Connecticut Association for Human Services

General Information

Contact Information

Nonprofit
Connecticut Association for Human Services
Address
110 Bartholomew Street
Suite 4020
Hartford, CT 06106
Phone
(860) 951-2212
Web Site
Web Site
Facebook
Facebook
Twitter
Twitter
Email
info@cahs.org

At A Glance

Year of Incorporation
1978
Organization's type of tax exempt status
Public Charity Type I Supporting Organization
Organization received a competitive grant from the community foundation in the past five years
Yes
Mission & Areas Served

Statements

Mission
The mission of the Connecticut Association for Human Services, Inc., is to end poverty and engage, equip and empower all families in Connecticut to build a secure future. In order to achieve our mission, CAHS works hand-in-hand with advocates, service providers, private citizens, businesses, labor, policymakers, and government agencies. CAHS has taken the lead statewide in promoting family economic security policies and strategies that empower low-income working families to achieve financial stability, including improved access to basic needs, development of a system of quality early care and education, and effective investments in post-secondary education and job training. Through our efforts, we are able to assist providers and community leaders in linking lower-income residents to existing support programs and services.

Background
CAHS was founded in 1910 as a volunteer organization that held annual conferences to discuss philosophies and innovations in the field of social work. Our vision over the past century has remained steadfast: a Connecticut where all children and families thrive, regardless of income, and contribute to and share in the state’s growth. CAHS is helping to build a Connecticut where low-income residents work with government, business, labor and faith leaders in developing policies and programs that ensure the state’s prosperity, as well as their own. CAHS promotes economic security strategies that empower low-income working families to achieve financial independence. CAHS works to reduce poverty and build family economic success (FES) through outreach, education, and policy work. We inform service providers and others to advocate for policy and practice changes that move low- to moderate-income (LMI) families toward prosperity. Most efforts are directed at families under 130 percent of the federal poverty level and all at families under 200 percent of the federal poverty level. CAHS champions important issues by: Promoting collaboration among ongoing initiatives to help end poverty in Connecticut. Creating a supportive cross-sector network for policies and practices that ensure family economic stability. Connecting to the state’s plans for strengthening its workforce, recharging its economy and reducing child poverty. Building new leadership across sectors to achieve these goals – a broad partnership that includes families, community leaders, nonprofit social services providers and advocates, government, business, labor, faith-based groups and policymakers. Developing and strengthening policies and programs to move families out of poverty and prevent families from falling into poverty by providing universal access to supports and opportunities for low- to middle-income families. A key strength of CAHS is our ability to collaborate with others. We bring together diverse interests – concerned citizens, policy makers, human service providers, corporate leaders, labor leaders, academics, state and municipal organizations, and religious organizations. Across CAHS’ various outreach program areas, over 20,000 (directly and indirectly) low- to moderate-income Connecticut residents receive assistance with tax preparation, assistance with banking, and opportunities to improve financial literacy.
Impact
CAHS has been at the center of the fight to eliminate poverty in Connecticut for over 100 years. Every day, we advance policies and deliver programs that help make sure every family and every child has an equal opportunity to thrive and share in our prosperity. We are proud of our recent accomplishments: Volunteer Income Tax Assistance: CAHS puts money in the pockets of hard-working tax filers through the Volunteer Income Tax Assistance (VITA) program. In 2018, trained VITA volunteers in New Haven prepared more than 4,600 tax returns, returning $7 million in state and federal refunds to local families including $2.3 million in federal Earned Income Tax Credits (EITC) which may have otherwise gone unclaimed. Financial education: Since 2009, the Connecticut Money School (CMS) has provided free financial education targeted to low- and moderate-income adults. With over 6,000 students served to date, CAHS has hosted this program in over 70 locations statewide. CAHS also has a Youth Money School, which offers financial education for teens and young adults, including workshops on budgeting, credit, and paying for college. CAHS offers CMS and YMS workshops at the New Haven Opportunity Center and other community locations. Bank On New Haven: CAHS’s newest program seeks to link the 18% of New Haven residents who are unbanked with safe and affordable bank accounts, as a path into the financial mainstream. Four banks with branches in New Haven have accounts that meet National Account Standards, with low monthly fees and no overdraft charges. CAHS is beginning outreach for this program in 2018. State and federal policy advocacy: CAHS has a significant presence and impact in advocacy roles, at both the state and federal levels, as leaders of the Family Economic Success (FES) Network. In 2012, CAHS led the statewide coalition advocating for the adoption of the state Earned Income Tax Credit (EITC). CAHS produces and disseminates policy briefs and reports regarding policies impacting family economic success, including early care and education, access to higher education, and access to benefits, among others. CAHS is actively involved in the statewide two-generation initiative, which seeks to help young children and their parents together. To support CAHS’s program and policy work, KIDS COUNT and the Working Poor Families Project produce data and policy briefs on topics such as developmental education. Recent focus areas for our advocacy work include protecting state funding for effective human services programs, promoting innovative “two-generation” strategies that simultaneously benefit young children and their parents, and focusing on race equity—the subject of a recent special KIDS COUNT report.

Needs
Volunteers are needed throughout the state and receive training and support from staff: Connecticut Money School (CMS) and Youth Money School (YMS)— Volunteer instructors prepare and deliver classroom instruction for up to 30 participants. Topics range from Basic Budgeting to Saving for College. For more information, visit www.cahs.org/youth_money_school. Volunteer Income Tax Assistance (VITA) – Volunteers are trained as tax preparers or serve as greeters or savings specialists. VITA sites are located in Fairfield, Litchfield, Middlesex, New Haven, and New London Counties. Please contact contact Gloria Caesar at gcaesar@cahs.org Financial support is always needed to expand the delivery of services from basic needs outreach to our financial education and empowerment programs. Please contact Robert Blakey at rblakey@cahs.org Partner organizations are critical to CAHS’s success. We work with local governments, non-profit agencies, businesses and state agencies statewide to administer financial capability programs, build coalitions, and improve outcomes for low-income families. We continually seek new partners and advocates. Contact Program Director Gloria Caesar at gcaesar@cahs.org

CEO Statement
The Connecticut Association for Human Services (CAHS) changes the lives of low-income children and families across Connecticut by pioneering new pathways from poverty to opportunity and from financial insecurity to opportunity and success. Our focus on both policy and program development attracts leaders and partners from across the public and private sectors. Working together, we develop and share knowledge, advocate for change, build networks, and mobilize coalitions that equip tens of thousands of Connecticut residents each year with the confidence, support, and personal tools they need to map their journeys forward. Our goal is, as it has always been, nothing short than the elimination of poverty in Connecticut. We hope you will join our movement by volunteering, donating, and joining our advocacy network.
Board Chair Statement
Our Challenge: National studies show that Connecticut ranks among the best state in the country for policies that support low-income families efforts to work for and achieve financial security. But Connecticut is near the bottom among states for business creation, income equality, and home ownership by race. The Connecticut Association for Human Services (CAHS) works to reduce inequities and ensure that all children and families can achieve financial security. As the Annie E. Casey Foundation’s Kids Count grantee, we can see that sometimes we are moving in the wrong direction. Child poverty has increased 50% since 2000. While Connecticut is third among all states for the well-being of white and Asian-American children, Connecticut is 12th for African-American children and 24th for Latinos. We can and must do better.

Our Approach: CAHS is making a difference by fighting for adequate funding for programs and policies that benefits low-income children and families at the State Capitol. CAHS is a leader on two-generation initiatives, in the community and with state agencies. We fought to create a state Earned Income Tax Credit (EITC), and now CAHS takes that out to low-income communities by coordinating the state’s largest free tax preparation program, which served more than 15,000 households in 2017. Much more remains to be done. Our 2017 Kids Count special report, “Race Equity in the Five Connecticuts,” documents the huge disparities we know exist in our cities, suburbs, and rural areas. CAHS is working to build a broad-based network to promote equitable growth in our state. These are only a few examples, but they show what is possible when research, policy development, advocacy, and program development are brought together in a single organization.

Service Categories

Primary Organization Category: Human Services / Alliances & Advocacy

Secondary Organization Category: Public & Societal Benefit / Consumer Protection

Areas Served

State wide
New Haven
Hamden
Derby
Milford
Ansonia
Bethany
Branford
East Haven
Guilford
Lower Naugatuck Valley
Shelton
Shoreline
West Haven
Woodbridge
Other

CAHS serves the state of Connecticut with concentrations in Hartford, New Haven, Waterbury, and Fairfield County. Our work focuses on communities with concentrated poverty and African-American and Latino populations.
## Programs

### Connecticut Money School (financial education classes)

#### Description
The Connecticut Money School (CMS) provides free financial education for adults and seniors. We believe that everyone should have the opportunity to become financially independent. We ensure that students receive a high standard of financial education that will help them work towards a prosperous future. CMS is a community-based initiative created to promote economic stability for low to moderate income adults and seniors in Connecticut. Nearly 100 instructors with financial backgrounds teach our classes. Topics covered include: debt, savings, basic budgeting, credit, loans, health care, homeownership, saving for college, and senior issues (long-term care, retirement, fraud prevention). We have recently added a Spanish language and online version, covering a broad range of topics. CAHS also operates the Youth Money School, which offers financial education for teens and young adults, including workshops on budgeting, credit and paying for college.

#### Budget
$108,931.00

#### Category
Education, General/Other / Adult Education

#### Population Served
Adults / Aging, Elderly, Senior Citizens / Families

#### Program is linked to organization’s mission and strategy
Yes

#### Short Term Success
In the past year, 740 adults received services through CMS and 500 youths received services through the Youth Money School via a network of 40 active volunteers.

#### Program Success Monitored By
Pre- and post-tests.
Volunteer Income Tax Assistance Program (VITA)

Description
Since 2004, CAHS has organized coalitions of VITA sites across the state. VITA programs provide alternatives to paid and predatory tax preparation in low-income communities. The IRS estimates that federal Earned Income Tax Credit (EITC) filers in Connecticut that used paid preparers pay $273 on average. In addition to paying high fees for tax preparation, the IRS estimates that 20% of those eligible for the EITC do not take advantage of it, leaving millions of dollars in unclaimed credits each year. VITA sites ensure that residents have access to a free tax service that will screen for refunds and tax credits, without offering high interest loans or administrative fees. This service keeps refunds and credits in the hands of low and moderate-income families, and in their communities.

Budget
$180,700.00

Category
Human Services, General/Other / Financial Counseling

Population Served
Families / Adults / Elderly and/or Disabled

Program is linked to organization’s mission and strategy
Yes

Short Term Success
In the 2017 tax season, volunteers in New Haven prepared more than 4,500 tax returns, returning $7 million in state and federal refunds to local families including $2.3 million in federal Earned Income Tax Credits (EITC).

Long Term Success
CAHS has administered VITA since 2003. VITA has grown each year since then, from a few sites in the Bridgeport area, to 58 sites in five counties that will serve more 16,000 filers in five counties in 2018. Federal refunds will exceed $24 million. CAHS operates the largest VITA program in the state. We are expanding asset-building services at the sites, training volunteer “savings specialists,” especially at sites in Greater New Haven.

Program Success Monitored By
IRS and internal program metrics, including surveys of all filers.
## CT Kids Count and family well-being (data and policy)

### Description
CAHS operated the Annie E. Casey Foundation Kids Count project in Connecticut. Kids Count is a public education and advocacy campaign that provides reliable, comprehensive, timely data and analysis on how well Connecticut’s children are doing at the state and local levels. Kids Count is known for its positive influence on decision-making and its success in moving important issues into the public arena. By linking data with sound policy analysis, Kids Count makes the case that social, economic, education, and health policies can’t be developed and implemented in isolation, as they have far-reaching effects on the lives of all children across the state. Our analyses demonstrate to policymakers and the public that in order to maintain a healthy Connecticut, we must work to improve family well-being as much as we work to improve the state’s economic well-being. Kids Count produces a number of publications, including a biennial data book and annual policy briefs and reports that explain the real-life implications of policymakers’ decisions on children and families. Our publications focus on topics about family economic security, health, education, safety, economic development, and workforce education and skill development.

### Budget
$110,000.00

### Category
Public, Society Benefit, General/Other /

### Population Served
/

### Program is linked to organization’s mission and strategy
Yes
Bank On New Haven

Description
Bank On New Haven seeks to serve the 18% of New Haven residents who are unbanked, linking them to safe and affordable accounts. CAHS works with the Cities for Financial Empowerment Fund, which has created National Account Standards that include low monthly fees and no overdraft fees. CAHS is building a coalition of financial institutions to create and promote these accounts, and to reach out to City residents to enroll. This will help prevent residents from using costly check cashing services and help them access the financial mainstream.

Budget
$0.00

Category
Human Services, General/Other / Financial Counseling

Population Served
Poor, Economically Disadvantaged, Indigent / Immigrant, Newcomers, Refugees / Adults

Program is linked to organization’s mission and strategy
Yes

Short Term Success
Bank coalition members, nonprofit coalition members, residents enrolling in NAS accounts.

Long Term Success
Long-term success requires engagement of numerous financial institutions offering NAS accounts and building a strong coalition of nonprofit service providers to engage their clients. Already, four banks in New Haven do, and we hope to attract at least one other bank and one credit union in 2018. In the long term, we want to bring the percentage of unbanked New Haveners downs from 18 percent to close to the state average of 7%.

Examples of Program Success
Cities for Financial Empowerment Fund is about to begin a national pilot project with the St. Louis Fed to track data from three banks, and we plan to work with area banks and perhaps the Boston Fed to track data.

Program Comments

CEO Comments
The quick brown fox jumps over the lazy dog.
Leadership & Staff

CEO/Executive Director
Mr. Robert A. Blakey

Term Start
Sept 2018

Email
RBlakey@cahs.org

Experience
Robert Blakey is Chief Financial Officer and Interim Chief Executive Officer of the Connecticut Association for Human Services, a policy, program, and research organization that works to reduce poverty and build prosperity for children, families, and communities. CAHS’s family economic security work addresses access to the EITC and other work supports; early care and education; asset-building; workforce education and training; and two-generation strategies. CAHS is an Annie E. Casey Foundation Kids Count grantee and participates in the national Working Poor Families Project. Prior to joining CAHS in 2013, Rob has worked for the US International Trade Commission and the Friendship Service Center of New Britain. He received a B.A. in Economics from the University of Connecticut, an M.A. in Economics from American University, and an M.S. in Accounting from the University of Connecticut.

Staff

| Number of Full Time Staff | 7 |
| Number of Part Time Staff | 1 |
| Number of Volunteers      | 600 |
| Number of Contract Staff  | 1 |
| Staff Retention Rate      | 75% |

Staff Demographics - Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
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<tr>
<td>Asian American/Pacific Islander</td>
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<tr>
<td>Caucasian</td>
<td>6</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>1</td>
</tr>
<tr>
<td>Native American/American Indian</td>
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</tr>
<tr>
<td>Other</td>
<td>0</td>
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Staff Demographics - Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Male</td>
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<tr>
<td>Female</td>
<td>6</td>
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Plans & Policies

Organization has a Fundraising Plan? Yes
Organization has a Strategic Plan? Yes
Years Strategic Plan Considers 5
Date Strategic Plan Adopted June 2013
Management Succession Plan? Under Development
Organization Policy and Procedures Yes
Nondiscrimination Policy Yes
Whistleblower Policy Yes
Document Destruction Policy Yes

Former CEOs and Terms

<table>
<thead>
<tr>
<th>Name</th>
<th>Term</th>
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</thead>
<tbody>
<tr>
<td>Mr. Paul Gionfriddo</td>
<td>Nov 1995 - May 2001</td>
</tr>
<tr>
<td>Mr. James P. Horan</td>
<td>Nov 2001 - Sept 2018</td>
</tr>
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Formal Evaluations

- **CEO Formal Evaluation**: Yes
- **CEO/Executive Formal Evaluation Frequency**: Annually
- **Senior Management Formal Evaluation**: Yes
- **Senior Management Formal Evaluation Frequency**: Annually
- **Non Management Formal Evaluation**: Yes
- **Non Management Formal Evaluation Frequency**: Annually

Collaborations

CAHS works closely with more than 100 nonprofit service providers and advocacy organizations across the state, as well as other partners, including colleges, schools, libraries, and others. Collaboration is critical to our success, and we have formal memoranda of understanding with more than 50 partners for Volunteer Income Tax Assistance and more than 30 for the Connecticut Money School, Youth Money School, and one-on-one financial coaching.

Comments

- **CEO Comments**: The quick brown fox jumps over the lazy dog.
Board & Governance

Board Chair
Dr. Elsa Núñez Ed.D.

Company Affiliation
President, Eastern Connecticut State University

Term
Aug 2011 to Dec 2019

Board of Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>Mr. John Cannon</td>
<td></td>
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<tr>
<td>Ms. Karen DuBois-Walton Ph.D</td>
<td></td>
</tr>
<tr>
<td>Ms. Mary Kay Fenton</td>
<td></td>
</tr>
<tr>
<td>Ms. Merle W. Harris Ed.D.</td>
<td>Charter Oak State College, Retired</td>
</tr>
<tr>
<td>Mr. Jairo Lemos</td>
<td>Edward Jones Investments</td>
</tr>
<tr>
<td>Ms. Lily Lopez</td>
<td>Citi Community Development</td>
</tr>
<tr>
<td>Mr. Casey McGuane</td>
<td></td>
</tr>
<tr>
<td>Ms. Cynthia McKenna</td>
<td>Catholic Charities, Archdiocese of Hartford</td>
</tr>
<tr>
<td>Ms. Tanya Rhodes Smith</td>
<td></td>
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<tr>
<td>Mr. Kevin Taylor</td>
<td></td>
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<td>Ms. Emily Wood</td>
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Board Demographics - Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Quantity</th>
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<tbody>
<tr>
<td>African American/Black</td>
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<td>Other</td>
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Board Demographics - Gender

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<tr>
<td>Female</td>
<td>8</td>
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<tr>
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Governance

<table>
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<th>Governance</th>
<th>Quantity</th>
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<tr>
<td>Board Term Lengths</td>
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<tr>
<td>Board Term Limits</td>
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</tbody>
</table>
Board Meeting Attendance % 75%
Number of Full Board Meetings Annually 5
Written Board Selection Criteria Yes
Written Conflict of Interest Policy Yes
Percentage Making Monetary Contributions 100%
Percentage Making In-Kind Contributions 100%
Constituency Includes Client Representation No


Accident and Injury Coverage
Automobile Insurance and Umbrella or Excess Insurance
Blanket Personal Property
Boiler and Machinery
Commercial General Insurance
Commercial General Liability
Commercial General Liability and D and O and Umbrella or Excess and Automobile and Professional
Commercial General Liability and Medical Malpractice
Computer Equipment and Software
Crime Coverage
Directors and Officers Policy
Disability Insurance
Employee Benefits Liability
Employee Dishonesty
Employment Practices Liability
General Property Coverage
General Property Coverage and Professional Liability
Life Insurance
Medical Health Insurance
Professional Liability
Umbrella or Excess Insurance
Workers Compensation and Employers' Liability

Board Co-Chair
N/A

Standing Committees

Executive
Nominating
Finance
Development / Fund Development / Fund Raising / Grant Writing / Major Gifts
Program / Program Planning
CEO Comments

CAHS uniquely combines policy and programs that help move low-income children and families from poverty to economic opportunity. CAHS works closely with a wide variety of organizations in Greater New Haven, especially around free tax preparation, financial education, and access to banking services. CAHS operates Bank On New Haven, which connects lower-income households to safe and affordable accounts. CAHS works closely with the City of New Haven on its Financial Empowerment Center, which provides free, professional, one-on-one financial counseling to residents. The quick brown fox jumps over the lazy dog.
Financials

Fiscal Year Start
July 01 2019

Fiscal Year End
June 30 2020

Projected Revenue
$984,974.00

Projected Expenses
$976,957.00

Endowment Value
$0.00

Spending Policy
N/A

Detailed Financials

Prior Three Years Total Revenue and Expense Totals Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>$1,237,072</td>
<td>$1,685,007</td>
<td>$1,422,369</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$1,334,100</td>
<td>$1,624,056</td>
<td>$1,459,649</td>
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</tbody>
</table>

Prior Three Years Assets and Liabilities Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td>$619,773</td>
<td>$1,307,422</td>
<td>$1,082,898</td>
</tr>
<tr>
<td>Current Assets</td>
<td>$528,695</td>
<td>$786,973</td>
<td>$724,445</td>
</tr>
<tr>
<td>Long-Term Liabilities</td>
<td>$135,996</td>
<td>$588,658</td>
<td>$414,001</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$186,054</td>
<td>$324,013</td>
<td>$335,097</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>$297,723</td>
<td>$394,751</td>
<td>$333,800</td>
</tr>
</tbody>
</table>

Prior Three Years Top Three Funding Sources

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Funding Source &amp; Dollar Amount</td>
<td>Hartford Foundation for Public Giving $162,683</td>
<td>William Casper Graustein Memorial Fund $298,000</td>
<td>William Casper Graustein Memorial Fund $400,000</td>
</tr>
<tr>
<td>Second Highest Funding Source &amp; Dollar Amount</td>
<td>W.K. Kellogg Foundation $147,327</td>
<td>W.K. Kellogg Foundation $207,489</td>
<td>W.K. Kellogg Foundation $53,842</td>
</tr>
<tr>
<td>Third Highest Funding Source &amp; Dollar Amount</td>
<td>Annie E. Casey Foundation $100,000</td>
<td>Annie E. Casey Foundation $125,000</td>
<td>Hartford Foundation for Public Giving $31,461</td>
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</table>

Solvency

Short Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
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</thead>
<tbody>
<tr>
<td>Current Ratio: Current Assets/Current Liabilities</td>
<td>2.84</td>
<td>2.43</td>
<td>2.16</td>
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</table>

Long Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
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<tbody>
<tr>
<td>Long-Term Liabilities/Total Assets</td>
<td>22%</td>
<td>45%</td>
<td>38%</td>
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</table>
Capital Campaign

**Currently in a Capital Campaign?**
No

**Capital Campaign Anticipated in Next 5 Years?**
No

Comments

**Foundation Staff Comments**
This profile, including the financial summaries prepared and submitted by the organization based on its own independent and/or internal audit processes and regulatory submissions, has been read by the Foundation. Financial information is inputted by Foundation staff directly from the organization’s IRS Form 990, audited financial statements or other financial documents approved by the nonprofit’s board. The Foundation has not audited the organization’s financial statements or tax filings, and makes no representations or warranties thereon. The Community Foundation is continuing to receive information submitted by the organization and may periodically update the organization’s profile to reflect the most current financial and other information available. The organization has completed the fields required by The Community Foundation and updated their profile in the last year. To see if the organization has received a competitive grant from The Community Foundation in the last five years, please go to the General Information Tab of the profile.