Activities Test. Complete line 2 below.			
b		ne organization is the parent of each of its supported organizations. Complete line 3 below.			
С		ne organization supported a governmental entity. Describe in Part VI how you supported a government entity (see inst	ructions		
2		s Test. Answer (a) and (b) below.		Yes	No
а		stantially all of the organization's activities during the tax year directly further the exempt purposes of			
	• •	ported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
		upported organizations and explain how these activities directly furthered their exempt purposes,			
		e organization was responsive to those supported organizations, and how the organization determined	0-		
J-		se activities constituted substantially all of its activities.	2a		
b		activities described in (a) constitute activities that, but for the organization's involvement, one or more			
		rganization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the			
		for the organization's position that its supported organization(s) would have engaged in these	2h		
2		s but for the organization's involvement.	2b		
3		of Supported Organizations. <b>Answer (a) and (b) below.</b> organization have the power to regularly appoint or elect a majority of the officers, directors, or			
а		s of each of the supported organizations? <i>Provide details in</i> <b>Part VI.</b>	За		
b		organization exercise a substantial degree of direction over the policies, programs, and activities of each	Ju		
_		pported organizations? If "Yes," describe in <b>Part VI</b> the role played by the organization in this regard.	3b		

Pa	rt V Type III Non-Functionally Integrated 509(a)(3) Supportin	g Orga	anizations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying			Part VI). See instructions. A
	other Type III non-functionally integrated supporting organizations must co			
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other			
	factors (explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount,			
	see instructions).	4		
_5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
_6	Multiply line 5 by .035.	6		
_7_	Recoveries of prior-year distributions	7		
_8_	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3.	4		
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-functional	y integra	ated Type III supporting org	anization (see

Schedule A (Form 990 or 990-EZ) 2019

instructions).

Par	t V   Type III Non-Functionally Integrated 509	9(a)(3) Supporting Orga	anizations (continued)	
Secti	on D - Distributions		,	Current Year
1	Amounts paid to supported organizations to accomplish ex	empt purposes		
2	Amounts paid to perform activity that directly furthers exem			
	organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purpos			
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval required)			
6	Other distributions (describe in <b>Part VI</b> ). See instructions.			
7	Total annual distributions. Add lines 1 through 6.			
8	Distributions to attentive supported organizations to which	the organization is responsive	9	
	(provide details in <b>Part VI</b> ). See instructions.			
9	Distributable amount for 2019 from Section C, line 6			
10	Line 8 amount divided by line 9 amount			
	•	(i)	(ii)	(iii)
Secti	on E - Distribution Allocations (see instructions)	Excess Distributions	Underdistributions Pre-2019	Distributable Amount for 2019
_1_	Distributable amount for 2019 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2019 (reason-			
	able cause required- explain in Part VI). See instructions.			
3	Excess distributions carryover, if any, to 2019			
а	From 2014			
b	From 2015			
С	From 2016			
d	From 2017			
e	From 2018			
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years			
h	Applied to 2019 distributable amount			
i	Carryover from 2014 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4	Distributions for 2019 from Section D,			
	line 7: \$			
а	Applied to underdistributions of prior years			
b	Applied to 2019 distributable amount			
С	Remainder. Subtract lines 4a and 4b from 4.			
5	Remaining underdistributions for years prior to 2019, if			
	any. Subtract lines 3g and 4a from line 2. For result greater			
	than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2019. Subtract lines 3h			
	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.			
7	Excess distributions carryover to 2020. Add lines 3j			
	and 4c.			
8	Breakdown of line 7:			
	Excess from 2015			
	Excess from 2016			
	Excess from 2017			
	Excess from 2018			
	Excess from 2019			

Schedule A (Form 990 or 990-EZ) 2019

Schedule A (Form 990 or 990-EZ) 2019 THE LAND CONNECTION FOUNDATION, INC

#### Schedule B

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury Internal Revenue Service

#### **Schedule of Contributors**

➤ Attach to Form 990, Form 990-EZ, or Form 990-PF.

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

OMB No. 1545-0047

2019

Name of the organization

THE LAND CONNECTION FOUNDATION,

Employer identification number

37-1413944

Organization type (check one): Filers of: Section: X = 501(c)(3) (enter number) organization 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 For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% 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, 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

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

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

Schedule B (Form 990, 990-EZ, or 990-PF) (2019)

### THE LAND CONNECTION FOUNDATION, INC

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	Il space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	THE LUMPKIN FAMILY FOUNDATION  121 SOUTH 17TH STREET  MATTOON, IL 61938	\$ 20,800.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2	USDA - RISK MANAGEMENT EDUCATION PARTNERSHIP PROGRAM  1400 INDEPENDENCE AVENUE, SW STOP 0801 WASHINGTON, DC 20250-0801	\$ 39,471.	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	FMPP - CHAMPAIGN FARMERS MARKET 1400 INDEPENDENCE AVENUE, SW RM 4534-SOUTH BUILDING WASHINGTON, DC 20250	\$7,506.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4	ILLINOIS CHARITABLE TRUST  400 W MONROE ST #401  SPRINGFIELD, IL 62704	\$	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
5	IL DEPT OF AGRICULTURE (ISC)  PO BOX 19281  SPRINGFIELD, IL 62794-9281	\$\$ <u>47,193.</u>	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
6	DELTA INSTITUTE  35 E WACKER DRIVE #1200  CHICAGO, IL 60601	\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)

### THE LAND CONNECTION FOUNDATION, INC

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	l space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	UNFI FOUNDATION  313 IRON HORSE WAY  PROVIDENCE , RI 02908	\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8	UNITED WAY OF CHAMPAIGN COUNTY  5 DUNLAP COURT  SAVOY, IL 61874	\$ 25,000.	Person X Payroll
(a) No.	(b)	(c) Total contributions	(d)
9	Name, address, and ZIP + 4  FOOD INSECURITY AND NUTRITION INCENTIVE PROGRAM  1400 INDEPENDENCE AVENUE, SW RM 4534-SOUTH BUILDING  WASHINGTON, DC 20250	\$ 27,100.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)	(d)
	Name, address, and ZIP + 4  ORGANIC RESEARCH AND EXTENSION INITIATIVE  1400 INDEPENDENCE AVENUE, SW RM 4534-SOUTH BUILDING  WASHINGTON, DC 20250	Total contributions  \$ 16,600.	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
11	NCRMEC  308A FILLEY HALL  LINCOLN, NE 68583-0922	\$ 20,804.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b)	(c) Total contributions	(d) Type of contribution
12	Name, address, and ZIP + 4  REGENTS OF THE UNIVERSITY OF MINNESOTA  200 OAK STREET SE  MINNEAPOLIS, MN 55455-2070	\$ 36,832.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

### THE LAND CONNECTION FOUNDATION, INC

Part II	Noncash Property (see instructions). Use duplicate copies of Par	t II if additional space is needed.	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		 \$	
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		 \$	
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		   \$	

### THE LAND CONNECTION FOUNDATION, INC

Part III				01(c)(7), (8), or (10) that total more than \$1,000 for the year		
	from any one contributor. Complete columns (a) completing Part III, enter the total of exclusively religious, or	through <b>(e) and</b> the following the contributions of <b>9</b>	ng line entry. For t	organizations \$		
	Use duplicate copies of Part III if additional	space is needed.	, out of less for t	Contentions into once.)		
(a) No. from Part I	(b) Purpose of gift	(c) Use of g	aift	(d) Description of how gift is held		
Part I	( ) ( )	( ) -				
L						
		(e) Transf	er of gift			
	Transferee's name, address, a	nd ZIP + 4	R	elationship of transferor to transferee		
(a) No. from Part I	(1) D	( ) 11	-61	(1) 5		
Part I	(b) Purpose of gift	(c) Use of g	γιπ	(d) Description of how gift is held		
Ī		(e) Transf	er of aift			
		(o) Transi	sier or grit			
	Transferee's name, address, a	nd <b>7</b> IP + 4	R	elationship of transferor to transferee		
	Transfered & Hame, adarese, ar	id Zii T T		ciationomp of transfer of to transfer co		
			-			
(a) No.						
(a) No. from Part I	(b) Purpose of gift	(c) Use of g	gift	(d) Description of how gift is held		
raiti						
	<del></del>	-				
	<del></del>	-				
-		(a) Transf	nsfer of gift			
		(e) ITalisi				
	Transferse's name address as	ad <b>7</b> ID + 4	D.	elationship of transferor to transferee		
-	Transferee's name, address, a	IIU ZIF + 4	N	elationship of transferor to transferee		
(a) No.						
(a) No. from Part I	(b) Purpose of gift	(c) Use of g	gift	(d) Description of how gift is held		
Part I						
		-				
		(e) Transf	er of gift			
1	Transferee's name, address, ar	nd ZIP + 4	R	elationship of transferor to transferee		

#### **SCHEDULE D** (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

▶ Attach to Form 990.

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

OMB No. 1545-0047 Open to Public Inspection

Name of the organization

THE LAND CONNECTION FOUNDATION, INC

Employer identification number 37-1413944

Par	t I Organizations Maintaining Donor Advise	ed Funds or Other Similar Fund	s or Accounts. Complete if the
	organization answered "Yes" on Form 990, Part IV, lin	e 6.	
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in	writing that the assets held in donor advi	sed funds
	are the organization's property, subject to the organization's	exclusive legal control?	Yes
6	Did the organization inform all grantees, donors, and donor a	dvisors in writing that grant funds can be	e used only
	for charitable purposes and not for the benefit of the donor of	or donor advisor, or for any other purpose	e conferring
	impermissible private benefit?		Yes No
Par	t II Conservation Easements. Complete if the org	ganization answered "Yes" on Form 990,	Part IV, line 7.
1	Purpose(s) of conservation easements held by the organization		
	Preservation of land for public use (for example, recrea	ation or education) Preservation o	f a historically important land area
	Protection of natural habitat	Preservation o	f a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a qualit	fied conservation contribution in the form	
	day of the tax year.		Held at the End of the Tax Year
а	Total number of conservation easements		
b	Total acreage restricted by conservation easements		
С	Number of conservation easements on a certified historic str		
d	Number of conservation easements included in (c) acquired		ture
	listed in the National Register		2d
3	Number of conservation easements modified, transferred, re	leased, extinguished, or terminated by the	ne organization during the tax
	year ▶		
4	Number of states where property subject to conservation ear		
5	Does the organization have a written policy regarding the per		
_	violations, and enforcement of the conservation easements i		
6	Staff and volunteer hours devoted to monitoring, inspecting,	handling of violations, and enforcing cor	nservation easements during the year
_			
7	Amount of expenses incurred in monitoring, inspecting, hand	dling of violations, and enforcing conserv	ation easements during the year
•			0(1-)(4)(D)(2)
8	Does each conservation easement reported on line 2(d) above	•	
^	and section 170(h)(4)(B)(ii)?		
9	In Part XIII, describe how the organization reports conservati	•	
	balance sheet, and include, if applicable, the text of the footr	lote to the organization's linancial stater	nents that describes the
Par	organization's accounting for conservation easements.  † III Organizations Maintaining Collections or	f Δrt Historical Treasures or (	Other Similar Assets
· ui	Complete if the organization answered "Yes" on Form		other emmar 7,000to.
12	If the organization elected, as permitted under FASB ASC 95		and halance sheet works
ıu	of art, historical treasures, or other similar assets held for put	•	
	service, provide in Part XIII the text of the footnote to its final	, ,	•
h	If the organization elected, as permitted under FASB ASC 95		
-	art, historical treasures, or other similar assets held for public		
	provide the following amounts relating to these items:	o oximplicity, cadeation, or recognitivities	anoranoe or pasite service,
	(i) Revenue included on Form 990, Part VIII, line 1		<b>&gt;</b> \$
			<b>L</b> .
2	If the organization received or held works of art, historical tre		
_	the following amounts required to be reported under FASB A		g, p. 5 g
а	Revenue included on Form 990, Part VIII, line 1	_	<b>&gt;</b> \$
b	Assets included in Form 990, Part X		

Pai	t III Organizations Maintaining C	Collections of A	rt, His	torical Tr	easures, c	or Othe	r Simila	ar Asse	<b>ts</b> (contii	nued)	
3	Using the organization's acquisition, accessi	on, and other record	ls, chec	k any of the	following tha	t make si	gnificant	use of its			
	collection items (check all that apply):										
а	Public exhibition	d		Loan or exc	hange progra	am					
b	Scholarly research	е			0 . 0						
C	Preservation for future generations	_									
4	Provide a description of the organization's co	ollections and explain	n how th	nev further t	the organization	on's exer	nnt nurna	se in Par	t XIII		
5	During the year, did the organization solicit of	-		-	_			,00 IIII ai			
3	to be sold to raise funds rather than to be ma		-						Yes		No
Pai	t IV Escrow and Custodial Arran									<u> </u>	
	reported an amount on Form 990, Pal	-	oto ii tiic	organizatio	on anowered	100 011	1 01111 000	, , , ,			
	Is the organization an agent, trustee, custod		diary for	contribution	ns or other as	sets not	included				
	on Form 990, Part X?								Yes		No
h	If "Yes," explain the arrangement in Part XIII										
	Tes, explain the arrangement in rare Am	and complete the lo	ilowing i	tabic.					Amoun	+	
_	Paginning balance						10		Amoun		
	Beginning balance										
	Additions during the year										
_	Distributions during the year										
Ť	Ending balance								1.,		1
	Did the organization include an amount on F								Yes		No
_	If "Yes," explain the arrangement in Part XIII.										
Pai	T V Endowment Funds. Complete i				1						
		(a) Current year	(b) P	rior year	(c) Two year	s back (	d) Three ye	ears back	<b>(e)</b> Four	r years	back
	Beginning of year balance										
b	Contributions										
С	Net investment earnings, gains, and losses										
d	Grants or scholarships										
е	Other expenditures for facilities										
	and programs										
f	Administrative expenses										
	End of year balance										
2	Provide the estimated percentage of the curr	rent vear end balanc	e (line 1	a column (	a)) held as:						
	Board designated or quasi-endowment		%	9, 00.0	۵,, ۱۱۵۱۵ ۵۵۱						
	Permanent endowment	%	_′°								
C	The percentages on lines 2a, 2b, and 2c sho	ř =									
2-	1 0 , ,	•	-4: 41	ماموا مدد الم				-4:			
Зa	Are there endowment funds not in the posse	ession of the organiza	ation tha	at are neid a	and administe	rea for tr	ie organiz	ation	ı	.,	
	by:								- m	Yes	No
	(i) Unrelated organizations										
	(ii) Related organizations										
b	If "Yes" on line 3a(ii), are the related organization				·				3b		
4	Describe in Part XIII the intended uses of the		wment	funds.							
Pai	t VI Land, Buildings, and Equipm										
	Complete if the organization answere	d "Yes" on Form 990	D, Part I	/, line 11a. S	See Form 990	, Part X,	line 10.				
	Description of property	(a) Cost or o			t or other		cumulate	d	( <b>d</b> ) Boo	k value	е
		basis (investn	nent)	basis	(other)	dep	reciation				
1a	Land										
b	Buildings										
	Leasehold improvements										
d	Equipment										
	Other			1	0,000.		2,22	22.		7,7	78.
	. Add lines 1a through 1e. (Column (d) must e		X. colur	nn (B). line	10c.)			<b>•</b>		7,7	78.

Schedule D (Form 990) 2019

	NNECTION FOUR	NDATION, INC 37	-1413944 Page
Part VII Investments - Other Securities.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line	e 11b. See Form 990, Part X, line 12.	
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end	l-of-year market value
(1) Financial derivatives			
(2) Closely held equity interests			
(3) Other			
(A)			
(B)			
(C)			
(D)			
(E)			
(F)			
(G)			
(H)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)			
Part VIII Investments - Program Related.			
Complete if the organization answered "Yes"			
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end	d-of-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)			
Part IX Other Assets.			
Complete if the organization answered "Yes"		e 11d. See Form 990, Part X, line 15.	
(a)	Description		(b) Book value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, col. (B) lin	e 15.)	<b>&gt;</b>	
Part X Other Liabilities.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line	e 11e or 11f. See Form 990, Part X, line 25	
1. (a) Description of liability			(b) Book value
(1) Federal income taxes			4 22 -
(2) CREDIT CARD PAYABLE			1,996
(3)			
(4)			
(5)			
(6)			

1,996. Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) 2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII...

(7) (8)

Pa		•	ncial Statements With Rever	ue per Return.	
	Complete if the organi	ization answered "Yes" on Form 990,	Part IV, line 12a.		
1	Total revenue, gains, and oth	er support per audited financial state	ements	1	416,854
2	Amounts included on line 1 b	out not on Form 990, Part VIII, line 12:			
а		on investments			
b	Donated services and use of	facilities	2b		
С	Recoveries of prior year grant	ts	2c		
d	Other (Describe in Part XIII.)		2d		_
е	Add lines 2a through 2d			2e	0
3				3	416,854
4	Amounts included on Form 9	90, Part VIII, line 12, but not on line 1	:		
а	Investment expenses not incl	luded on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)		4b		
С	Add lines 4a and 4b			4c	0
5	Total revenue. Add lines 3 and	d <b>4c.</b> (This must equal Form 990, Par	t I, line 12.)	5	416,854
Pa	rt XII Reconciliation of	f Expenses per Audited Fina	ncial Statements With Expe	nses per Returr	١.
	Complete if the organi	ization answered "Yes" on Form 990,	Part IV, line 12a.		
1	Total expenses and losses pe	er audited financial statements		1	423,026
2		out not on Form 990, Part IX, line 25:			
а		facilities	2a		
b					
С					
d					
е				2e	0
3					423,026
4		90, Part IX, line 25, but not on line 1:			·
a		luded on Form 990, Part VIII, line 7b			
b					
	A 1 1 1' A 1 A 1		1.0	4c	0
			art I, line 18.)		423,026
	rt XIII Supplemental Inf		art 1, 11110 10.)		
ines	2d and 4b; and Part XII, lines 2	2d and 4b. Also complete this part to	provide any additional information.		

#### **SCHEDULE G**

Department of the Treasury

Internal Revenue Service

(Form 990 or 990-EZ)

#### **Supplemental Information Regarding Fundraising or Gaming Activities**

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

► Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization

THE LAND CONNECTION FOUNDATION, INC.

Employer identification number 37-1413944

	D COMMECTION TOOMS			1110	3, 1113	
Part I Fundraising Activities required to complete this par	<ul> <li>Complete if the organization answer</li> <li>t.</li> </ul>	ered "Y	'es" oı	n Form 990, Part IV,	line 17. Form 990-E2	I filers are not
1 Indicate whether the organization rais		ng acti	vities.	Check all that apply	_	
a Mail solicitations				overnment grants		
<b>b</b> Internet and email solicitations				nment grants		
c Phone solicitations	g L Special	fundra	aising	events		
d In-person solicitations						
2 a Did the organization have a written of	or oral agreement with any individual	(includ	ding o	fficers, directors, trus	stees, or	
key employees listed in Form 990, P	art VII) or entity in connection with p	rofess	ional f	undraising services?	Yes	☐ No
<b>b</b> If "Yes," list the 10 highest paid indi-	viduals or entities (fundraisers) pursu	uant to	agree	ements under which	the fundraiser is to b	oe .
compensated at least \$5,000 by the						
. , ,	3					
(2) (1)		(iii)	Did	<i>(</i> ' ) 0	(v) Amount paid	(vi) Amount paid
(i) Name and address of individual	(ii) Activity	fundr have c	aiser ustody	(iv) Gross receipts	to (or retained by)	to (or retained by)
or entity (fundraiser)		(iii) Did fundraiser have custody or control of contributions?		from activity	fundraiser listed in col. <b>(i)</b>	organization
		Vaa	Nia		.,	
		Yes	No			
<sup>-</sup> otal			•			
3 List all states in which the organization	on is registered or licensed to solicit	contrib	utions	s or has been notified	d it is exempt from re	eaistration
or licensing.	.9.2.2.2.2					J
<del>-</del>						

Schedule G (Form 990 or 990-EZ) 2019 THE LAND CONNECTION FOUNDATION, INC 37-1413944 Page 2 Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000. (a) Event #1 **(b)** Event #2 (c) Other events (d) Total events SPECIAL NONE (add col. (a) through EVENTS col. (c)) (event type) (event type) (total number) Revenue 17,170. 17,170. 1 Gross receipts 2 Less: Contributions 17,170. 17,170. 3 Gross income (line 1 minus line 2) 4 Cash prizes 5 Noncash prizes Direct Expenses 6 Rent/facility costs 7 Food and beverages ..... 8 Entertainment 7,186. 7,186. 9 Other direct expenses ..... 10 Direct expense summary. Add lines 4 through 9 in column (d) 11 Net income summary. Subtract line 10 from line 3, column (d) Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a. (b) Pull tabs/instant (d) Total gaming (add Revenue (a) Bingo (c) Other gaming bingo/progressive bingo col. (a) through col. (c)) Gross revenue ..... 2 Cash prizes Direct Expenses 3 Noncash prizes 4 Rent/facility costs 5 Other direct expenses ..... Yes Yes % Yes 6 Volunteer labor No 7 Direct expense summary. Add lines 2 through 5 in column (d) 8 Net gaming income summary. Subtract line 7 from line 1, column (d) **9** Enter the state(s) in which the organization conducts gaming activities: a Is the organization licensed to conduct gaming activities in each of these states? No **b** If "No," explain:

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

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

Sch	edule G (Form 990 or 990-EZ) 2019 THE LAND CONNECTION FOUNDATION, INC 37-1	<u> 1413944</u>	Page 3
11	Does the organization conduct gaming activities with nonmembers?	Yes	☐ No
12	Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed		
	to administer charitable gaming?	Yes	☐ No
13	Indicate the percentage of gaming activity conducted in:		
	The organization's facility	13a	%
	An outside facility	13b	%
	Enter the name and address of the person who prepares the organization's gaming/special events books and records:		
•	and the hand and according property and organization of gamming, openial organization and		
	Name		
	Address ►		
15a	Does the organization have a contract with a third party from whom the organization receives gaming revenue?	Yes	☐ No
b	olf "Yes," enter the amount of gaming revenue received by the organization > \$ and the amount		
	of gaming revenue retained by the third party >\$		
c	: If "Yes," enter name and address of the third party:		
	Name		
	Address		
16	Gaming manager information:		
	Name		
	Gaming manager compensation ▶ \$		
	, , <u> </u>		
	Description of services 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?	L 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 ▶ \$		
Pa	TT IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Pa	ırt III, lines 9,	9b, 10b,
	15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.		

Schedule G	G (Form 990 or 990-EZ)	THE LAND	CONNECTION	FOUNDATION,	INC	37-1413944	Page 4
Part IV	G (Form 990 or 990-EZ)  Supplemental Infor	<b>mation</b> (continເ	ued)				
							·

## SCHEDULE O

Department of the Treasury

Internal Revenue Service

(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.

► Attach to Form 990 or 990-EZ.
 Go to www.irs.gov/Form990 for the latest information.

2019 Open to Public

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

THE LAND CONNECTION FOUNDATION, INC

Employer identification number 37-1413944

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: FOOD SYSTEM IN WHICH FARMERS HAVE THE OPPORTUNITY TO GROW FOOD IN A SUSTAINABLE MANNER AND EVERY PERSON CAN ACCESS LOCALLY GROWN AND PRODUCED FOODS. WE FULFILL OUR MISSION THROUGH FARMER TRAINING, FOOD ACCESS, AND CONSUMER EDUCATION. FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: PROGRAMMING. FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS: CONSUMER EDUCATION: WE CREATE ENGAGING CONTENT ABOUT THE IMPORTANCE OF A RESILIENT LOCAL FOOD ECONOMY AND HOW COMMUNITY MEMBERS CAN PLAY A ROLE IN MAKING THEIR FOOD SYSTEM STRONGER. PAST SUCCESSES HAVE BEEN A PODCAST, INFOGRAPHICS, AND THE ILLINOIS SPECIALTY CROP CARD SERIES. FORM 990, PART VI, SECTION B, LINE 11B: THE BOARD OF DIRECTORS ARE PROVIDED WITH A COPY OF THE 990 FOR REVIEW BEFORE THE RETURN IS FILED.

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

BOARD MEMBERS ARE ASKED EVERY TWO YEARS TO COMPLETE A CONFLICT OF INTEREST DISCLOSURE FORM, AND TO NOTIFY THE BOARD IF THEIR STATUS CHANGES WITHIN THE TWO YEAR TIME FRAME.

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

THE EXECUTIVE DIRECTOR IS THE PRINCIPAL REPRESENTATIVE OF THE LAND

Name of the organization

**Employer identification number** 

THE LAND CONNECTION FOUNDATION, INC 37-1413944

CONNECTION (TLC), AND THE PERSON RESPONSIBLE FOR THE EFFICIENT OPERATION OF THE ORGANIZATION. THEREFORE, IT IS THE DESIRE OF THE TLC BOARD TO PROVIDE A FAIR YET REASONABLE AND NOT EXCESSIVE COMPENSATION FOR THE EXECUTIVE DIRECTOR (AND ANY OTHER HIGHLY COMPENSATED EMPLOYEES AND CONSULTANTS). THE

## INDEPENDENCE IN SETTING COMPENSATION

PROCESS FOR DETERMINING COMPENSATION IS AS FOLLOWS:

ANNUALLY A COMPENSATION TASK FORCE COMPOSED OF BOARD MEMBERS WILL EVALUATE
THE EXECUTIVE DIRECTOR ON HIS/HER PERFORMANCE, AND ASK FOR HIS/HER INPUT ON
MATTERS OF PERFORMANCE AND COMPENSATION. THE TASK FORCE WILL BE COMPOSED OF
VOLUNTEERS WHO ARE NOT COMPENSATED BY TLC, AND WILL OPERATE INDEPENDENTLY
WITHOUT UNDUE INFLUENCE FROM THE EXECUTIVE DIRECTOR. NO MEMBER OF THE
COMPENSATION TASK FORCE WILL BE A STAFF MEMBER, THE RELATIVE OF A STAFF
MEMBER, OR HAVE ANY RELATIONSHIP WITH STAFF THAT COULD PRESENT A CONFLICT
OF INTEREST. THE COMPOSITION OF THE TASK FORCE AND LACK OF CONFLICT OF
INTEREST SHALL BE DOCUMENTED.

SALARY RECOMMENDATION TO THE BOARD BASED ON COMPARABILITY DATA

THE COMPENSATION TASK FORCE WILL OBTAIN RESEARCH AND INFORMATION TO MAKE A

RECOMMENDATION TO THE FULL BOARD FOR THE COMPENSATION (SALARY AND BENEFITS)

OF THE EXECUTIVE DIRECTOR (AND OTHER HIGHLY COMPENSATED EMPLOYEES OR

CONSULTANTS) BASED ON A REVIEW OF COMPARABILITY DATA. FOR EXAMPLE, THE

COMPENSATION TASK FORCE WILL SECURE DATA THAT DOCUMENTS COMPENSATION LEVELS

AND BENEFITS FOR SIMILARLY QUALIFIED INDIVIDUALS IN COMPARABLE POSITIONS AT

SIMILAR ORGANIZATIONS IN THIS PART OF THE COUNTRY. THIS DATA MAY INCLUDE

THE FOLLOWING:

Name of the organization THE LAND CONNECTION FOUNDATION, INC Employer identification number 37-1413944

- 2.WRITTEN JOB OFFERS FOR POSITIONS AT SIMILAR ORGANIZATIONS;
- 3.DOCUMENTED TELEPHONE CALLS ABOUT SIMILAR POSITIONS AT BOTH NONPROFIT AND FOR-PROFIT ORGANIZATIONS; AND
- 4.INFORMATION OBTAINED FROM THE IRS FORM 990 FILINGS OF SIMILAR ORGANIZATIONS.

## BOARD DECISION AND CONCURRENT DOCUMENTATION

TO APPROVE THE COMPENSATION FOR THE EXECUTIVE DIRECTOR (AND OTHER HIGHLY COMPENSATED EMPLOYEES AND CONSULTANTS) THE BOARD MUST DOCUMENT HOW IT REACHED ITS DECISIONS, INCLUDING THE DATA ON WHICH IT RELIED, IN MINUTES OF THE MEETING DURING WHICH THE COMPENSATION WAS APPROVED. DOCUMENTATION WILL INCLUDE:

- A) A DESCRIPTION OF THE COMPENSATION AND BENEFITS AND THE DATE IT WAS APPROVED;
- B) THE MEMBERS OF THE BOARD WHO WERE PRESENT DURING THE DISCUSSION ABOUT COMPENSATION AND BENEFITS, AND THE RESULTS OF THE VOTE;
- C) A DESCRIPTION OF THE COMPARABILITY DATA RELIED UPON AND HOW THE DATA
  WAS OBTAINED; AND
- D) ANY ACTIONS TAKEN (SUCH AS ABSTAINING FROM DISCUSSION AND VOTE) WITH

  RESPECT TO CONSIDERATION OF THE COMPENSATION BY ANYONE WHO IS OTHERWISE A

  MEMBER OF THE BOARD BUT WHO HAD A CONFLICT OF INTEREST WITH RESPECT TO THE

  DECISION ON THE COMPENSATION AND BENEFITS.

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

THE ORGANIZATION MAKES ITS FORMS 1023 AND 990 AVAILABLE FOR PUBLIC INSPECTION UPON REQUEST.

Name of the organization  THE LAND CONNECTION FOUNDATION, INC	Employer identification number 37-1413944
FORM 990, PART VI, SECTION C, LINE 19:	
THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICT OF INTER	EST POLICY, AND
FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPO	N REQUEST.
FORM 990, PART XII, LINE 2C	
NO CHANGES WERE MADE TO THE PROCESS FROM PRIOR YEARS.	

**Caution:** Forms printed from within Adobe Acrobat may not meet IRS or state taxing agency specifications. When using Acrobat, select the "Actual Size" in the Adobe "Print" dialog.

STATE COPY

	ice Use Only	ILLINOIS CHARITABLE ORGANIZATION ANNUAL		Form AG990-I Revised 1/1:
PMT	#	Attorney General KWAME RAOUL State of II Charitable Trust Bureau, 100 West Rando		
		11th Floor, Chicago, Illinois 60601	ipii CO	# Check all items attached:
AMT		Report for the Fiscal Period:	X	
Aivii		report for the riscarr eriod.	Make Checks X	Audited Financial Statements
		Beginning 01/01/2019	Payable to	Copy of Form IFC
INIT			the Illinois X	\$15.00 Annual Report Filing Fee
		& Ending 12/31/2019	Bureau Fund	\$100.00 Late Report Filing Fee
Feder	al ID# 37-1413944	MO DAY YR		MO DAY YR
Are co	ontributions to the organization t	tax deductible? X Yes No Date Or	ganization was created	t: 01/01/2001
	LEGAL		Year-end	
		CONNECTION FOUNDATION, INC	amounts	101 110
	MAIL	201 DV GVITET 400	A) ASSETS	A) \$ 181,643
		OOLPH SUITE 400	B) LIABILITIES	B) \$ 1,996
	STATE CHAMPAIGN A P CODE 61820	, 11	C) NET ASSETS	C) \$ 179,647
<b>I.</b>		REVENUE ITEMS DURING THE YEAR:	PERCENTAGE	AMOUNT
١		RIBUTIONS & PROGRAM SERVICE REV. (GROSS AMTS.)	38.209%	D) \$ 162,023
	E) GOVERNMENT GRANTS &	,	61.023%	E) \$ 258,760
	F) OTHER REVENUES		0.768%	F) \$ 3,257
	,			•
	G) TOTAL REVENUE, INCOME	E AND CONTRIBUTIONS RECEIVED (ADD D, E, & F)	100 %	G) \$ 424,040
II.	<b>SUMMARY OF ALL E</b>	EXPENDITURES DURING THE YEAR:		
	H) OPERATING CHARITABLE	PROGRAM EXPENSE	77.031%	H) \$ 331,397
	I) EDUCATION PROGRAM SI	ERVICE EXPENSE	%	I) \$
	I) TOTAL GUADITADI E DDG	ODAM OFDWOF EVENUE (ADD II & IV	77.031%	J) \$ 331,397
	J) TOTAL CHARITABLE PRO	GRAM SERVICE EXPENSE (ADD H & I)	77.031%	J) \$ 331,397
	J1) JOINT COSTS ALLOCATED	O TO PROGRAM SERVICES (INCLUDED IN J): \$		
	,	· · · · · · · · · · · · · · · · · · ·		
	K) GRANTS TO OTHER CHAR	RITABLE ORGANIZATIONS	%	K) \$
				224 225
	L) TOTAL CHARITABLE PRO	GRAM SERVICE EXPENDITURE (ADD J & K)	77.031%	L) \$ 331,397
	NA) NAANAOENENT AND OENE	TO ALL EMPENDE	15.860%	M)\$ 68,230
	M) MANAGEMENT AND GENE	:RAL EXPENSE	13.000%	M)\$ 68,230
	N) FUNDRAISING EXPENSE		7.109%	N) \$ 30,585
	ii) TONDIMIONALAI ENOL		7 1 2 3 7 7 7	ν, φ
	0) TOTAL EXPENDITURES TI	HIS PERIOD (ADD L, M, & N)	100 %	0) \$ 430,212
l	SUMMARY OF ALL P	PAID FUNDRAISER AND CONSULTANT ACTIVITIES:		
''''		rt of Individual Fundraising Campaign- Form IFC. One for each PFR.)		
	PROFESSIONAL FUNDRAISER			Δ.
	P) TOTAL AMOUNT RAISED I	BY PAID PROFESSIONAL FUNDRAISERS	100 %	P) \$ 0
	O) TOTAL FUNDDAIGEDS FF	TO AND EVDENCES	0/	Q) \$
	Q) TOTAL FUNDRAISERS FEE	ES AIND EXPENSES	%	α) φ
	R) NET RECEIVED BY THE CH	HARITY (P MINUS Q=R)	%	R) \$
	PROFESSIONAL FUNDRAISING	·		, .
		PROFESSIONAL FUNDRAISING CONSULTANTS		S) \$
IV.	<b>COMPENSATION TO</b>	THE (3) HIGHEST PAID PERSONS DURING THE YE	AR:	
		ELYN EVERS, EXECUTIVE DIRECTOR		T) \$ 65,231
		E PHILYAW, OFFICE MANAGER		U) \$ 47,075
		TAIDGHIN O'BRIEN, MARKETING/OUTREAG		V) \$ 38,760
٧.	<b>CHARITABLE PROG</b>	RAM DESCRIPTION: CHARITABLE PROGRAM (3 HIGHEST BY \$ EXPENDED CODE CATEGORIES	ED)	List on back side of instructions
2-20				CODE W)# 012
1 04-2		R EDUCATIONAL MATERIALS FOR THE PU	סחדר	W)# 012   X) #
998091 04-22-20	X) DESCRIPTION: Y) DESCRIPTION:			Y) #
0	I DECOIN HON.			I ' / "

IF	THE ANSWER TO ANY OF THE FOLLOWING IS YES, ATTACH A DETAILED EXPLANATION:		YES	NO
1.	WAS THE ORGANIZATION THE SUBJECT OF ANY COURT ACTION, FINE, PENALTY OR JUDGMENT?	1.		X
2.	HAS THE ORGANIZATION OR A CURRENT DIRECTOR, TRUSTEE, OFFICER OR EMPLOYEE THEREOF, EVER BEEN CONVICTED BY ANY			
	COURT OF ANY MISDEMEANOR INVOLVING THE MISUSE OR MISAPPROPRIATION OF FUNDS OR ANY FELONY?	2.		X
3.	DID THE ORGANIZATION MAKE A GRANT AWARD OR CONTRIBUTION TO ANY ORGANIZATION IN WHICH ANY OF ITS OFFICERS,			
	DIRECTORS OR TRUSTEES OWNS AN INTEREST; OR WAS IT A PARTY TO ANY TRANSACTION IN WHICH ANY OF ITS OFFICERS,			
	DIRECTORS OR TRUSTEES HAS A MATERIAL FINANCIAL INTEREST; OR DID ANY OFFICER, DIRECTOR OR TRUSTEE RECEIVE			
	ANYTHING OF VALUE NOT REPORTED AS COMPENSATION?	3.		Х
4	HAS THE ORGANIZATION INVESTED IN ANY CORPORATE STOCK IN WHICH ANY OFFICER, DIRECTOR OR TRUSTEE OWNS MORE			
	THAN 10% OF THE OUTSTANDING SHARES?	4.		Х
	THAN 10 % OF THE OUTSTANDING SHARES!	4.		21
Е	IS ANY PROPERTY OF THE ORGANIZATION HELD IN THE NAME OF OR COMMINGLED WITH THE PROPERTY OF ANY OTHER PERSON			
υ.		_		Х
	OR ORGANIZATION?	5.		Λ
•	DID THE ODGANIZATION HOE THE OFFINIOSO OF A PROFESCIONAL FUNDRALOSDO (ATTACH FORMATO)	•		v
6.	DID THE ORGANIZATION USE THE SERVICES OF A PROFESSIONAL FUNDRAISER? (ATTACH FORM IFC)	6.		Х
7a.	DID THE ORGANIZATION ALLOCATE THE COST OF ANY SOLICITATION, MAILING, ADVERTISEMENT OR LITERATURE COSTS	7.		
	BETWEEN PROGRAM SERVICE AND FUNDRAISING EXPENSES?			Х
7b.	IF "YES", ENTER (i) THE AGGREGATE AMOUNT OF THESE JOINT COSTS \$; (ii) THE AMOUNT			
	ALLOCATED TO PROGRAM SERVICES \$; (iii) THE AMOUNT ALLOCATED TO MANAGEMENT AND			
	GENERAL \$; AND (iv) THE AMOUNT ALLOCATED TO FUNDRAISING \$			
8.	DID THE ORGANIZATION EXPEND ITS RESTRICTED FUNDS FOR PURPOSES OTHER THAN RESTRICTED PURPOSES?	8.		X
9.	HAS THE ORGANIZATION EVER BEEN REFUSED REGISTRATION OR HAD ITS REGISTRATION OR TAX EXEMPTION SUSPENDED OR			
	REVOKED BY ANY GOVERNMENTAL AGENCY?	9.		X
10.	WAS THERE OR DO YOU HAVE ANY KNOWLEDGE OF ANY KICKBACK, BRIBE, OR ANY THEFT, DEFALCATION, MISAPPROPRIATION,			
	COMMINGLING OR MISUSE OF ORGANIZATIONAL FUNDS?	10.		Х
		•		
11.	LIST THE NAME AND ADDRESS OF THE FINANCIAL INSTITUTIONS WHERE THE ORGANIZATION MAINTAINS ITS			
	THREE LARGEST ACCOUNTS:			
	BUSEY BANK, 201 W MAIN STREET, URBANA, IL 61801			
12.	NAME AND TELEPHONE NUMBER OF CONTACT PERSON: JACQUELYN EVERS - 217-688-2570			
	— — — — — — — — — — — — — — — — — — —			
ALI	. ATTACHMENTS MUST ACCOMPANY THIS REPORT - SEE INSTRUCTIONS			

UNDER PENALTY OF PERJURY, I (WE) THE UNDERSIGNED DECLARE AND CERTIFY THAT I (WE) HAVE EXAMINED THIS ANNUAL REPORT AND THE ATTACHED DOCUMENTS, INCLUDING ALL THE SCHEDULES AND STATEMENTS, AND THE FACTS THEREIN STATED ARE TRUE AND COMPLETE AND FILED WITH THE ILLINOIS ATTORNEY GENERAL FOR THE PURPOSE OF HAVING THE PEOPLE OF THE STATE OF ILLINOIS RELY THEREUPON. I HEREBY FURTHER AUTHORIZE AND AGREE TO SUBMIT MYSELF AND THE REGISTRANT HEREBY TO THE JURISDICTION OF THE STATE OF ILLINOIS.

## BE SURE TO INCLUDE ALL FEES DUE:

- 1.) REPORTS ARE DUE WITHIN SIX MONTHS OF YOUR FISCAL YEAR END.
- 2.) FOR FEES DUE SEE INSTRUCTIONS.
- 3.) REPORTS THAT ARE LATE OR INCOMPLETE ARE SUBJECT TO A \$100.00 PENALTY.

## JOE WETZEL

PRESIDENT OF TRUSTEE (PRINT NAME)

SIGNATURE

DATE

JACOB TAYLOR

TREASURER OF TRUSTEE (PRINT NAME)

SIGNATURE

DATE

DAE-WOUNG KANG, EA

998101 04-22-20

PREPARER (PRINT NAME)

SIGNATURE

DATE

## (Rev. January 2020) Department of the Treasury

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

Open to Public Inspection

and ending A For the 2019 calendar year, or tax year beginning Check if applicable: C Name of organization D Employer identification number Address change THE LAND CONNECTION FOUNDATION, INC Name change 37-1413944 Initial return Number and street (or P.O. box if mail is not delivered to street address) E Telephone number Room/suite Final return/ 217-840-2128 206 N RANDOLPH SUITE 400 termin-ated 424,040. G Gross receipts \$ City or town, state or province, country, and ZIP or foreign postal code 61820 Amended return CHAMPAIGN, IL H(a) Is this a group return Applica-F Name and address of principal officer: JOE WETZEL Yes X No for subordinates? pending SAME AS C ABOVE H(b) Are all subordinates included? Yes No Tax-exempt status: X = 501(c)(3) 501(c) ( ) ◀ (insert no.) 4947(a)(1) or If "No," attach a list. (see instructions) J Website: ► WWW.THELANDCONNECTION.ORG **H(c)** Group exemption number ▶ K Form of organization: X Corporation Association Other > L Year of formation: 2001 M State of legal domicile: IL Part I Summary Briefly describe the organization's mission or most significant activities: THE LAND CONNECTION FOUNDATION Activities & Governance (TLC) IS AN EDUCATIONAL NONPROFIT THAT ENVISIONS A COMMUNITY-BASED Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 7 Number of voting members of the governing body (Part VI, line 1a) Number of independent voting members of the governing body (Part VI, line 1b) 10 5 Total number of individuals employed in calendar year 2019 (Part V, line 2a) <u>15</u> 6 Total number of volunteers (estimate if necessary) 7 a Total unrelated business revenue from Part VIII, column (C), line 12 7a b Net unrelated business taxable income from Form 990-T, line 39 7b **Prior Year Current Year** 243,253. 347,244. Contributions and grants (Part VIII, line 1h) Revenue 21,088. 56,369. Program service revenue (Part VIII, line 2g) 0. 0. Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 9.722. 13,241. Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 274,063. 416,854. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) ........ 0. Grants and similar amounts paid (Part IX, column (A), lines 1-3) Ō. 0. Benefits paid to or for members (Part IX, column (A), line 4) 282,781. 252,381. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) Expenses 16a Professional fundraising fees (Part IX, column (A), line 11e) **b** Total fundraising expenses (Part IX, column (D), line 25) 122,457. 170,645. Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 405,238. 423,026. Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) -131,175. -6,172. Revenue less expenses. Subtract line 18 from line 12 Beginning of Current Year **End of Year** 188,857. 181,643. 20 Total assets (Part X, line 16) 1,996. 3,038. 21 Total liabilities (Part X, line 26) 185,819**.** 179,647. Net assets or fund balances. Subtract line 21 from line 20 Part II | Signature Block Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge. Signature of officer Date Sign JOE WETZEL, BOARD PRESIDENT Here Type or print name and title PTIN Print/Type preparer's name Preparer's signature if self-employed DAE-WOUNG KANG, DAE-WOUNG KANG, EΑ 07/14/20 P01367554 Paid Firm's name MARTIN HOOD LLC Firm's EIN **→** 37-1119790 Preparer Firm's address 2507 SOUTH NEIL STREET Use Only Phone no. (217)351-2000 CHAMPAIGN, IL 61820 X Yes No May the IRS discuss this return with the preparer shown above? (see instructions)

4d	Other	program	services	(Describe	on Sc	hedule	O.)
----	-------	---------	----------	-----------	-------	--------	-----

including grants of \$ (Expenses \$

331,397. Total program service expenses

## Form 990 (2019) THE LAND CONDEPART IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?  If "Yes," complete Schedule A	1	х	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		х
_	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or	4		- 25
5	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 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, 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? If "Yes," 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		x
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? If "Yes," complete Schedule D, Part V	10		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	Х	
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		х
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
	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	37	Х
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Х	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		х
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	Х	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			v
45	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	17		X
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,"	.5		
	complete Schedule G, Part III	19		х
20a	Did the organization operate one or more hospital facilities? <i>If</i> "Yes," complete Schedule H	20a		Х
	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		Х

## Form 990 (2019) THE LAND CONNECTION Part IV Checklist of Required Schedules (continued)

			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25 a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	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 year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schedule L, Part I	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		Х
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		Х
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		Х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		Х
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		Х
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
	Part V, line 1	34		Х
35 a	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		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?			
_	Note: All Form 990 filers are required to complete Schedule O	38	X	
Pai				
	Check if Schedule O contains a response or note to any line in this Part V			Щ
			Yes	No
	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable			
	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 reportable gaming			
	(gambling) winnings to prize winners?	1c	X	

#### 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 Statements,				
	filed for the calendar year ending with or within the year covered by this return	2a 10			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns	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	)			
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?		За		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	0	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other a	•			
	financial account in a foreign country (such as a bank account, securities account, or other financial a	account)?	4a		X
b	If "Yes," enter the name of the foreign country				
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial A	, ,			37
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction that it was or is a party to a prohibited tax shelter transaction.		5b		Х
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	-	•		х
	any contributions that were not tax deductible as charitable contributions?		6a		
b	If "Yes," did the organization include with every solicitation an express statement that such contributi	ŭ	CI-		
7	were not tax deductible?		6b		
7	Organizations that may receive deductible contributions under section 170(c).	vices provided to the payor?	7-		Х
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser If "Yes," did the organization notify the donor of the value of the goods or services provided?		7a 7b		22
b	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was		7.0		
·	to file Form 8282?	•	7c		х
d	If "Yes," indicate the number of Forms 8282 filed during the year	1	70		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit or		7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contri		7 <del>f</del>		
g	If the organization received a contribution of qualified intellectual property, did the organization file Fo		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.				
а	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10	Section 501(c)(7) organizations. Enter:				
а	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	Section 501(c)(12) organizations. Enter:	,			
а	Gross income from members or shareholders	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			
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form	1	12a		
	,	12b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		40		
а	Is the organization licensed to issue qualified health plans in more than one state?		13a		
	<b>Note:</b> See the instructions for additional information the organization must report on Schedule O.				
D	Enter the amount of reserves the organization is required to maintain by the states in which the	406			
_		13b			
	Enter the amount of reserves on hand	13c	14a		Х
14a	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedul	a O	14a 14b		<del>- ^``</del>
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remune		IHD		
IJ	excess parachute payment(s) during the year?		15		Х
	If "Yes," see instructions and file Form 4720, Schedule N.		13		
16	Is the organization an educational institution subject to the section 4968 excise tax on net investmen	t income?	16		Х
	If "Yes," complete Form 4720, Schedule O.		.0		

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

	Check if Schedule O contains a response or note to any line in this Part VI			X
Sec	tion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	7		
	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	7]		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			
	officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision			
	of officers, directors, trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Х
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х
6	Did the organization have members or stockholders?	6		Х
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or			
	more members of the governing body?	7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or			
	persons other than the governing body?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
а	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the			
	organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9		X
<u>Sec</u>	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			
			Yes	No
	Did the organization have local chapters, branches, or affiliates?	10a		Х
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	X	
	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X	
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		Х
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe			
	in Schedule O how this was done	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	Х	
	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		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation			
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's			
	exempt status with respect to such arrangements?	16b		
	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ► IL		_	
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	) avail	able
	for public inspection. Indicate how you made these available. Check all that apply.			
	Own website Another's website X Upon request Other (explain on Schedule O)			
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, a	nd finai	ncial	
	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			
	JACQUELYN EVERS - 217-688-2570 206 N RANDOLPH ST SUITTE 400 CHAMPATGN II. 61820			

# 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.

(A)	(B)			((	C)			(D)	(E)	(F)
Name and title	Average	Position (do not check more than one box, unless person is both an						Reportable	Reportable	Estimated
	hours per week	box offi	, unle cer an	ss pe ıd a d	rson irecto	is bot or/trus	h an tee)	compensation from	compensation from related	amount of other
	(list any	tor						the	organizations	compensation
	hours for	r direc				pei		organization	(W-2/1099-MISC)	from the
	related	stee o	rustee			oen sa i		(W-2/1099-MISC)		organization
	organizations below	ual tru	onal t		ploye	t com				and related
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations
(1) SUSAN D LANNIN	1.00	Ι=	_		×	Τ θ	ш.			
SECRETARY		Х		х				0.	0.	0.
(2) JACOB TAYLOR	1.00									
TREASURER		Х		Х				0.	0.	0.
(3) JOE WETZEL	3.00							_	_	_
PRESIDENT		Х		Х				0.	0.	0.
(4) THOMAS HARRISON	1.00	۱								
DIRECTOR	1 00	Х						0.	0.	0.
(5) WILL GLAZIK	1.00	Į.,							0	0
DIRECTOR (C) TRIVE KANDAN	1.00	Х						0.	0.	0.
(6) IRENE KAUFMAN	1.00	x						0.	0.	0.
OTRECTOR  (7) LISA BRALTS KELLY	1.00	^						0.	0.	0.
VICE PRESIDENT	1.00	X		X				0.	0.	0.
(8) JACQUELYN EVERS	40.00			<del> </del>						
EXECUTIVE DIRECTOR		1		x				65,231.	0.	0.
		1								
		1								
		1								
		4								
		{								
		$\vdash$	$\vdash$	_						
		1								
		1								

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Par	t VII Section A. Officers, Directors, Trus	tees, Key Em	ploy	ees	, and	d Hi	ghe	st C	compensated Employe	es (continued)				
	(A)	(B)			(0	•			(D)	(E)			(F)	
	Name and title	Average	Position (do not check more than one					one	Reportable	Reportable		Es	stimate	ed
		hours per	box	, unle	ss pe	rson	is bot	h an	compensation	compensation	n	an	nount	of
		week	$\vdash$	cer an	id a d	irecto	r/trus	tee)	from	from related			other	
		(list any	rector						the	organization			pensa	
		hours for related	or di	æ			ated		organization	(W-2/1099-MIS	SC)	l	om th	
		organizations	ustee	trust		9	suadu		(W-2/1099-MISC)			·	anizat d rolet	
		below	ual tr	ional		ploye	t con	_					d relat anizati	
		line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	orme				l orge	amzam	0113
			=	=	0	호	Ι 60	ш						
			1											
		1												
			ł											
			1											
			-											
			-											
			-											
1b	Subtotal							ightharpoonup	65,231.		0.			0.
С	Total from continuation sheets to Part VI	II, Section A						<b></b>	0.		0.			0.
d	Total (add lines 1b and 1c)							<b></b>	65,231.		0.			0.
2	Total number of individuals (including but n	ot limited to th	nose	liste	ed al	bove	e) wł	no re	eceived more than \$100	,000 of reportab	le			
	compensation from the organization													0
													Yes	No
3	Did the organization list any former officer,	director, trust	ee, l	кеу е	emp	loye	e, oi	hig	hest compensated emp	oloyee on				
	line 1a? If "Yes," complete Schedule J for s	uch individual										3		X
4	For any individual listed on line 1a, is the su	ım of reportab	le co	omp	ensa	ation	n and	d oth	her compensation from	the organization				
	and related organizations greater than \$150	0,000? <i>If</i> "Yes,	" co	mple	ete S	Sche	edule	J f	for such individual	-		4		X
5	Did any person listed on line 1a receive or a									dual for services				
	rendered to the organization? If "Yes," com					•						5		Х
Sec	tion B. Independent Contractors	•												
1	Complete this table for your five highest co	mpensated in	depe	ende	ent c	onti	acto	ors t	hat received more than	\$100,000 of con	npens	ation	from	
	the organization. Report compensation for										•			
	(A)	,							(B)	,		(0	C)	
	Name and business	address	N	INC	3				Description of s	ervices	C		nsatio	n
								$\dashv$						
2	Total number of independent contractors (i	ncluding but n	ot li	mite	d to	tho	se lis	sted	d above) who received m	nore than				
		zation >				- 1	٦ .							

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Form 990 (2019) THE LAND
Part VIII Statement of Revenue

		Chook if Schodula C contains a	oononoo	or note to any lin	o in this Dort VIII			
		Check if Schedule O contains a	esponse	or note to any lin	(A)	(B)	(C)	(D)
					Total revenue	Related or exempt	Unrelated	Revenue excluded
							business revenue	
<u> </u>								sections 512 - 514
nts nts	1	a Federated campaigns	1a					
اع ج		<b>b</b> Membership dues	1b					
ξ, An		c Fundraising events	1c					
Contributions, Gifts, Grants and Other Similar Amounts		d Related organizations	1d					
		e Government grants (contributions)	1e	258,760.				
ij		f All other contributions, gifts, grants, and						
اعِقِ		similar amounts not included above	1f	88,484.				
물임		g Noncash contributions included in lines 1a-1f	1g \$					
ခြဲ လ		h Total. Add lines 1a-1f			347,244.			
				Business Code				
ا بو	2	a PROGRAM FEES		541900	24,480.	24,480.		
اہ ۼ		b CONSULTING AND HON	ORAR	541900	19,425.	19,425.		
Se		c CONTRACTUAL SERVICE		541900	12,464.	12,464.		
e al		d			•	,		
ğă		e						
Program Service Revenue		f All other program service revenue						
		g Total. Add lines 2a-2f			56,369.			
	3				00,000			
	3	other similar amounts)						
	4							
	5			F				
	3	,	Real	(ii) Personal				
			ricai	(ii) i cisoriai				
		a Gross rents 6a		-				
		b Less: rental expenses 6b						
		c Rental income or (loss) 6c						
		d Net rental income or (loss)		(ii) Othor				
	7	<u> </u>	curities	(ii) Other				
		assets other than inventory 7a						
a l		<b>b</b> Less: cost or other basis						
Revenue		and sales expenses						
eve		c Gain or (loss)7c						
Ę.		d Net gain or (loss)		······ •				
Other	8	a Gross income from fundraising events (n	ot					
0		including \$	of					
		contributions reported on line 1c). Se		4 - 4 - 6				
		Part IV, line 18						
		<b>b</b> Less: direct expenses		7,186.				
		c Net income or (loss) from fundraising		<b></b>	9,984.			9,984.
	9	a Gross income from gaming activities	. See					
		Part IV, line 19	9a					
		<b>b</b> Less: direct expenses	9b					
		c Net income or (loss) from gaming act	ivities	<b></b>				
	10	a Gross sales of inventory, less returns	;					
		and allowances	10a					
		<b>b</b> Less: cost of goods sold	10k	<b></b>				
		c Net income or (loss) from sales of inv	entory	<b>&gt;</b>				
S				Business Code				
ا ۾	11	a MISCELLANEOUS INCO	ΜE	541900	3,257.	3,257.		
ane		b						
Miscellaneous Revenue		c						
Ais B		d All other revenue						
2		e Total. Add lines 11a-11d			3,257.			
	12				416.854.	59,626.	0.	9.984.

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

00011	Chack if School 10 Contains a reaper				
Da	Check if Schedule O contains a respon	(A)	this Part IX	(C)	(D)
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic				
_	individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
	trustees, and key employees	65,232.	48,419.	11,346.	5,467.
6	Compensation not included above to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)	150 115	111 106	06 100	10 500
7	Other salaries and wages	150,115.	111,426.	26,109.	12,580.
8	Pension plan accruals and contributions (include				
_	section 401(k) and 403(b) employer contributions)	20,160.	16,968.	2,592.	600.
9	Other employee benefits	16,874.	12,572.	2,392.	1,400.
10	Payroll taxes	10,0/4.	14,314.	4,304.	1,400.
11	Fees for services (nonemployees):				
	Management				
	Legal	10,200.	7,588.	2,612.	
	Accounting Lobbying	10,2001	7,75001	2,012.	
	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
	Other. (If line 11g amount exceeds 10% of line 25,				
·	column (A) amount, list line 11g expenses on Sch O.)	32,796.	24,396.	8,400.	
12	Advertising and promotion				
13	Office expenses	1,530.	495.	1,035.	
14	Information technology				
15	Royalties				
16	Occupancy	12,420.	11,415.	1,005.	
17	Travel	681.	494.	187.	
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest  Payments to affiliates				
21 22	Payments to affiliates  Depreciation, depletion, and amortization	2,222.		2,222.	
23	Insurance	2,862.	1,656.	1,206.	
23 24	Other expenses. Itemize expenses not covered	_,	_,	=,===	
	above (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule 0.)				
а	FARMER PROGRAM EXPENSES	44,459.	44,459.		
b	FARMERS MARKET EXPENSES	41,949.	41,949.		
С	SOFTWARE EXPENSE	5,042.	1,669.	3,373.	
d	FEES	3,037.	2,284.	218.	535.
е	All other expenses	13,447.	5,607.	5,023.	2,817.
25	Total functional expenses. Add lines 1 through 24e	423,026.	331,397.	68,230.	23,399.
26	Joint costs. Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				Eorm <b>990</b> (2010)

Form 990 (2019)
Part X Balance Sheet

Pa	rt X	Balance Sheet					
		Check if Schedule O contains a response or	note to a	ny line in this Part X			
					<b>(A)</b> Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing			188,857.	1	121,042.
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net				4	
	5	Loans and other receivables from any currer					
		trustee, key employee, creator or founder, so	ubstantial	contributor, or 35%			
		controlled entity or family member of any of	these per	sons		5	
	6	Loans and other receivables from other disq					
		under section 4958(f)(1)), and persons descr		6			
ţ	7	Notes and loans receivable, net		7			
Assets	8	Inventories for sale or use				8	
⋖	9	Prepaid expenses and deferred charges				9	
	10a	Land, buildings, and equipment: cost or other	er				
		basis. Complete Part VI of Schedule D	10a	10,000.			
	b	Less: accumulated depreciation	10b	2,222.	0.	10c	7,778. 52,823.
	11	Investments - publicly traded securities				11	52,823
	12	Investments - other securities. See Part IV, li			12		
	13	Investments - program-related. See Part IV, I	ine 11			13	
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11		15			
	16	Total assets. Add lines 1 through 15 (must		ı	188,857.	16	181,643
	17	Accounts payable and accrued expenses		17			
	18	Grants payable				18	
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Comple	ete Part IV	of Schedule D		21	
es	22	Loans and other payables to any current or	former off	cer, director,			
≣		trustee, key employee, creator or founder, su					
Liabilities		controlled entity or family member of any of	these per	sons		22	
_	23	Secured mortgages and notes payable to ur	related th	ird parties		23	
	24	Unsecured notes and loans payable to unrel	lated third	parties		24	
	25	Other liabilities (including federal income tax	, payables	to related third			
		parties, and other liabilities not included on I	ines 17-24	). Complete Part X			4 006
		of Schedule D			3,038.	25	1,996.
	26	Total liabilities. Add lines 17 through 25			3,038.	26	1,996.
Ś		Organizations that follow FASB ASC 958,	check he	re 🕨 🗓			
nce		and complete lines 27, 28, 32, and 33.			1.60 400		140 414
a <u>l</u> a	27	Net assets without donor restrictions			160,428.	27	142,414.
Θ	28	Net assets with donor restrictions			25,391.	28	37,233.
ڃ		Organizations that do not follow FASB AS	C 958, ch	eck here 🕨 📖 📗			
P.		and complete lines 29 through 33.					
ts (	29	Capital stock or trust principal, or current fur				29	
SSE	30	Paid-in or capital surplus, or land, building, or				30	
Net Assets or Fund Balances	31	Retained earnings, endowment, accumulate		<b>-</b>	105 040	31	150 645
Š	32	Total net assets or fund balances		ı	185,819.	32	179,647.
	33	Total liabilities and net assets/fund balances			188,857.	33	181,643.

1

2 3

4

5

6 7

8

10

Part XI Reconciliation of Net Assets

990 (2019)	THE LAND	CONNECTION FOUNDATION,	INC 37	7-1413944 Page <b>12</b>
t XI Reconcilia	tion of Net Assets			
Check if Sche	edule O contains a respo	nse or note to any line in this Part XI		
Total revenue (must	equal Part VIII, column	(A), line 12)	1	416,854.
		(A), line 25)		423,026.
		n line 1		-6,172.
		year (must equal Part X, line 32, column (A))		185,819.
Net unrealized gains	s (losses) on investment	s	5	
Investment expense	es		7	
Prior period adjustm	nents		8	
		es (explain on Schedule O)		0.
Net assets or fund b	palances at end of year.	Combine lines 3 through 9 (must equal Part X,	line 32,	
column (B))			10	179,647.
t XII Financial S	Statements and R	eporting		
Check if Sche	dule O contains a respo	nse or note to any line in this Part XII		X
				Yes No

### column (B)) Part XII Financial Statements and Reporting Check if Schedule O contains a response or note to any line in this Part XII Accrual X Other MODIFIED CASH Accounting method used to prepare the Form 990: Cash If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O. Х 2a Were the organization's financial statements compiled or reviewed by an independent accountant? 2a If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: Both consolidated and separate basis Separate basis Consolidated basis Х **b** Were the organization's financial statements audited by an independent accountant? 2b If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: X Separate basis Consolidated basis Both consolidated and separate basis c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, Х review, or compilation of its financial statements and selection of an independent accountant? 2c If the organization changed either its oversight process or selection process during the tax year, explain on 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 Single Audit Х Act and OMB Circular A-133? За b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits Form 990 (2019)

### **SCHEDULE A**

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Total

## **Public Charity Status and Public Support**

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

► Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

Open to Public Inspection

Employer identification number Name of the organization THE LAND CONNECTION FOUNDATION, 37-1413944 Reason for Public Charity Status (All organizations must complete this part.) See instructions. Part I The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) 1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 7 X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.) 8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) 11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV. Sections A and C. its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type III, Type III functionally integrated, or Type III non-functionally integrated supporting organization. f Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other ì your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) Yes No above (see instructions))

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

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

Sec	ction A. Public Support						
	ndar year (or fiscal year beginning in)	(a) 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	<b>(e)</b> 2019	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	279,418.	252,891.	275,588.	243,253.	347,244.	1,398,394.
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge	0.70 440	050 001		0.40	0.45	
4	Total. Add lines 1 through 3	279,418.	252,891.	275,588.	243,253.	347,244.	1,398,394.
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)						
	Public support. Subtract line 5 from line 4.						1,398,394.
	ction B. Total Support						
	ndar year (or fiscal year beginning in)	(a) 2015 279, 418.	(b) 2016 252,891.	(c) 2017 275, 588.	(d) 2018 243, 253.	(e) 2019 347, 244.	(f) Total
	Amounts from line 4	2/9,410.	232,031.	2/3,300.	443,433.	341,244.	1,398,394.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,	5,725.	5,406.				11,131.
_	and income from similar sources	3,123.	3,400.				11,131.
9	Net income from unrelated business						
	activities, whether or not the						
10	business is regularly carried on  Other income. Do not include gain						
10	or loss from the sale of capital						
	assets (Explain in Part VI.)	1,600.	1,887.	4,481.	2,794.	3,257.	14,019.
11	Total support. Add lines 7 through 10	2,0001		1,1011	2,7320	3,23,1	1,423,544.
	Gross receipts from related activities,	etc (see instruction	ns)			12	226,208.
	First five years. If the Form 990 is for			d fourth or fifth ta			
	organization, check this box and <b>stor</b>	hovo					
Sec	ction C. Computation of Publ						
14	Public support percentage for 2019 (I	line 6, column (f) di	vided by line 11, c	olumn (f))		14	98.23 %
	Public support percentage from 2018					15	97.25 %
	33 1/3% support test - 2019. If the o					nore, check this bo	ox and
	stop here. The organization qualifies	as a publicly supp	orted organization				<b>X</b>
b	33 1/3% support test - 2018. If the o						
	and stop here. The organization qual	ifies as a publicly s	supported organiza	ation			
17a	10% -facts-and-circumstances tes						
	and if the organization meets the "fac	ts-and-circumstan	ces" test, check th	nis box and <b>stop h</b>	<b>ere.</b> Explain in Par	t VI how the orgar	nization
	meets the "facts-and-circumstances"	test. The organiza	tion qualifies as a	publicly supported	d organization		<b>&gt;</b>
b	10% -facts-and-circumstances tes						
	more, and if the organization meets the	ne "facts-and-circu	mstances" test, ch	neck this box and	<b>stop here.</b> Explain	in Part VI how the	<u> </u>
	organization meets the "facts-and-circ	cumstances" test.	The organization o	qualifies as a public	cly supported orga	anization	▶□
18	Private foundation. If the organization	n did not check a	box on line 13, 16	a, 16b, 17a, or 17b	o, check this box a	nd see instruction	s

## 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.)

Se	ction A. Public Support	, , , , , , , , , , , , , , , , , , ,	,				
Cale	ndar year (or fiscal year beginning in)	(a) 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")						
2	Gross receipts from admissions,						
	merchandise sold or services per-						
	formed, or facilities furnished in any activity that is related to the						
	organization's tax-exempt purpose						
3	Gross receipts from activities that						
	are not an unrelated trade or bus-						
	iness under section 513	<u> </u>					
4	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
6	Total. Add lines 1 through 5						
78	Amounts included on lines 1, 2, and						
	3 received from disqualified persons						
k	Amounts included on lines 2 and 3 received						
	from other than disqualified persons that exceed the greater of \$5,000 or 1% of the						
	amount on line 13 for the year						
C	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
Se	ction B. Total Support						
	endar year (or fiscal year beginning in)	<b>(a)</b> 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources						
k	Unrelated business taxable income						
	(less section 511 taxes) from businesses						
	acquired after June 30, 1975						
	Add lines 10a and 10b	<u></u>			1		
11	Net income from unrelated business activities not included in line 10b,						
	whether or not the business is						
	regularly carried on	<u></u>			1		
12	Other income. Do not include gain or loss from the sale of capital						
	assets (Explain in Part VI.)						
	Total support. (Add lines 9, 10c, 11, and 12.)						<u> </u>
14	First five years. If the Form 990 is for	the organization's	s first, second, thi	d, fourth, or fifth t	ax year as a section	on 501(c)(3) organi:	zation,
<u></u>							<u></u>
	ction C. Computation of Publ			. (0)		Liel	
	Public support percentage for 2019 (I					15	%
	Public support percentage from 2018					16	%
	ction D. Computation of Inves			no 12 octumn (4)		17	0/
	Investment income percentage for 20					18	%
	Investment income percentage from 2						%
198	a 33 1/3% support tests - 2019. If the						I / IS NOT
	more than 33 1/3%, check this box a						P
r	33 1/3% support tests - 2018. If the	•			•		
20	line 18 is not more than 33 1/3%, che						

## Part IV | Supporting Organizations

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

## Section A. All Supporting Organizations

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

		Yes	No
	1		
	2		
	_		
	3a		
	3b		
	3с		
	4a		
	4b		
	4c		
	5a		
	5b		
	5с		
	6		
	7		
	8		
	9a		
	9b		
	9с		
	10a		
	10b		
m 9	90 or 99	90-EZ)	2019

Par	t IV   🤅	Supporting Organizations <sub>(continued)</sub>			
				Yes	No
11	Has the	organization accepted a gift or contribution from any of the following persons?			
а	A perso	n who directly or indirectly controls, either alone or together with persons described in (b) and (c)			
	below, t	he governing body of a supported organization?	11a		
b	A family	member of a person described in (a) above?	11b		
С	A 35%	controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c		
Sec	tion B.	Type I Supporting Organizations			
				Yes	No
1	Did the	directors, trustees, or membership of one or more supported organizations have the power to			
	regularly	y appoint or elect at least a majority of the organization's directors or trustees at all times during the			
	tax year	? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or			
	controlle	ed the organization's activities. If the organization had more than one supported organization,			
	describe	e how the powers to appoint and/or remove directors or trustees were allocated among the supported			
	organiza	ations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2		organization operate for the benefit of any supported organization other than the supported			
	•	ation(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
		how providing such benefit carried out the purposes of the supported organization(s) that operated,			
		sed, or controlled the supporting organization.	2		
Sec	tion C.	Type II Supporting Organizations			
				Yes	No
1		majority of the organization's directors or trustees during the tax year also a majority of the directors			
		ees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
		rigement of the supporting organization was vested in the same persons that controlled or managed	_		
800		oorted organization(s). All Type III Supporting Organizations	1		
366	uon 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		163	NO
•		ation's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	-	a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
		ation's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	-	ny of the organization's officers, directors, or trustees either (i) appointed or elected by the supported	•		
_		ation(s) or (ii) serving on the governing body of a supported organization? If "No," explain in <b>Part VI</b> how			
	-	anization maintained a close and continuous working relationship with the supported organization(s).	2		
3		on of the relationship described in (2), did the organization's supported organizations have a	_		
	•	ant voice in the organization's investment policies and in directing the use of the organization's			
		or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	support	ed organizations played in this regard.	3		
Sec	tion E.	Type III Functionally Integrated Supporting Organizations			
1	Check t	he box next to the method that the organization used to satisfy the Integral Part Test during the yea <b>(see instructions)</b> .			
а	ЩТ	ne organization satisfied the Activities Test. Complete line 2 below.			
b		ne organization is the parent of each of its supported organizations. Complete line 3 below.			
С		ne organization supported a governmental entity. Describe in Part VI how you supported a government entity (see inst	ructions		
2		s Test. Answer (a) and (b) below.		Yes	No
а		stantially all of the organization's activities during the tax year directly further the exempt purposes of			
	• •	ported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
		upported organizations and explain how these activities directly furthered their exempt purposes,			
		e organization was responsive to those supported organizations, and how the organization determined	0-		
J-		se activities constituted substantially all of its activities.	2a		
b		activities described in (a) constitute activities that, but for the organization's involvement, one or more			
		rganization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the			
		for the organization's position that its supported organization(s) would have engaged in these	2h		
2		s but for the organization's involvement.	2b		
3		of Supported Organizations. <b>Answer (a) and (b) below.</b> organization have the power to regularly appoint or elect a majority of the officers, directors, or			
а		s of each of the supported organizations? <i>Provide details in</i> <b>Part VI.</b>	За		
b		organization exercise a substantial degree of direction over the policies, programs, and activities of each	Ju		
_		pported organizations? If "Yes," describe in <b>Part VI</b> the role played by the organization in this regard.	3b		

Pa	rt V Type III Non-Functionally Integrated 509(a)(3) Supportin	g Orga	anizations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying			Part VI). See instructions. A
	other Type III non-functionally integrated supporting organizations must co			
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other			
	factors (explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount,			
	see instructions).	4		
_5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
_6	Multiply line 5 by .035.	6		
_7_	Recoveries of prior-year distributions	7		
_8_	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3.	4		
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-functional	y integra	ated Type III supporting org	anization (see

Schedule A (Form 990 or 990-EZ) 2019

instructions).

Par	t V   Type III Non-Functionally Integrated 509	9(a)(3) Supporting Orga	anizations (continued)	
Secti	on D - Distributions		,	Current Year
1	Amounts paid to supported organizations to accomplish ex	empt purposes		
2	Amounts paid to perform activity that directly furthers exem	pt purposes of supported		
	organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purpos	ses of supported organization	ns	
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval required)			
6	Other distributions (describe in <b>Part VI</b> ). See instructions.			
7	Total annual distributions. Add lines 1 through 6.			
8	Distributions to attentive supported organizations to which	the organization is responsive	9	
	(provide details in <b>Part VI</b> ). See instructions.			
9	Distributable amount for 2019 from Section C, line 6			
10	Line 8 amount divided by line 9 amount			
	•	(i)	(ii)	(iii)
Secti	on E - Distribution Allocations (see instructions)	Excess Distributions	Underdistributions Pre-2019	Distributable Amount for 2019
_1_	Distributable amount for 2019 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2019 (reason-			
	able cause required- explain in Part VI). See instructions.			
3	Excess distributions carryover, if any, to 2019			
а	From 2014			
b	From 2015			
С	From 2016			
d	From 2017			
e	From 2018			
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years			
h	Applied to 2019 distributable amount			
i	Carryover from 2014 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4	Distributions for 2019 from Section D,			
	line 7: \$			
а	Applied to underdistributions of prior years			
b	Applied to 2019 distributable amount			
С	Remainder. Subtract lines 4a and 4b from 4.			
5	Remaining underdistributions for years prior to 2019, if			
	any. Subtract lines 3g and 4a from line 2. For result greater			
	than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2019. Subtract lines 3h			
	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.			
7	Excess distributions carryover to 2020. Add lines 3j			
	and 4c.			
8	Breakdown of line 7:			
	Excess from 2015			
	Excess from 2016			
	Excess from 2017			
	Excess from 2018			
	Excess from 2019			

Schedule A (Form 990 or 990-EZ) 2019

Schedule A (Form 990 or 990-EZ) 2019 THE LAND CONNECTION FOUNDATION, INC

## **SCHEDULE D** (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

▶ Attach to Form 990.

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

OMB No. 1545-0047 Open to Public Inspection

Name of the organization

THE LAND CONNECTION FOUNDATION, INC

Employer identification number 37-1413944

Par	t I Organizations Maintaining Donor Advise	ed Funds or Other Similar Fund	s or Accounts. Complete if the
	organization answered "Yes" on Form 990, Part IV, lin	e 6.	
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in	writing that the assets held in donor advi	sed funds
	are the organization's property, subject to the organization's	exclusive legal control?	Yes
6	Did the organization inform all grantees, donors, and donor a	dvisors in writing that grant funds can be	e used only
	for charitable purposes and not for the benefit of the donor of	or donor advisor, or for any other purpose	e conferring
	impermissible private benefit?		Yes No
Par	t II Conservation Easements. Complete if the org	ganization answered "Yes" on Form 990,	Part IV, line 7.
1	Purpose(s) of conservation easements held by the organization		
	Preservation of land for public use (for example, recrea	ation or education) Preservation o	f a historically important land area
	Protection of natural habitat	Preservation o	f a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a qualit	fied conservation contribution in the form	
	day of the tax year.		Held at the End of the Tax Year
а	Total number of conservation easements		
b	Total acreage restricted by conservation easements		
С	Number of conservation easements on a certified historic str		
d	Number of conservation easements included in (c) acquired		ture
	listed in the National Register		2d
3	Number of conservation easements modified, transferred, re	leased, extinguished, or terminated by the	ne organization during the tax
	year ▶		
4	Number of states where property subject to conservation ear		
5	Does the organization have a written policy regarding the per		
_	violations, and enforcement of the conservation easements i		
6	Staff and volunteer hours devoted to monitoring, inspecting,	handling of violations, and enforcing cor	nservation easements during the year
_			
7	Amount of expenses incurred in monitoring, inspecting, hand	dling of violations, and enforcing conserv	ation easements during the year
•			0/1-1/41/171/21
8	Does each conservation easement reported on line 2(d) above	•	
^	and section 170(h)(4)(B)(ii)?		
9	In Part XIII, describe how the organization reports conservati	•	
	balance sheet, and include, if applicable, the text of the footr	lote to the organization's linaridial stater	nents that describes the
Par	organization's accounting for conservation easements.  † III Organizations Maintaining Collections or	f Δrt Historical Treasures or (	Other Similar Assets
· ui	Complete if the organization answered "Yes" on Form		other emmar 7,000to.
12	If the organization elected, as permitted under FASB ASC 95		and halance sheet works
ıu	of art, historical treasures, or other similar assets held for put	•	
	service, provide in Part XIII the text of the footnote to its final	, ,	•
h	If the organization elected, as permitted under FASB ASC 95		
-	art, historical treasures, or other similar assets held for public		
	provide the following amounts relating to these items:	o oximpliani, caacation, or recoaler in rai	anoranoe or pasite service,
	(i) Revenue included on Form 990, Part VIII, line 1		<b>&gt;</b> \$
			<b>L</b> .
2	If the organization received or held works of art, historical tre		
_	the following amounts required to be reported under FASB A		g, p. 5 g
а	Revenue included on Form 990, Part VIII, line 1	_	<b>&gt;</b> \$
b	Assets included in Form 990, Part X		

Pai	t III Organizations Maintaining C	Collections of A	rt, His	torical Tr	easures, c	or Othe	r Simila	ar Asse	<b>ts</b> (contii	nued)	
3	Using the organization's acquisition, accessi	on, and other record	ls, chec	k any of the	following tha	t make si	gnificant	use of its			
	collection items (check all that apply):										
а	Public exhibition	d		Loan or exc	hange progra	am					
b	Scholarly research	е			0 . 0						
C	Preservation for future generations	_									
4	Provide a description of the organization's co	ollections and explain	n how th	nev further t	the organization	on's exer	nnt nurna	se in Par	t XIII		
5	During the year, did the organization solicit of	-		-	_			,00 IIII ai			
3	to be sold to raise funds rather than to be ma		-						Yes		No
Pai	t IV Escrow and Custodial Arran									<u> </u>	
	reported an amount on Form 990, Pal	-	oto ii tiic	organizatio	on anowered	100 011	1 01111 000	, , , ,			
	Is the organization an agent, trustee, custod		diary for	contribution	ns or other as	sets not	included				
	on Form 990, Part X?								Yes		No
h	If "Yes," explain the arrangement in Part XIII										
	Tes, explain the arrangement in rare Am	and complete the to	ilowing i	tabic.					Amoun	+	
_	Paginning balance						10		Amoun		
	Beginning balance										
	Additions during the year										
_	Distributions during the year										
Ť	Ending balance								1.,		1
	Did the organization include an amount on F								Yes		No
_	If "Yes," explain the arrangement in Part XIII.										
Pai	T V Endowment Funds. Complete i				1						
		(a) Current year	(b) P	rior year	(c) Two year	s back (	d) Three ye	ears back	<b>(e)</b> Four	r years	back
	Beginning of year balance										
b	Contributions										
С	Net investment earnings, gains, and losses										
d	Grants or scholarships										
е	Other expenditures for facilities										
	and programs										
f	Administrative expenses										
	End of year balance										
2	Provide the estimated percentage of the curr	rent vear end balanc	e (line 1	a column (	a)) held as:						
	Board designated or quasi-endowment		%	9, 00.0	۵,, ۱۱۵۱۵ ۵۵۱						
	Permanent endowment	%	_′°								
C	The percentages on lines 2a, 2b, and 2c sho	ř =									
2-	1 0 , ,	•	-4: 41	ماموا مدد الم				-4:			
3a	Are there endowment funds not in the posse	ession of the organiza	ation tha	at are neid a	and administe	rea for tr	ie organiz	ation	ı	.,	
	by:								- m	Yes	No
	(i) Unrelated organizations										
	(ii) Related organizations										
b	If "Yes" on line 3a(ii), are the related organization				·				3b		
4	Describe in Part XIII the intended uses of the		wment	funds.							
Pai	t VI Land, Buildings, and Equipm										
	Complete if the organization answere	d "Yes" on Form 990	D, Part I	/, line 11a. S	See Form 990	, Part X,	line 10.				
	Description of property	(a) Cost or o			t or other		cumulate	d	( <b>d</b> ) Boo	k value	е
		basis (investn	nent)	basis	(other)	dep	reciation				
1a	Land										
b	Buildings										
	Leasehold improvements										
d	Equipment										
	Other			1	0,000.		2,22	22.		7,7	78.
	. Add lines 1a through 1e. (Column (d) must e		X. colur	nn (B). line	10c.)			<b>•</b>		7,7	78.

Schedule D (Form 990) 2019

	NNECTION FOUR	NDATION, INC 37	-1413944 Page
Part VII Investments - Other Securities.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line	e 11b. See Form 990, Part X, line 12.	
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end	l-of-year market value
(1) Financial derivatives			
(2) Closely held equity interests			
(3) Other			
(A)			
(B)			
(C)			
(D)			
(E)			
(F)			
(G)			
(H)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)			
Part VIII Investments - Program Related.			
Complete if the organization answered "Yes"			
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end	I-of-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)			
Part IX Other Assets.			
Complete if the organization answered "Yes"		e 11d. See Form 990, Part X, line 15.	
(a)	Description		(b) Book value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, col. (B) lin	e 15.)	<b>&gt;</b>	
Part X Other Liabilities.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line	e 11e or 11f. See Form 990, Part X, line 25	
1. (a) Description of liability			(b) Book value
(1) Federal income taxes			4 00 -
(2) CREDIT CARD PAYABLE			1,996
(3)			
(4)			
(5)			
(6)			

1,996. Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) 2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII...

(7) (8)

Pa		ciliation of Revenue	•		nts With Rev	enue per Ret	urn.	
	Comple	te if the organization answ	ered "Yes" on Form 99	0, Part IV, line 12a.				
1	Total revenue,	gains, and other support p	er audited financial sta	tements				416,854
2	Amounts include	led on line 1 but not on Fo	rm 990, Part VIII, line 1	2:				
а		gains (losses) on investme						
b	Donated service	es and use of facilities $\dots$			2b			
С	Recoveries of p	orior year grants			2c			
d	Other (Describe	e in Part XIII.)			2d			_
е	Add lines 2a th	rough <b>2d</b>				2	e	0
3		from line 1				3	3	416,854
4	Amounts include	led on Form 990, Part VIII,	line 12, but not on line	:1:				
а	Investment exp	enses not included on For	m 990, Part VIII, line 7t	b	4a			
b	Other (Describe	e in Part XIII.)			4b			
С	Add lines 4a ar	nd <b>4b</b>				4	С	0
5	Total revenue.	Add lines <b>3</b> and <b>4c.</b> (This m	nust equal Form 990, P	art I, line 12.)		5	5	416,854
Pa	rt XII Recor	ciliation of Expense	s per Audited Fin	ancial Statem	ents With Ex	penses per Re	eturn	
	Comple	te if the organization answ	ered "Yes" on Form 99	0, Part IV, line 12a.				
1	Total expenses	and losses per audited fir	ancial statements			1	1	423,026
2		led on line 1 but not on Fo						
а		es and use of facilities			2a			
b		stments						
С								
d		e in Part XIII.)						
е		rough <b>2d</b>				2	e	0
3		e from line 1						423,026
4		led on Form 990, Part IX, I						·
a		enses not included on For	· ·		4a			
b		e in Part XIII.)						
	Add lines <b>4a</b> ar	1.41			•	4		0
		. Add lines <b>3</b> and <b>4c.</b> (This					-	423,026
		emental Information		<i>Tarti, mio 10.)</i>				
ines	2d and 4b; and	Part XII, lines 2d and 4b. A	lso complete this part	to provide any addi	tional informatio	n.		

## **SCHEDULE G**

Department of the Treasury

Internal Revenue Service

(Form 990 or 990-EZ)

## **Supplemental Information Regarding Fundraising or Gaming Activities**

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

► Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization

THE LAND CONNECTION FOUNDATION, INC.

Employer identification number 37-1413944

	D COMMECTION TOOMS			1110	3, 1113		
<b>Part I</b> Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.							
1 Indicate whether the organization rais		ng acti	vities.	Check all that apply	_		
					•		
<b>b</b> Internet and email solicitations							
c Phone solicitations	g L Special	fundra	aising	events			
d In-person solicitations							
2 a Did the organization have a written of	or oral agreement with any individual	(includ	ding o	fficers, directors, trus	stees, or		
key employees listed in Form 990, P	art VII) or entity in connection with p	rofess	ional f	undraising services?	Yes	☐ No	
<b>b</b> If "Yes," list the 10 highest paid indi-	viduals or entities (fundraisers) pursu	uant to	agree	ements under which	the fundraiser is to b	oe .	
compensated at least \$5,000 by the							
. , ,	3						
(2) (1)		(iii)	Did	<i>(</i> ' ) 0	(v) Amount paid	(vi) Amount paid	
	Name and address of individual or entity (fundraiser)  (ii) Activity  (iii) Did fundraiser have custoo or control or cont			(iv) Gross receipts	to (or retained by)	to (or retained by)	
or entity (fundraiser)		or control of contributions?		f from activity	fundraiser listed in col. (i)	organization	
		Vaa	Nia		.,		
		Yes	No				
<sup>-</sup> otal			•				
3 List all states in which the organization	on is registered or licensed to solicit	contrib	utions	s or has been notified	d it is exempt from re	eaistration	
or licensing.	.9.2.2.2.2					J	
<del>-</del>							

Schedule G (Form 990 or 990-EZ) 2019 THE LAND CONNECTION FOUNDATION, INC 37-1413944 Page 2 Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000. (a) Event #1 **(b)** Event #2 (c) Other events (d) Total events SPECIAL NONE (add col. (a) through EVENTS col. (c)) (event type) (event type) (total number) Revenue 17,170. 17,170. 1 Gross receipts 2 Less: Contributions 17,170. 17,170. 3 Gross income (line 1 minus line 2) 4 Cash prizes 5 Noncash prizes Direct Expenses 6 Rent/facility costs 7 Food and beverages ..... 8 Entertainment 7,186. 7,186. 9 Other direct expenses ..... 10 Direct expense summary. Add lines 4 through 9 in column (d) 11 Net income summary. Subtract line 10 from line 3, column (d) Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a. (b) Pull tabs/instant (d) Total gaming (add Revenue (a) Bingo (c) Other gaming bingo/progressive bingo col. (a) through col. (c)) Gross revenue ..... 2 Cash prizes Direct Expenses 3 Noncash prizes 4 Rent/facility costs 5 Other direct expenses ..... Yes Yes % Yes 6 Volunteer labor No 7 Direct expense summary. Add lines 2 through 5 in column (d) 8 Net gaming income summary. Subtract line 7 from line 1, column (d) **9** Enter the state(s) in which the organization conducts gaming activities: a Is the organization licensed to conduct gaming activities in each of these states? No **b** If "No," explain:

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

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

Sch	edule G (Form 990 or 990-EZ) 2019 THE LAND CONNECTION FOUNDATION, INC 37-1	<u> 1413944</u>	Page 3
11	Does the organization conduct gaming activities with nonmembers?	Yes	☐ No
12	Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed		
	to administer charitable gaming?	Yes	☐ No
13	Indicate the percentage of gaming activity conducted in:		
	The organization's facility	13a	%
	An outside facility	13b	%
	Enter the name and address of the person who prepares the organization's gaming/special events books and records:		
•	and the hand and according property and organization of gamming, openial organization and		
	Name		
	Address ►		
15a	Does the organization have a contract with a third party from whom the organization receives gaming revenue?	Yes	☐ No
b	olf "Yes," enter the amount of gaming revenue received by the organization > \$ and the amount		
	of gaming revenue retained by the third party >\$		
c	: If "Yes," enter name and address of the third party:		
	Name		
	Address		
16	Gaming manager information:		
	Name		
	Gaming manager compensation ▶ \$		
	, , <u> </u>		
	Description of services 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?	L 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 ▶ \$		
Pa	TT IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Pa	ırt III, lines 9,	9b, 10b,
	15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.		

Schedule G	G (Form 990 or 990-EZ)	THE LAND	CONNECTION	FOUNDATION,	INC	37-1413944	Page 4
Part IV	G (Form 990 or 990-EZ)  Supplemental Infor	<b>mation</b> (continເ	ued)				
							·

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

Supplemental Information to Form 990 or 990-EZ

Department of the Treasury Internal Revenue Service

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

► Attach to Form 990 or 990-EZ. ► Go to www.irs.gov/Form990 for the latest information. **Open to Public** Inspection

OMB No. 1545-0047

Name of the organization

THE LAND CONNECTION FOUNDATION, INC **Employer identification number** 37-1413944

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: FOOD SYSTEM IN WHICH FARMERS HAVE THE OPPORTUNITY TO GROW FOOD IN A SUSTAINABLE MANNER AND EVERY PERSON CAN ACCESS LOCALLY GROWN AND PRODUCED FOODS. WE FULFILL OUR MISSION THROUGH FARMER TRAINING, FOOD ACCESS, AND CONSUMER EDUCATION. FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: PROGRAMMING. FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS: CONSUMER EDUCATION: WE CREATE ENGAGING CONTENT ABOUT THE IMPORTANCE OF A RESILIENT LOCAL FOOD ECONOMY AND HOW COMMUNITY MEMBERS CAN PLAY A ROLE IN MAKING THEIR FOOD SYSTEM STRONGER. PAST SUCCESSES HAVE BEEN A PODCAST, INFOGRAPHICS, AND THE ILLINOIS SPECIALTY CROP CARD SERIES. FORM 990, PART VI, SECTION B, LINE 11B: THE BOARD OF DIRECTORS ARE PROVIDED WITH A COPY OF THE 990 FOR REVIEW BEFORE THE RETURN IS FILED.

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

BOARD MEMBERS ARE ASKED EVERY TWO YEARS TO COMPLETE A CONFLICT OF INTEREST DISCLOSURE FORM, AND TO NOTIFY THE BOARD IF THEIR STATUS CHANGES WITHIN THE TWO YEAR TIME FRAME.

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

THE EXECUTIVE DIRECTOR IS THE PRINCIPAL REPRESENTATIVE OF THE LAND

Name of the organization

**Employer identification number** 

THE LAND CONNECTION FOUNDATION, INC 37-1413944

CONNECTION (TLC), AND THE PERSON RESPONSIBLE FOR THE EFFICIENT OPERATION OF THE ORGANIZATION. THEREFORE, IT IS THE DESIRE OF THE TLC BOARD TO PROVIDE A FAIR YET REASONABLE AND NOT EXCESSIVE COMPENSATION FOR THE EXECUTIVE DIRECTOR (AND ANY OTHER HIGHLY COMPENSATED EMPLOYEES AND CONSULTANTS). THE

## INDEPENDENCE IN SETTING COMPENSATION

PROCESS FOR DETERMINING COMPENSATION IS AS FOLLOWS:

ANNUALLY A COMPENSATION TASK FORCE COMPOSED OF BOARD MEMBERS WILL EVALUATE
THE EXECUTIVE DIRECTOR ON HIS/HER PERFORMANCE, AND ASK FOR HIS/HER INPUT ON
MATTERS OF PERFORMANCE AND COMPENSATION. THE TASK FORCE WILL BE COMPOSED OF
VOLUNTEERS WHO ARE NOT COMPENSATED BY TLC, AND WILL OPERATE INDEPENDENTLY
WITHOUT UNDUE INFLUENCE FROM THE EXECUTIVE DIRECTOR. NO MEMBER OF THE
COMPENSATION TASK FORCE WILL BE A STAFF MEMBER, THE RELATIVE OF A STAFF
MEMBER, OR HAVE ANY RELATIONSHIP WITH STAFF THAT COULD PRESENT A CONFLICT
OF INTEREST. THE COMPOSITION OF THE TASK FORCE AND LACK OF CONFLICT OF
INTEREST SHALL BE DOCUMENTED.

SALARY RECOMMENDATION TO THE BOARD BASED ON COMPARABILITY DATA

THE COMPENSATION TASK FORCE WILL OBTAIN RESEARCH AND INFORMATION TO MAKE A

RECOMMENDATION TO THE FULL BOARD FOR THE COMPENSATION (SALARY AND BENEFITS)

OF THE EXECUTIVE DIRECTOR (AND OTHER HIGHLY COMPENSATED EMPLOYEES OR

CONSULTANTS) BASED ON A REVIEW OF COMPARABILITY DATA. FOR EXAMPLE, THE

COMPENSATION TASK FORCE WILL SECURE DATA THAT DOCUMENTS COMPENSATION LEVELS

AND BENEFITS FOR SIMILARLY QUALIFIED INDIVIDUALS IN COMPARABLE POSITIONS AT

SIMILAR ORGANIZATIONS IN THIS PART OF THE COUNTRY. THIS DATA MAY INCLUDE

THE FOLLOWING:

Name of the organization THE LAND CONNECTION FOUNDATION, INC Employer identification number 37-1413944

- 2.WRITTEN JOB OFFERS FOR POSITIONS AT SIMILAR ORGANIZATIONS;
- 3.DOCUMENTED TELEPHONE CALLS ABOUT SIMILAR POSITIONS AT BOTH NONPROFIT AND FOR-PROFIT ORGANIZATIONS; AND
- 4.INFORMATION OBTAINED FROM THE IRS FORM 990 FILINGS OF SIMILAR ORGANIZATIONS.

## BOARD DECISION AND CONCURRENT DOCUMENTATION

TO APPROVE THE COMPENSATION FOR THE EXECUTIVE DIRECTOR (AND OTHER HIGHLY COMPENSATED EMPLOYEES AND CONSULTANTS) THE BOARD MUST DOCUMENT HOW IT REACHED ITS DECISIONS, INCLUDING THE DATA ON WHICH IT RELIED, IN MINUTES OF THE MEETING DURING WHICH THE COMPENSATION WAS APPROVED. DOCUMENTATION WILL INCLUDE:

- A) A DESCRIPTION OF THE COMPENSATION AND BENEFITS AND THE DATE IT WAS APPROVED;
- B) THE MEMBERS OF THE BOARD WHO WERE PRESENT DURING THE DISCUSSION ABOUT COMPENSATION AND BENEFITS, AND THE RESULTS OF THE VOTE;
- C) A DESCRIPTION OF THE COMPARABILITY DATA RELIED UPON AND HOW THE DATA
  WAS OBTAINED; AND
- D) ANY ACTIONS TAKEN (SUCH AS ABSTAINING FROM DISCUSSION AND VOTE) WITH

  RESPECT TO CONSIDERATION OF THE COMPENSATION BY ANYONE WHO IS OTHERWISE A

  MEMBER OF THE BOARD BUT WHO HAD A CONFLICT OF INTEREST WITH RESPECT TO THE

  DECISION ON THE COMPENSATION AND BENEFITS.

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

THE ORGANIZATION MAKES ITS FORMS 1023 AND 990 AVAILABLE FOR PUBLIC INSPECTION UPON REQUEST.

Name of the organization  THE LAND CONNECTION FOUNDATION, INC	Employer identification number 37-1413944
FORM 990, PART VI, SECTION C, LINE 19:	
THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICT OF INTER	EST POLICY, AND
FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPO	N REQUEST.
FORM 990, PART XII, LINE 2C	
NO CHANGES WERE MADE TO THE PROCESS FROM PRIOR YEARS.	