Community Foundation of Crawford County

Making Generosity Last Forever

Mission

The Community Foundation of Crawford County (CFCC) consists of our neighbors, friends, and families promoting common good, advancing philanthropy, inspiring civic pride, and providing leadership within Crawford County.

The CFCC is committed to helping donors realize their charitable goals and inspire lasting legacies through the establishment of professionally managed permanently endowed funds; designed to provide on-going charitable support to address the ever-changing needs of Crawford County – by “Making Generosity Last Forever.”

Background

The CFCC is a collection of endowments provided by donors that designate specific organizations or fields of interest to which a portion of the earnings are awarded. The principal gift of an endowment fund is not spent; portions from investment earnings are provided to the community in the form of grant awards. These awards are typically scholarships and grants to non-profit charitable organizations. Money donated to the Community Foundation of Crawford County is considered an investment in the community, and for the future. Donors benefit by placing their money in the CFCC with immediate tax benefits while providing a pool of money that can grow and continue to support Crawford County and beyond forever. The CFCC offers philanthropic, grant making, and charitable gifting financial expertise needed to engage and affect inspired charitable giving. Services provided by the CFCC include: estate planning assistance, scholarship management, community convener, leadership training, non-profit mentoring and professional development training for non-profits staff, boards and volunteers.

The CFCC was founded in April 1998 by a diverse group of civic-minded individuals that represented a wide range of interests from various areas of Crawford County. Their primary objective was to connect people’s ideas and resources for “The Common Good” of Crawford County. This philosophy still stands true today. The first charitable gift to the CFCC came in the form of a grant from Lilly Endowment. This grant provided the needed seed money to officially establish the CFCC and to immediately create challenges to establish permanent endowments. Within a very short time the CFCC was able to begin grant making while developing significant endowments. Today the CFCC holds assets of nearly $6 million, and has and human services, the environment, technology advancements, and literacy and the arts, and has awarded more than $2 million in scholarships benefiting Crawford County students. The CFCC currently manages over 75 charitable endowment funds on behalf of families, individuals, corporations and non-profit organizations.

Board of Directors 2016-2017

Sam Crecelius, Chairperson
Traci Korns, Vice-Chairperson
Paul Broughton, Treasurer
Heather Minton, Secretary
Lloyd Arnold
Rick Beaver
Jenny Caffrey
Morton Dale
Nidrah Dial
Jim Kaiser
Jean Melton
Justin Mills
Dawn Wright
A Few Words from the Board of Directors Chairman

On behalf of the CFCC Board of Directors, thank you for your interest in the CFCC annual report. We remain committed to the CFCC’s original mission to bring neighbors together, help donors achieve their philanthropic goals, and support organizations and projects serving Crawford County.

The last year has been one of new opportunities and great successes for the CFCC, and we are very proud of the accomplishments we have made.

- Over $400,000 in scholarship awards
- Over $42,000 in general grant awards
- Over $40,000 in educational grant awards
- New administrative staff
- New and revitalized programming
- Strong, transparent financials and operations

This has been the result of dedicated staff, selfless volunteers, and a supportive community. We look forward to continuing these successes into 2017 and beyond.

Sam Crecelius

The Staff of CFCC

Following a time of reorganization by the Board of Directors, Christine Harbeson was hired as Executive Director in October 2016. Soon to follow was the hiring of Wyatt Jackson as Programs & Operations Manager in December 2016. Together, they form a team devoted to CFCC, Crawford County, and our region.

“We are happy to be here; happy to serve, and hopeful for real and lasting change for this community,” said Harbeson. “We both see a lot of positives here. We see great potential in our people, our community, and in the beauty of all that is Crawford County. I think we make a great team, filling in for one another, building off one another’s strengths and working side-by-side to give the CFCC all that we can. We are encouraged by people who are willing to join with and support us in Making Generosity Last Forever™ in Crawford County.”
A History of CFCC Grantmaking

To date, CFCC has awarded more than $6 million in grants for programs/projects supporting Crawford County and has awarded almost $3 million in scholarships benefiting Crawford County students.

$3,000,000 Crawford County School Corporation
Support for full-day kindergarten, including teacher salaries, professional development, equipment, & outdoor classrooms

$233,000 Crawford County School Corporation & Crawford County Community Network
Technology and training

$183,000 Crawford County Youth Baseball and Softball, Inc.
Baseball/softball field construction, lighting, and mowing equipment

$175,000 Parks and Recreation
Outdoor restrooms and shelter houses in English, Leavenworth, & Marengo

$82,500 Blue River Services
Van for use in Crawford County

$82,380 Town of Leavenworth
Support land to purchase land for Leavenworth Sewer Plant

$50,000 Crawford County 4H Council
Match grant for 4H Park

$50,000 Habitat for Humanity
Support for Crawford County Habitat Home Construction

$50,000 Youth Service Bureau
Technology and office furniture

$20,000 Elementary School Scholarship Match
Matching grant to establish English, Leavenworth, Marengo, & Milltown scholarship funds

$17,500 English Volunteer Fire Department
Support for fire truck purchase

$10,000 Crawford County United Ministries
Leavenworth Food Pantry

$7,500 Lincoln Hills Development Corporation
Repairs

Marengo Volunteer Fire Department & Leavenworth Volunteer Fire Department
Fire truck pass-through grants
2016 – 2017 Grantmaking

Competitive Open Grant Cycle Grants

Spring 2016 Grant Recipients: $42,900
Blue River Services, Inc.: Healthy Family's - Growing Great Research Study
Boys & Girls Clubs of Harrison - Crawford Counties: K-5 Indiana Kids Homework Help
Crawford County 4-H Council: Youth Development Project
Crawford County Community School Corporation: New Signage for School Buildings
Crawford County Historical and Genealogical Society: Proctor House Renovations
Crawford County United Ministries, Inc.: Food Pantry Equipment
Crawford County, Indiana Veterans Memorial Association: Veteran's Memorial Program Support
Fairview General Baptist Church: Community Shelter House and BBQ Pit
Faith of the Mustard Seed Ministry: Faith Rocks Event
Milltown American Legion Post 332: Milltown American Legion Renovation

Winter 2017 Education Cycle Grant Recipients: $40,006
Boys & Girls Clubs of Harrison - Crawford Counties: Crawford County Preschool Support
Crawford County 4-H Council: Youth Education Enrichment Programs, Experiences, and Services
Crawford County CASA: Education and Training for Working with Youth
Crawford County Community School Corporation: Technology Upgrade
Crawford County Middle School: PBIS Kick Off
Hoosier Hills PACT: Domestic Violence Law Enforcement Training
Peacock Children's Theatre: Children's Art Education/Experience Support
YMCA of Harrison County: SPLASH - Focus on Aquatic Safety Support

Grants by Program Area 2016-2017

- 39% Scholarship Awards
- 8% Operating Support
- 53% Project Support
Early in 2017, the CFCC Board of Directors relaunched the Youth Philanthropy Council (YPC) initiative. The Crawford County YPC is comprised of Crawford County High School students. The Crawford County Youth Philanthropy Council is a responsive grant-making program designed to empower the youth of Crawford County to review, score, and recommend grant proposals that will provide a meaningful impact to the community. The YPC works with the Community Foundation of Crawford County to learn about servant leadership, volunteerism, the important role philanthropy plays in our community, and assisting in the ultimate goal of Making Generosity Last Forever™.

2017 Youth Philanthropy Council Members
(pictured at right)

Front Row: Teresa Saling, Morgan Hollen, Bree Tyler, Emily Williams, and Svitlana Wilhite

Middle Row: Erin Erwin, Sandreia Breeden, Abby Mortensen, Abigail Pierson, Stephanie Johnson, Haley Wilhite, and Jenna Ford

Back Row: Walker Bolen

Not Pictured: Trevor Knight, Brent Smith, and Brianna Atwood

“The Crawford County YPC has been one of the most exciting and special groups of students I have had the pleasure of working with at Crawford County. There is an immense passion among the students for creating solutions to problems that face our residents and the future of our county. I was humbled to be able to observe and listen to their questions to local agencies and programs that applied through the YPC’s open grant cycle. The passion these students have for Crawford is important, and it is integral to the infrastructure of our community that we embrace the needs of our youth and have active participation from the youth... and our more seasoned residents... on how to better the quality of life and quality of place in Crawford County. The YPC group is important because it leaves a lasting impact of philanthropy, creative charity, and impactful giving among our students pertaining to how, why, when and where to invest of their time, treasure and talent “

-Wyatt Jackson-
CFCC Programs & Operations Manager
Youth Philanthropy Council Staff Liaison/Sponsor
Acres of Hope, Inc.
YPC’s Inaugural Grant Recipient

The 2017 Crawford County Youth Philanthropy Council selected Acres of Hope, Inc. as the inaugural YPC Grant Cycle recipient. Acres of Hope, Inc., of Marengo, is a farm-therapy program with the focus of walking alongside those who are struggling with addictions, family members of those struggling with addiction, individuals who want help with fighting depression and anxiety and those dealing with general life issues (marriage, spirituality, parenting, etc.). Acres uses rescued and fostered animals to create an environment where people feel comfortable and accepted.

The $3,500 grant will be utilized to complete the Phase 1 Project. Phase 1 includes training and development of staff for equine assisted therapy and the building of kennels for safe, individualized housing of small foster and rescue animals. The 2018 Youth Philanthropy Council will administer a grant cycle in March/April of 2018. For more information about the grant or the YPC group please email Wyatt Jackson at wjackson@cf-cc.org.

FAFSA Workshop

For the past four years, the CFCC has provided funding for Dave Murray of The National Center for College Costs to implement the FAFSA Workshop at Crawford County High School. He spends the entire school day in the senior English classes, as well as extended hours after school, helping students complete their FAFSAs (Free Application for Federal Student Aid). Parents are invited, and students who have not even started working on their application can leave with it submitted and eligible for state and federal financial aid. At the end of the submission process, students get a summary of aid. Then students and parents can sit with Mr. Murray who explains this complicated government document and how it applies to their future educational endeavors.

Cindy Knowles, CCHS Counselor said, “FAFSA day is an invaluable service to Crawford County students that offers ALL students (but especially our low income students) the chance to see the reality of ACTUALLY being able to afford to go to college. It also teaches students how to weigh all of their options and choose the most affordable and best fit for them. It is difficult to describe the feeling that I have when a student AND parent leave our building in tears (happy tears of course) because they have realized that they CAN and WILL go to college.”

Having already started their FAFSA, some students and parents come in with questions and/or problems that are answered or corrected with the help of Mr. Murray’s expertise. This program is especially helpful for first generation students, those who are the first in their families to attend college who have never had the opportunity to complete this paperwork and take advantage of what higher education has to offer. Senior English teacher Tanya Roser echoes the opinion of students, teachers, and other CCHS staff when she says, “This is one of my favorite days of the year. We are able to help students who didn’t think they could afford college see that they actually can. It is definitely one of the most important days of the year here.”
Bree Tyler is a Crawford County High School graduate and will be pursuing a degree in Healthcare Administration and Public Health at the University of Evansville. Tyler’s parents are Brad and Patricia Tyler of Leavenworth, Indiana. The Lilly Endowment Community Scholarship provides four full years of tuition at any Indiana College or University and awards an additional $900 per year for books and fees.

“I have been blessed. Because of this award, I have been given a rare opportunity to live in the U of E’s international housing; I will be able to travel to Europe while attending the college of my choice; I will receive a high quality education; and will use this opportunity to achieve success in my future career,” said Bree Tyler.
Hometown Collaborative Initiative

The Community Foundation believes that our community will be stronger and a better place to live for everyone if we work together on common goals, thus our involvement with HCI, Hometown Collaborative Initiative, and our work with more than 25 individuals and organizations on this effort.

The HCI is an initiative target to Indiana communities that are committed to building on their existing assets. It is available to cities, towns and counties in Indiana with a total population of 25,000 or less. HCI is a long-term capacity building initiative comprised of three phases: Foundation, Building Block and Pathway.

FOUNDATION: ORGANIZE AND STRENGTHEN YOUR TEAM

Our HCI team is taking steps to recruit and engage a diverse mix of local people who are willing to explore new ways to strengthen our community and take an active role in the work of HCI. We study and analyze data, as well as existing community plans and resident viewpoints, and will conduct a county-wide, Community Survey of resident, commuter and visitor opinions.

BUILDING BLOCK: SELECT AND DIG DEEPER INTO A KEY BUILDING BLOCK

Our HCI team will select one of the following building Blocks to pursue as part of this second phase. The team will make its selection based on the information and deliberations that take place during the Foundation phase, including the Community Survey. The three areas are:

Leadership: Develop a new generation of local leaders who will take an active part in addressing community priorities
Economy: Build a supportive community environment for small businesses and entrepreneurs
Placemaking: Invest in our place (county) through creative quality of life initiatives related to public spaces, design, local foods and tourism, among others.

PATHWAY: DEVELOP & IMPLEMENT A PATHWAY PROJECT

Our HCI team will work with key partners to propose a Pathway Project and upon approval by the HCI State Team, will put into action a plan that will place our community on the path to achieving its longer-term goals and aspirations.

Our local team is coached, assisted, and mentored by representatives of these collaborative organizations.

Community members have an open invitation to participate with HCI. Contact us with any questions you may have.
Each honoree received one of these special plaques that were handcrafted by Paul Moon.

Pictured at right are the 2017 DJSK Honorees. Their nominating organizations are listed below:
Back Row: Betty Cook by Purdue Extension Crawford County, Gary Tower by Crawford County United Ministries, Louise Wright by Eckerty Christian Church, Jim Kaiser by the Community Foundation of Crawford County, Sondra Jellison by Wickliffe Homemakers, Doug Phillips by Crawford County Sherriff’s Department, Kayla Clunie by Boys & Girls Club of Harrison-Crawford Counties
Front Row: Berniece Clark by French Lick Chapter No. 249, Carol Tomlinson by Crawford County Historical and Genealogical Society, Laura Zipp by Crawford Consolidated United Methodist Church, and Norman & Ruthie Fetz by Pilot Knob United Methodist Church

Held on June 29, 2017 in the Clover Room at 4-H Community Park, the Community Foundation of Crawford County hosted a special event to honor volunteers in the Crawford County area. Organizations were encouraged to submit their honorees, whose meals and special awards were provided through the support of the Doris June Snider Kaiser Memorial Fund and other donations. Other guests attended for the small fee of $20. Guests enjoyed a meal of vegetable and meat lasagna, carrots, green beans, tossed salad, German fries, rolls, cobbler and various cold or hot drinks. Following dinner, each honoree was highlighted through a verbal and visual presentation, while individualized handcrafted plaques were delivered to them.

It was the Foundation’s goal that each of these honorees was made to feel special and appreciated for their acts of service. Services included everything from baking and cooking to grantwriting, from ministry and counseling to clerical and bookkeeping, from manual labor including shoveling snow to working directly with students. These volunteers shared of themselves and their talents, making significant investments in our community.

This year, the CFCC awarded Jim Kaiser with a DJSK Lifetime Volunteer Award. Jim’s acts of service span more than fifty years with most of those being here in Crawford County. In addition to being a volunteer, Jim established the DJSK Memorial Fund to honor his late wife and her spirit of volunteerism by supporting other volunteers and their good works within our community.

Thank you to all of Crawford County’s volunteers.
Junior Career Adventure (JCA)

May 13, 2017 from 9-noon

This program began with a challenge contribution from Dr. Milton W. Roggenkamp. It was a unique hands-on, memory-creating, dream-stirring, and empowering opportunity. It was created to expose and encourage youth and families to S.T.E.M. (Science, Technology, Engineering & Math) Career Opportunities. Carefully planned, it came at a great time and intentionally complemented the ROI (Regional Opportunities Initiative) Coach at the high school and the new Purdue University GEAR UP program that is starting at the middle school level in Fall 2017, as well as capitalizing on the middle school’s “Career Exploration & Parent Night” event. By dovetailing and layering several initiatives over a specific and relatively short span of time, we were able to make a greater impact than any single stand-alone event or training.

Purposefully scheduled on the same day as Little League pictures, we did our best to provide families with options before or after pictures, or following their time on the field. We used cross promotion via social media with partnering organizations, local news, flyers were sent home through the schools, utilizing the school system’s “All Call” and through one-on-one exchanges at community events leading up to JCA. Our plan is to make this an annual event that expands and provides even more meaningful “adventures” for the families of Crawford County.

2017 JCA Committee Members

Jenny Caffrey, CCCS & CFCC Board Member
Kim Grizzel, Boys & Girls Club
Christine Harbeson, CFCC
Wyatt Jackson, CFCC Staff & CCCS Board Member
Traci Kerns, CFCC Vice Chair & CCCS Board Member
Heather Minton, CFCC Board & CCHS Educator
Gail Peitzmeier, Purdue Extension
Jim Schultz, CCCS Retired Educator

2017 JCA Presenters

4-H Career Exploration
Acres of Hope
Boys & Girls Club
Community Foundation of Crawford County
Crawford County Air Evac
Crawford County Emergency Management
Crawford County Family Medicine
Crawford County Fire Stations
Crawford County High School
Crawford County Probation

Crawford County: State Police, Town Police & Marshalls, County Sheriff
DNR - Patoka Lake
Dubois Co. Asst. Prosecutor
Harrison County Hospital
Indiana University Southeast
IvyTech & its STEM Trailer
Jasper Engines
Jasper Memorial Hospital
Local 181 Operators Union
Apprentice Program
Maker 13 Trailer
Peacock Children’s Theatre

Pennington Law Office
Purdue Extension – Robotics
Sullivan University
Toddy-Dickey Nursing and Rehabilitation
University of Evansville, Engineering Rocks
University of Louisville
WAVE 3 TV’s Tawana Andrew
Wickedly Sweet Bakery
Alma I & Wilson Bye Memorial Fund
Blue River Services, Inc. Fund
Carly Marie Birkla Memorial Scholarship Fund
CFCC Allocated Award Fund
CFCC Disaster Relief Endowment Fund
CFCC Education Attainment Endowment Fund
CFCC Founder's Fund - Charter Member Society
CFCC Marengo High School Alumni Association Scholarship Fund
CFCC Operating Reserve Fund
CFCC Permanent Endowment Fund
CFCC STEM Clearing Fund
CFCC Unrestricted Clearing Fund
Cheri Greiner Memorial Fund
Comfort House Endowment
Crawford County 4-H Endowment
Crawford County Boys & Girls Club
Crawford County Chamber of Commerce Scholarship
Crawford County Community Endowment
Crawford County Emergency Alert Endowment
Crawford County Historical and Genealogy Society Fund
Crawford County Library Development Fund
Crawford County Paul W. Ogle Scholarship Fund
Crawford County Youth BB/SB Inc.
Crawford County Youth Philanthropy Council
Crawford/Harrison Bar Association Scholarship Fund
Donald E. Sloan and A. Aledia Sloan Scholarship Fund
Doris June Snider Kaiser Memorial Endowment
Dr. Herbert E. Smith Endowment Fund
Dr. Milton W. Roggenkamp & Mrs. Ruth I. Roggenkamp
Eddie Hammond & Robert Hammond, Everett Mason
Elsia Patricia Cox Memorial Scholarship Fund
English High School Alumni Association Scholarship Fund
First Savings Bank Crawford Reg Valedictorian & Salutatorian Fund
First Savings Bank Crawford Region Employees Fund
GIRLS - 500 Women's Project
GIRLS Fund - Pass Through (Dancing For Denise)
GIRLS, Giving Circle Endowment Fund
Harry B & Rita J Harden Fund
Hillview Christian Church Scholarship Fund
Howard & Julia King Endowment Scholarship Fund
Howard T & Edna M Eastridge Endowment Fund
IUS Scholarship Fund/Bayward & Mary Ann Cole
IUS Scholarship Fund/Dr. Herbert E. Smith
IUS Scholarship Fund/First Savings Bank Crawford Region
IUS Scholarship Fund/Phillip E Brown & Mary Louise Brown
James & Joyce Mulzer Education Fund
Janet Marie Carr Memorial Scholarship
Jasper Engines & Transmissions Endowment
Joan Ritchie - Lincoln Hills Fund
Kaiser Family Scholarship Fund
Keith Carr Memorial Scholarship
Larry K. Eastridge Memorial Scholarship
Leavenworth High School Alumni Association Scholarship Fund
Mark Alan Fischer Memorial Fund
Maxine Froman Memorial Trust Fund
Maxine Standiford Redding Donor Designated Fund
McIntosh Family Teaching Scholarship Fund
Metzger Family Agricultural Scholarship Fund
Milltown High School Alumni Association Scholarship Fund
Mt. Sterling Historical Association Fund
Norman A. Roggenkamp Memorial Scholarship Scholarship
Novy E. Gobbel and Lulu J. Gobbel Scholarship Fund
Olive Poe Fund
Patoka Elementary Alumni Association Scholarship Fund
Pennington Family Fund
Ray Graham Memorial Scholarship
Riddle Historical Preservation Fund
Roger & Karen Haverstock Endowment Fund Scholarship Fund
Shawn Allen Howe Memorial Scholarship Fund
Sheri Adams Zilke Memorial Scholarship Fund
Wickliffe Historical Association Fund
Wickliffe United Methodist Church Endowment Fund
Zachary Robert Allen Baseball Memorial Scholarship

New Funds Established 16/17

Crawford County United Ministries
Crawford County Veteran’s Memorial Association
George Binkley - Wounded Warrior Project Memorial Fund
# 2016-2017 Operations Budget Snapshot

## Revenue

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<tr>
<th>Description</th>
<th>Amount</th>
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<tr>
<td>External/Internal Grants, Online Donations, Administrative Fees</td>
<td>$112,301.50</td>
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<tr>
<td>Operating Endowment Funding</td>
<td>$146,289.32</td>
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**Total Revenue** $258,590.82

## Expense

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<tr>
<td>Salaries &amp; Benefits</td>
<td>$71,852.68</td>
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<td>Administrative Costs</td>
<td>$26,304.55</td>
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<tr>
<td>Marketing &amp; Fund Development, Program Costs</td>
<td>$9,706.78</td>
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<tr>
<td>Professional &amp; Supplier Services</td>
<td>$37,642.39</td>
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<tr>
<td>Other Expenses</td>
<td>$782.92</td>
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**Total Expenses** $258,590.82

## Audited Financial Statement 15-16

### ASSETS

<table>
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<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Cash</td>
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<tr>
<td>Investments</td>
<td>5,771,201</td>
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<td>Prepaid Expenses</td>
<td>9,416</td>
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<td>Other Assets</td>
<td>5,500</td>
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<tr>
<td>Property and Equipment, Net</td>
<td>105,805</td>
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**Total Assets** 5,912,703

### LIABILITIES AND NET ASSETS

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<th>Description</th>
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<tbody>
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<td>Accrued Expenses</td>
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<td>Accounts Payable</td>
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<td>Grants Payable</td>
<td>47,067</td>
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<td>Amounts Held for Other Agencies</td>
<td>46,149</td>
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**Total Liabilities** 105,390

### Net Assets

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<tr>
<td>Unrestricted Net Assets</td>
<td>116,067</td>
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<tr>
<td>Unrestricted – Board Designated</td>
<td>5,691,246</td>
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**NET ASSETS at 7/1/16** 5,807,313
Investments

Portfolio Market Value

CFCC Funds are Professionally Managed by

Figures on this page are based upon our fiscal year end 6/30/17.
Get Involved

Creating a Fund
The CFCC exists to allow individuals to support local needs. Giving can be simple and effective by establishing an endowment fund in five simple steps:

1. Choose Your Passion: Do you want to impact students’ education? Increase our community’s health? Nurture the arts? We will work with you to select the field of interest, community cause or non-profit organization you want to support forever with your endowed gift.

2. Choose When to Give: Do you want to establish a fund today so you can witness its impact during your lifetime? Would you prefer to defer your gift through a will or other estate planned giving options? The CFCC can help you determine how you can best achieve your charitable goals for your financial situation.

3. Choose What to Give: You can give cash, stocks, property, bequests and/or a variety of other assets.

4. Choose a Type of Fund: The CFCC offers various types of funds to help you fulfill your goals: unrestricted, field of interest, designated, donor-advised and scholarship. Each fund type provides different degrees of participation and flexibility, but all allow you to partner with the CFCC to help us in Making Generosity Last Forever™.

5. Establish Your Legacy: The CFCC will walk you through the necessary paperwork to complete the creation of your fund. We explain the investment and spending policies and other pertinent processes to finalize the initial gifts to your named fund.

Giving
We offer a wide range of gifting options and vehicles that you can use to establish or add to a named charitable fund. Because we are recognized by the Internal Revenue Service as a public charity, donors are provided with the maximum tax benefits allowed by law. Contact us at 812-739-2616 or cf-cc@cf-cc.org to schedule an appointment to explore your giving options.

Volunteering
The CFCC is actively seeking out community members with philanthropic interests to serve as volunteers. We continually reach out to our community and friends of Crawford County to recruit Individuals with an interest in learning more about the CFCC and becoming involved. If your area(s) of expertise and philanthropic interests are aligned with our mission, we encourage you to contact a CFCC Board member or staff person.

CFCC Working Committees

<table>
<thead>
<tr>
<th>Asset Development/Fundraising</th>
<th>Finance/Budget</th>
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<tr>
<td>Building Committee</td>
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<td>Education/Scholarships</td>
<td>Internships</td>
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<td></td>
<td>Investment</td>
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<tr>
<td></td>
<td>Marketing/Publicity</td>
</tr>
<tr>
<td></td>
<td>Office Volunteers (Adult or Student)</td>
</tr>
</tbody>
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Conflict of Interest and Confidentiality
Members of the Board of Directors, volunteers, and staff are committed to observing the highest standards of ethical conduct in the performance of our responsibilities. Our board, our staff, and community volunteers sign a Conflict of Interest and Confidentiality Statement that guide all of our processes and decisions.