

# Tennesseans for Alternatives to the Death Penalty



## General Information

### Contact Information

<b>Nonprofit</b>	Tennesseans for Alternatives to the Death Penalty
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### At A Glance

<b>Year of Incorporation</b>	1993
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Tennesseans for Alternatives to the Death Penalty

**Former Names**

Tennessee Coalition to Abolish State Killing

# Mission & Impact

## Statements

### **Mission**

Tennesseans for Alternatives to the Death Penalty (TADP) seeks to honor life by abolishing the death penalty in Tennessee. TADP works to accomplish this mission by educating Tennesseans about the problems with the death penalty system and empowering citizens to act for change.

## **Background**

TADP was founded in 1992 but belongs to a long line of Tennessee death penalty organizations dating back more than 30 years. In the 1970s, an informal coalition of activists, Tennesseans Against the Death Penalty (TADP), did grassroots organizing aimed at blocking the reinstatement of the death penalty. In 1977, TADP prompted the state legislature to hold two days of public hearings rallying statewide support, but the legislature voted to reinstitute capital punishment. However, another 23 years would pass before Tennessee would carry out an execution.

The activists next determined a formal, anti-death penalty organization was needed. The new name, Tennessee Coalition to Abolish State Killing (TCASK), reflected a new commitment to build a statewide coalition to do grassroots organizing and education, empowering citizens to advocate for passage of repeal legislation. In 1992, this group sought official 501(c)(3) status which was granted in early 1993. TCASK hired its first staff in 1999. In 2005, TCASK secured a Jesuit volunteer to work as a field organizer, expanding outreach and effectiveness across the state. In 2006, the volunteer became a full time staff organizer enabling TCASK to reach new milestones.

In 2006, Reverend Stacy Rector became the new Executive Director. Previously, she served on TCASK's Board of Directors while frequently speaking on behalf of the organization. She also served as a visitor on Tennessee's death row for ten years and as spiritual advisor to Steve Henley, who was executed in 2009.

In 2007-2008, TCASK expanded its staffing with the addition of Isaac Kimes and Denver Schimming. Isaac served as field organizer, providing presentations statewide while also planning the annual student conference and Justice Day on the Hill. Denver Schimming focused his organizing and outreach on law enforcement and surviving family members of murder. Denver met with over 200 members of law enforcement across the state, building relationships and creating dialogue.

In October 2009, TCASK changed its name to Tennesseans for Alternatives to the Death Penalty (TADP). The new name affirms the need for alternatives to hold violent offenders accountable and to protect the public without the use of the death penalty. In 2014, TADP hired Justin Phillips to serve as Associate Director. Justin is a native Tennessean, attended Union University in Jackson, TN, and has a PhD in ethics from Fuller Seminary. During his time as Associate Director, Justin excelled in making connections with more conservative and evangelical Christians statewide, expanding our reach and bringing new voices into the conversation.

In 2015, TADP launched Tennessee Conservatives Concerned about the Death Penalty (TNCC) and hired Amy Lawrence in July 2015. Amy worked as the Southern Field Representative for Congressman Diane Black and volunteered on behalf of Governor Bill Haslam and Representative Pat Marsh. Amy also served as Executive Assistant to the Commissioner of Mental Health and Substance Abuse Services. TNCC focuses its outreach on politically conservative Tennesseans who believe that the death penalty does not align with their conservative values. Amy educates conservatives statewide about the problems with Tennessee's death penalty and why they should be concerned about its impact on the state.

TADP is currently a member of a coalition of mental health advocates and criminal justice reform organizations called Tennessee Alliance for the Severe Mental Illness Exclusion (TASMIE) working to educate Tennesseans about why individuals with the most severe mental illnesses should not be executed. Not only is such an exclusion more just, but it would save taxpayers millions of dollars and provide swifter legal finality for victims' families. Those with intellectual disabilities are already excluded from the death penalty in Tennessee, making an exclusion for those with severe mental illness an extension of something we already do. Individuals would still be eligible for alternative sentences, like life without the possibility of parole, but not the death sentence.

## **Impact**

The death penalty is an inefficient, inequitable, and expensive government program that does not make our communities safer nor ensure swift and sure justice for victims' families. Tennesseans believe that all people should be treated equally under the law, but Tennessee's death penalty is applied unfairly, even for similar crimes. Some people are sentenced to die because they couldn't afford a better lawyer or because they live in a county that often seeks the death penalty. In fact, forty percent of Tennessee's death row comes from one county—Shelby—while half of Tennessee's counties have never sent anyone to death row. The death penalty system risks the execution of innocent people with over 150 individuals nationwide released from death rows after evidence of their innocence emerged since 1973. Tennessee has released four men, wrongfully convicted and sentenced to death, and continues to pay millions more to maintain this broken death penalty system than for a system whose maximum sentence is life without parole.

In 2014, TADP created a film, "To Honor Life," that highlights a variety of voices speaking out for repeal, including a former Tennessee Commissioner of Corrections, a murder victim's family member, and a former prosecutor. This film is featured on TADP's website and has been widely distributed across the state.

TADP has active chapters statewide and holds an annual Justice Day on the Hill to educate legislators. Throughout the year, TADP provides presentations to universities and communities of faith, including presentations through our Sharing Our Stories program. This program provides opportunities for surviving family members of murder and death row exonerees to share their stories and their opposition to the death penalty. TADP's Sharing Our Stories program participants provided nearly 40 presentations to civic groups, faith communities, and high schools and universities statewide in 2016-17.

In 2015, TADP launched Tennessee Conservatives Concerned about the Death Penalty (TNCC) to give conservative Tennesseans a platform to share their concerns and their belief that the death penalty is inconsistent with conservative values of fiscal responsibility, pro-life policies, and limited government. TNCC is educating the public and the media about its work and demonstrating that concerns about this issue cross party and ideological lines. In 2017, TNCC's coordinator has spoken to nearly 15 groups statewide and participated in seven statewide conservative events. To learn more visit [tncconservativesconcerned.org](http://tncconservativesconcerned.org).

In 2016, TADP joined with mental health and criminal justice reform advocates in an educational campaign to exclude those with severe mental illness from the death penalty. The coalition, Tennessee Alliance for the Severe Mental Illness Exclusion (TASMIE) is educating citizens statewide about this important issue through grassroots and grassroots organizing; the implementation of a statewide communications plan; and by lifting up the stories of those directly impacted by severe mental illness, particularly our nation's veterans. You can read more about this effort at [TASMIE.org](http://TASMIE.org).

## **Needs**

TADP serves the entire state of Tennessee with one full-time staff and three part-time staff. We receive no funding from any state or federal sources. Instead, TADP relies on individuals and private foundations for all of its funding. Our outreach and effectiveness could increase exponentially with an additional staff person to help with our organizing and educational efforts statewide. Every dollar invested in TADP makes a large impact on the work that we are able to accomplish. With a well-funded campaign, TADP believes that we could achieve our mission in Tennessee within the next five to ten years.

## **Other ways to donate, support, or volunteer**

TADP welcomes donations by check mailed to our post office box. We have regular chapter meetings in Nashville, Knoxville, and Memphis and offer actions for our supporters to take via email and social media. Please see our website of information.

## **Service Categories**

### **Primary Organization Category**

Public & Societal Benefit / Citizen Participation

## Secondary Organization Category

Civil Rights, Social Action, Advocacy / Alliances & Advocacy

## Areas of Service

### Areas Served

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TN

### **Board Chair Statement**

TADP has singular mission: to repeal the death penalty in the state of Tennessee. In the current political climate in this state, our mission requires education of Tennessee citizens and legislators on an issue that most people wish to avoid consideration of altogether. When people are confronted with the facts and compelled to consider them, they tend to agree, regardless of their political orientation, that the death penalty should be reconsidered. However, this is not an issue that affects the day to day lives of many people, and getting their attention and compelling action is a challenge. The road is long, and we need sustained action and funding of that action even though our progress (changing hearts and minds one person at a time) is not always apparent. We have made progress. We have had some substantial monetary support from surprising sources, but we need more for the long journey. Legislators from both sides of the aisle are listening. We are not infrequently told by them that if we bring their constituents along, they are ready to give us serious consideration. People are increasingly skeptical of the state prosecutorial apparatus; through our efforts they have seen and heard from the growing number of exonerees who were wrongfully accused and convicted. People are tiring of the enormous cost of the death penalty. The tide is slowly turning.

TADP's board is currently a diverse group of Tennesseans, some of whom are longtime activists on the issue, others are directly impacted by this policy, while others bring fundraising connections and skills. TADP seeks out board representation from across the state to ensure a wide range of perspectives and broadening networks.

### **CEO Statement**

Though Tennesseans have a wide variety of opinions on the death penalty both for and against, as a public policy, the death penalty system is a failure. The administration of the death penalty in Tennessee is unfair, particularly to those who are poor, is racially biased, and continues to execute those with severe mental illness and intellectual disabilities. The system costs taxpayers far more than a system which utilizes life without parole as its maximum punishment, and most disturbingly, the system is unreliable with over 150 people to date released from death rows nationwide when evidence of their innocence emerged. Tennessee has released four wrongfully convicted individuals who were sentenced to death.

TADP is committed to repeal this public policy that drains vital resources away from effective crime prevention measures, such as educational opportunities, drug treatment, mental health care, resources for law enforcement, as well as funding to support surviving family members of murder. We can hold offenders accountable, protect our families, and prevent violent crime without the death penalty. Join us to make your voice heard.

# Programs

## Programs

### Sharing Our Stories

**Description**

Sharing Our Stories is an innovative program pairing TADP staff and advocates with surviving family members of murder victims, death row exonerees, and families of the executed to provide presentations to faith communities, schools, and organizations. This program allows those most directly affected by this policy to share their stories and their support of death penalty repeal. There are currently 15 individuals participating in this program who make presentations across the state. TADP continues to empower these families through speaking engagements and events specifically organized to offer support to those who has lost loved ones to violence or who have been wrongfully convicted and sentenced to death.

**Budget**

10000

**Population Served**

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### Leadership Development

**Description**

TADP has developed several workshops designed to empower citizens with the basic tools to organize themselves and advocate in their own interests. The training workshops include: public speaking, strategic planning, citizen-lobbying, and resolution gathering

**Budget**

3500

**Population Served**

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### Student Conference on the Death Penalty

**Description**

High school and college students from across the state gather at a college or university to attend the annual Student Conference on the Death Penalty. Over the ten years that TADP has held the conference, nearly 1,300 Tennessee students have attended. Keynote speakers from past conferences include Nick and Amanda Wilcox whose daughter, Laura, was murdered while volunteering at a mental health clinic by a man with severe and persistent mental illness; Vicki Shieber whose daughter, Shannon, was murdered while attending graduate school; David Kaczynski, whose brother Ted is the so-called Unabomber; and Juan Melendez, who spent nearly 18 years on Florida's death row for a crime he didn't commit.

Following the keynote address, students hear from a variety of panels on topics such as Mental Illness and the Death Penalty, Sharing Our Stories: Murder Victims' Families Speak, and Legal Perspectives on the Death Penalty. These workshops are facilitated by local experts from the field, as well as those who have been directly affected by the system, like Paul House - Tennessee's second death row exoneree - and his mother, Joyce. TADP believes that this conference will lead to more education and empowerment statewide, as these energized young people return to their campuses ready to spread the word and take action.

**Budget**

5500

**Population Served**

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## Tennessee Conservatives Concerned about the Death Penalty

<b>Description</b>	<p>Conservatives in Tennessee are taking a stand to re-evaluate the current capital punishment system. Polls show that national support for the death penalty has steadily decreased over the past two decades and has reached a 40-year low – even among conservatives who have traditionally been strong proponents of capital punishment.</p> <p>Our state continues to spend millions of dollars a year on an unpopular punishment that hasn't been used since 2009. The 2004 Tennessee Comptroller's "Tennessee's Death Penalty: Costs and Consequences" report revealed that death penalty trials cost an average of 48 percent more than the average cost of trials in which prosecutors seek life imprisonment. The death penalty fails at both efficiency and results.</p> <p>Tennessee Conservatives Concerned about the Death Penalty (TNCC) provides a platform for Tennessee conservatives to question this system marked by inefficiency, inequity, and inaccuracy and to educate other conservatives statewide about this failed policy that doesn't make us safer, risks executing the innocent, and is wasteful and expensive.</p>
<b>Budget</b>	\$30,000
<b>Category</b>	Civil Rights, Social Action & Advocacy, General/Other
<b>Population Served</b>	, ,

## Tennessee Alliance for the Severe Mental Illness Exclusion (TASMIE)

<b>Description</b>	<p>Working with the TASMIE coalition, TADP will educate Tennesseans about the human and financial costs of pursuing the death penalty for those who suffer from severe mental illness and why these individuals should not be eligible for a death sentence.</p> <p>Recognizing the need for public safety, life without parole will still be an option for these violent offenders, but with death off the table, victims' families will be provided legal finality much sooner, the state will save millions of dollars that can be used for mental health treatment and compensation for victims' families, and those who are less culpable for their crimes because of a severe mental illness will not be subject to execution.</p>
<b>Budget</b>	\$25,000
<b>Population Served</b>	, ,

### **CEO Comments**

Across the country, the death penalty is falling out of use. As more voices join this conversation--including political conservatives, members of corrections, murder victims' families, death row exonerees, and law enforcement--more citizens are learning of the failures and risks of this antiquated system.

Since 2007, seven states have repealed the death penalty with 19 states now in the repeal category. Another four states have moratoria on executions. Tennessee's last execution was in 2009. More and more Tennesseans are recognizing the system's flaws, including its exorbitant cost, the risk of executing an innocent person, and the toll the decadeslong process takes on victims families.



Now is the time to get involved with TADP's work and to help us make history by ending Tennessee's death penalty. Supporting and engaging these critical programs will get us to repeal.

# Governance

## Board Chair

<b>Board Chair</b>	Mr. Robert Goodrich
<b>Company Affiliation</b>	attorney
<b>Term</b>	Jan 2017 to Jan 2020
<b>Email</b>	bgoodrich@burr.com

## Board Members

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
Ms. Lauren Brown	Community Volunteer	
Rev. Dr. Jason Curry	Fisk University	Voting
Mr. Robert Goodrich	Attorney	Voting
Rev. Amy Howe	Evergreen Presbyterian Church	Voting
Mr. Tom Lee	Attorney	Voting
Mrs. Sarah McGee	Attorney	Voting
Mrs. Sarah Miller	Attorney	Voting
Mrs. Amy Mohan	Attorney	Voting
Dr. Justin Phillips	Teacher	Voting
Mr. Randy Spivey	Professor	Voting
Mr. Jonathan Stewart	Attorney	Voting
Rev. Charles Strobel	Murder Victims' Families for Human Rights	Voting
Mr. Davis Turner	Attorney	Voting
Dr. Margaret Vandiver	Criminologist	Voting

## Board Demographics - Ethnicity

<b>African American/Black</b>	1
<b>Asian American/Pacific Islander</b>	1
<b>Caucasian</b>	12
<b>Hispanic/Latino</b>	0
<b>Native American/American Indian</b>	0
<b>Other</b>	0

## Board Demographics - Gender

<b>Male</b>	8
<b>Female</b>	6
<b>Unspecified</b>	0

## Governance

<b>Board Term Lengths</b>	3
<b>Board Term Limits</b>	0
<b>Board Meeting Attendance %</b>	75%
<b>Written Board Selection Criteria?</b>	Under Development
<b>Written Conflict of Interest Policy?</b>	Yes
<b>Percentage Making Monetary Contributions</b>	100%
<b>Percentage Making In-Kind Contributions</b>	0%
<b>Constituency Includes Client Representation</b>	No
<b>Number of Full Board Meetings Annually</b>	4

## Standing Committees

Finance  
 Executive  
 Human Resources / Personnel

## Risk Management Provisions

Automobile Insurance  
 Crime Coverage  
 Directors & Officers Policy  
 General Property Coverage & Professional Liability  
 Medical Health Insurance  
 Umbrella or Excess Insurance  
 Workers Compensation & Employers' Liability

## Additional Board Members

<b>Name</b>	<b>Affiliation</b>
Rev. Robert Early	
Ms. Joyce House	Community volunteer
Mr. Ray Krone	Witness to Innocence
Mr. Ndume Olatushani	
Mrs. Gayle Ray	Retired
Mrs. Gloria Sweet-Love	NAACP
Ms. Naomi Tutu	Community volunteer
Prof. Penny White	University of Tennessee School of Law

## CEO Comments

TADP's work toward repeal would be greatly enhanced by more capacity to educate and organize statewide. TADP does not have the resources to hire more staff, but to address this need, the organizations does solicit volunteers and interns.

In the past, we have benefited from the services of volunteers through the Young Adult Volunteer Program of the Presbyterian Church (U.S.A.), allowing TADP to have a passionate staff member working 32 hours per week. Interns from local universities also help TADP to increase its capacity for educating and organizing citizens statewide.

# Management

## Executive Director/CEO

<b>Executive Director</b>	Rev. Stacy Rector
<b>Term Start</b>	Oct 2006
<b>Email</b>	stacy@tennesseedeathpenalty.org

### Experience

The Reverend Stacy Rector is a native of Dyersburg, Tennessee, and graduated cum laude with a B.A. in Religious Studies and Psychology from Rhodes College. She also was inducted as a member of Phi Beta Kappa in 1993. Reverend Rector attended Columbia Theological Seminary in Atlanta from 1993 to 1996 on full scholarship where she received a Masters of Divinity, including special recognition in the area of Hebrew Bible. During her seminary years, Reverend Rector spent time at the Open Door Community in Atlanta, serving the homeless and advocating for an end to the death penalty and the rights of those on death row in Georgia. She served as an assistant chaplain in a women's correctional facility in Atlanta during the summer of 1995 and as a part-time staff member of the nonprofit Prison Ministries with Women. The following summer, in 1996, Reverend Rector taught in Nanjing, China at Nanjing Theological Seminary as an ESL teacher. Upon her return to the US, she served as a chaplain at Grady Memorial Hospital in Atlanta, especially focusing on those with long-term mental illness.

Reverend Rector was called as Associate Pastor of Second Presbyterian Church in Nashville in 1997 and was ordained as a Minister of the Word and Sacrament in the Presbyterian Church (USA) on January 25, 1998. During her tenure at Second Presbyterian Church, she created a thriving youth program, facilitated the development of the community outreach ministries of the church, preached and taught on a regular basis, and served as the acting Head of Staff of the church for a period of 9 months.

Reverend Rector has worked with a number of Tennessee organizations promoting social justice, including the Restorative Justice Coalition of Tennessee, where she served as a board member, and the clergy caucus of Tying Nashville Together—a grassroots, interfaith organization advocating for systemic change in Nashville. She served as a Board member of People of Faith Against the Death Penalty and currently serves on the board of Community Shares Tennessee as well as UKIRK (Presbyterian Church U.S.A. College and Young Adult Ministry in Nashville).

## Former CEOs

<b>Name</b>	<b>Term</b>
Mr. Randy Tatel	Dec 2000 - Aug 2006

## Staff

<b>Full Time Staff</b>	1
<b>Part Time Staff</b>	3
<b>Volunteers</b>	50
<b>Contractors</b>	3
<b>Retention Rate</b>	100%

## Plans & Policies

**Does the organization have a documented Fundraising Plan?**

Yes

**Does the organization have an approved Strategic Plan?**

Yes

**Number of years Strategic Plan Considers**

2

**When was Strategic Plan adopted?**

Nov 2015

**In case of a change in leadership, is a Management Succession plan in place?**

No

**Does the organization have a Policies and Procedures Plan?**

Yes

**Does the organization have a Nondiscrimination Policy?**

Yes

**Does the organization have a Whistle Blower Policy?**

No

**Does the organization have a Document Destruction Policy?**

No

## Affiliations

<b>Affiliation</b>	<b>Year</b>
Center for Nonprofit Management Excellence Network	2006
Community Shares	2003

## Awards

### Awards

<b>Award/Recognition</b>	<b>Organization</b>	<b>Year</b>
Best Middle Tennessee Blogs   Best Pro/Anti-Something	Tennessee Bloggers	2006
State Affiliate Conference Activity Award	National Coalition to Abolish State Killing	2005
Moratorium Team Award	Equal Justice USA	2004
Host City Award	National Coalition to Abolish State Killing	2003
Social Justice Organization of the Year (Memphis)	Mid-South Peace and Justice Center	2002

## Senior Staff

### Title

**Experience/Biography**

Justin Phillips joins us as the TADP organizer from Jackson, Tennessee, having served on the staff and faculty of Union University (Jackson, TN). Justin grew up in Union City (TN) and attended Union University for his undergraduate studies. Upon graduation, Justin attended Duke University Divinity School and earned a Masters of Divinity. He later graduated from Fuller Theological Seminary (Pasadena, CA) with a Ph.D. in Christian Ethics. Justin has taught courses on biblical studies, ethics, race, and justice. All of these interests have led him to join TADP to work toward the repeal of the death penalty.

# Financials

## Fiscal Year

<b>Fiscal Year Start</b>	Jan 01 2017
<b>Fiscal Year End</b>	Dec 31 2017
<b>Projected Revenue</b>	\$207,700.00
<b>Projected Expenses</b>	\$206,663.00
<b>Endowment Value</b>	\$0.00
<b>Endowment Spending Policy</b>	N/A
<b>Endowment Spending Percentage (if selected)</b>	0%

## Detailed Financials

### Revenue and Expenses

<b>Fiscal Year</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Total Revenue</b>	\$195,495	\$165,528	\$142,872
<b>Total Expenses</b>	\$196,784	\$182,564	\$151,841

### Revenue Sources

<b>Fiscal Year</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Foundation and Corporation Contributions</b>	\$64,822	\$62,881	\$29,075
<b>Government Contributions</b>	\$0	\$0	\$0
<b>Federal</b>	\$0	\$0	\$0
<b>State</b>	\$0	\$0	\$0
<b>Local</b>	\$0	\$0	\$0
<b>Unspecified</b>	\$0	\$0	\$0
<b>Individual Contributions</b>	\$60,860	\$70,730	\$73,711
<b>Indirect Public Support</b>	\$0	\$0	\$0
<b>Earned Revenue</b>	\$0	\$0	\$0
<b>Investment Income, Net of Losses</b>	\$97	\$108	\$105
<b>Membership Dues</b>	\$80,248	\$35,435	\$43,741
<b>Special Events</b>	(\$10,532)	(\$3,626)	(\$3,760)
<b>Revenue In-Kind</b>	\$0	\$0	\$0
<b>Other</b>	\$0	\$0	\$0



**Expense Allocation**

Fiscal Year	2016	2015	2014
Program Expense	\$165,586	\$133,405	\$98,934
Administration Expense	\$29,403	\$49,159	\$52,907
Fundraising Expense	\$1,795	\$0	\$0
Payments to Affiliates	--	\$0	\$0
Total Revenue/Total Expenses	0.99	0.91	0.94
Program Expense/Total Expenses	84%	73%	65%
Fundraising Expense/Contributed Revenue	2%	0%	0%

**Assets and Liabilities**

Fiscal Year	2016	2015	2014
Total Assets	\$223,208	\$225,302	\$241,826
Current Assets	\$216,342	\$225,302	\$241,826
Long-Term Liabilities	\$0	\$0	\$1,398
Current Liabilities	\$1,105	\$1,910	\$0
Total Net Assets	\$222,103	\$223,392	\$240,428

**Short Term Solvency**

Fiscal Year	2016	2015	2014
Current Ratio: Current Assets/Current Liabilities	195.78	117.96	--

**Long Term Solvency**

Fiscal Year	2016	2015	2014
Long-Term Liabilities/Total Assets	0%	0%	1%

**Top Funding Sources**

Fiscal Year	2016	2015	2014
Top Funding Source & Dollar Amount	Membership Dues \$80,248	Contributions, Gifts and Grants \$70,730	Contributions, Gifts, and Grants \$73,711
Second Highest Funding Source & Dollar Amount	Foundations and Corporations \$64,822	Foundations and Corporations \$62,881	Membership Dues \$43,741
Third Highest Funding Source & Dollar Amount	Contributions, Gifts and Grants \$60,860	Membership Dues \$35,435	Foundations and Corporations \$29,075

**Capital Campaign**

Is the organization currently conducting a Capital Campaign for an endowment or the purchase of a major asset? No

Capital Campaign Goal \$0.00

Capital Campaign Raised-to-Date Amount \$0.00 as of 0

Capital Campaign Anticipated in Next 5 Years? No

**State Charitable Solicitations Permit**

TN Charitable Solicitations Registration Yes - Expires June 2018

Registration No 0

**Organization Comments**

The TADP Board works with the executive director to ensure and maximize a revenue stream that can support the ongoing mission of the organization.

**GivingMatters.com Financial Comments**

Financial data taken from 990.

990 was prepared by LeAnn Wood.

Comment provided by Kathryn Bennett 9/27/17.

