



Access to Justice Grant
Attn: Jeff Peter
Office of Judicial Administration
310 SW 10th Ave.; Room 337
Topeka, KS 66612-1507
PeterJ@kscourts.org

1. **Project Title:**

The Batterer Intervention Program of Offender/Victim Ministries.

2. **Project Narrative:**

Project Overview: Offender/Victim Ministries (OVM), a Newton, Kansas 501(c)(3) not-for-profit organization in good standing, seeks \$54,794 from the Kansas Supreme Court’s Access to Justice Grant to expand its Batterer Intervention Program (BIP) project in the 9th Judicial District of Kansas. OVM—which has been in regular operation since 1973 and has run a BIP program continually since 2010—is the sole BIP provider in the 9th Judicial District. OVM’s BIP referrals come from both Harvey and McPherson Counties, and at both the district and municipal court levels. BIP is a longstanding state-recognized program, audited in Kansas by the Attorney General’s Office, designed to address and mitigate domestic violence, and it has been proven incredibly effective at decreasing recidivism at both the state and national levels.

There is a growing demand for BIP services in both Harvey and McPherson Counties; however, OVM is at capacity and presently has a minimum two-month waitlist for referrals. OVM seeks to nearly double its capacity and raise its annual unduplicated individuals served from 115 to 200. With a documented 88% non-recidivism rate for violent crime for individuals who successfully complete BIP across the state, this increased capacity will make a substantial positive impact on the communities of Harvey and McPherson Counties.

Batterer Intervention Program as Legislatively-Recognized Effective Remedy: Batterer Intervention Programs have existed in various forms for over four decades.¹ In 2012, the Kansas Legislature passed the Batterer Intervention Program Certification Act, codifying the Governor’s Domestic Violence Fatality Review Board’s Essential Elements and Standards of Batterer Intervention Programs and accompanying recommendations.² Kansas’s BIP codification and certification program has been an overwhelming success where implemented: in 2016, the Kansas Attorney General’s BIP Advisory Board found

¹ Adams, David. *Certified Batterer Intervention Programs: History, Philosophies, Techniques, Collaborations, Innovations and Challenges*, 5 CLINICS IN FAMILY PRAC. 1 (2003).

² OFF. OF KAN. ATT’Y GEN., *The Essential Elements and Standards of Batterer Intervention Programs in Kansas* 1 (Rev. 2022).

64% of individuals who successfully completed a BIP course had not been arrested for *any* further offenses.³ Additionally, 88% of individuals who successfully completed a BIP course had not been arrested for any violent crime or crime legally identified as a “person” crime.⁴ This trends with national data, in which a 2009 study found that successful BIP completion, on average, results in a 66% non-recidivism rate.⁵

OVM Programming: OVM follows the Batterer Intervention Program Certification Act’s recommendations and prohibitions regarding course programming. After BIP assessment, individuals are assigned a same-gender-only course totaling no more than 12 participants. The course is led by a certified facilitator, who must have a baccalaureate degree, or two years of experience involving direct contact work with victims and have completed 80 hours of mandated BIP training. The course is further staffed by a cofacilitator, who must have completed 40 hours of mandated BIP training. OVM utilizes the Family Peace Initiative BIP Curriculum, which applies Cognitive Behavioral Therapy modality. The course meets once per week, 1.5 hours per week, for a minimum of 24 weeks. To complete the program, participants must log at least 36 hours of courses, as well as complete the necessary satisfactory evaluations by the course facilitator.

These BIP courses are time and labor intensive, both for program providers and participants: and this investment by the participants is likely a major reason for its success. However, this positive for participants is a challenge for program providers, as the time investment for BIP courses and training requirements for facilitators and cofacilitators makes providing these courses difficult without securing significant funding to remunerate appropriately-skilled employees and independent contractors for their labor.

OVM as Area’s Sole BIP Provider: OVM was founded in 1973 as an organization dedicated to addressing issues of incarceration, and rehabilitation both to and within the community. It is engaged in restorative and educational programs for prisoners, and community justice and rehabilitation programs in Harvey and McPherson Counties: including Immediate Intervention Programs for juvenile offenders, truancy deterrence and mediation, and BIP. OVM began its BIP in 2010, complied with the BIP Certification Act when passed in 2012, and has been in good standing providing BIP services continually throughout that time. For 51 years, OVM has been the primary organization providing justice services that address community harm in Harvey and McPherson Counties.

The Kansas Attorney General’s Office keeps a map of each county and judicial district’s access to BIP services. OVM is the only organization in the 9th Judicial District that provides those BIP services.⁶

Our Area’s Need for BIP Services: Harvey and McPherson Counties have far more BIP referrals than OVM can reasonably accommodate. In 2023, OVM served 115 unduplicated individuals in its BIP offerings. As of the date of this application, OVM anticipates it will

³ OFF. OF KAN. ATT’Y GEN.: BATTERER INTERVENTION PROGRAM ADVISORY BD., *BIP Program Evaluation Study Report* 3 (2016).

⁴ *Id.*

⁵ Aldarondo, Etiony. *Assessing the Efficacy of Batterer Intervention Programs in Context*, Presentation at the NAT’L INST. OF JUSTICE, at 13 (Nov. 2009).

⁶ KAN. ATT’Y GEN. OFF., *Kansas BIPs by Judicial District*, available at: https://www.ag.ks.gov/docs/default-source/directories/map-of-kansas-batterer-intervention-programs-by-judicial-district.pdf?sfvrsn=a9bfc71a_50

exceed this number, and currently has a waitlist of a minimum of two months for referrals. Both Harvey and McPherson Counties' Community Corrections and Court Services report they regularly refer individuals to Sedgwick and Reno counties for their BIP, as OVM's waitlist is too long to comply with Court orders and probation schedules. While OVM has no numerical data regarding referrals from these agencies to other BIP providers, both Harvey and McPherson Counties' Community Corrections and Court Services agencies state they refer away at least as many individuals as they refer to OVM due to OVM's current waitlist. Between those comments and the waitlist itself, OVM conservatively estimates there to be, on average, at least 115 *more* individuals per year who need BIP services that cannot have those needs met in Harvey and McPherson Counties and must travel elsewhere. OVM is using this conservative estimation when calculating its request in this grant application.

OVM maintains a policy of not denying any referrals. While the OVM BIP program has not turned away any referral to date, it is nearing a point of considering prioritizing its geographic area to McPherson and Harvey Counties over other out-of-area referrals. Since 2020, several organizations in neighboring jurisdictions have ceased operation, no longer providing BIP services to their communities.⁷ OVM is nearing a crossroads where it must consider either changing its policies regarding BIP referrals or expand to service the need. OVM's request from the access to justice funds would allow it to do the latter and expand to provide these necessary services.

OVM's Goal, and Request: OVM seeks to increase its capacity for BIP services from approximately 115 to 200 unduplicated individuals per year.

Currently, OVM's BIP staff consists of its full-time Executive Director; its part-time BIP director, who is the primary provider of BIP courses; one part-time support staff employee; and two independent contractors.

OVM seeks to expand this staff in this grant application to include:

- an additional 30-hour per week part-time BIP Provider focused solely on BIP assessments and group course facilitation,
- one additional independent contractor, to provide co-facilitation of BIP group courses two times per week and provide BIP assessments, and
- to expand the availability of its support staff an additional ten hours per week.

After a review of its current programming and historical costs, OVM believes this expansion and its focus on BIP assessments and group courses will result in the projected increased capacity.

Participants Served: Statistically, most BIP participants are low-income men, aged under 30, and with a history of substance abuse.⁸ But BIP program success does not just impact men: one in four women and one in seven men, across all demographics, have been victims

⁷ Of note are Reno County District Court and Hutchinson Municipal Court, both of whom account for the largest increase in our out-of-area referrals.

⁸ Yarbrough, David, et al. *Socio-Demographic Indicators of Intervention Program Completion with the Male Court-Referred Perpetrator of Partner Abuse*, 28 J. OF CRIM. JUSTICE 517 (2000).

of severe physical violence by an intimate partner.⁹ These national statistics hold true in Harvey and McPherson Counties. Preventing domestic violence wherever it appears in OVM's area positively impacts a significant number of both men and women, across race, class, and gender demographics. OVM believes, based on the information gained during assessments and referral documentation, that the majority of its referrals are at or below 150% of the federally-established poverty level.

3. **Funding amount requested:**

\$54,794

4. **If your proposed project aligns with one or more of the grant priority areas referenced in section II(g) above, please list which area(s) and explain how your project fits that area:**

This project aligns with the grant priority need to focus on addressing unmet legal needs, and this project does not duplicate existing services for which other funds are available. Additionally, this project will serve Harvey and McPherson Counties.

Harvey and McPherson Counties are underserved for individuals subject to court requirements to participate in a BIP course, and OVM is the only provider for those courses. Individuals who are referred out of area have transportation and additional time requirements placed on them, and due to the large percentage of low-income participants, these requirements are burdensome and can result in failure from BIP courses for indigency. OVM has grant programs for indigent referrals specifically to curb and prevent poverty-based failure in its BIP offerings.

This project will not duplicate existing services for which other funds are available. OVM has sought funding from all known sources to expand its BIP program, and Harvey and McPherson Counties are still underserved. If awarded, this funding would be transformational in expanding a much-needed program which has been historically difficult to fully fund.

5. **What types of cases will this project address (e.g., domestic, eviction, debt collection)?**

Criminal and domestic. Overwhelmingly, OVM's BIP referrals come from criminal cases at both the district and municipal level. However, there are occasional referrals from domestic cases, specifically: Protection from Abuse, Divorce, Child in Need of Care, and Paternity cases.

⁹ Black, Michele, et al. *The National Intimate Partner and Sexual Violence Survey: 2010 Summary Report*. NAT'L CENT. FOR INJURY PREVENTION AND DISEASE CONTROL (2011).

6. **Is this project new? If not, how long has this project been in existence?**

This project is not new. OVM began its BIP program in 2010 and it has been continually in existence since then.

7. **If you have operated a project of this type in the past, please list statistical or other data that identifies the project's track record of success.**

Please see Attachment 8, which is a historical graph of unduplicated successful BIP completion by OVM participants. Since it began offering BIP services in 2010, OVM has averaged 118 unduplicated individuals who have successfully completed a BIP course per year. See also the Kansas Attorney General's Statewide List of Certified BIP Program Providers, which lists OVM amongst its approved providers.¹⁰

8. **What eligibility criteria will you apply to determine who will receive services through your project?**

OVM does not turn away any referrals for BIP services. Instead, OVM strives to the best of its ability to accept all BIP referrals from Harvey and McPherson district and municipal courts. Because of that, we have no eligibility requirements, and OVM's only threshold is its capacity to accommodate those referrals.

9. **How many people do you expect to serve through this project during the grant period?**

OVM's BIP program plans to expand to an estimated minimum of 200 unduplicated referrals after the proposed positions are hired.

10. **If there is a greater demand for project services than you can meet, what criteria will you use to prioritize who receives services?**

There currently exists greater demand for BIP services than OVM can meet. OVM maintains a policy of not turning away any referrals. As a practical matter, this results in OVM providing the referring court an estimation of when the individual could be placed in a BIP class. If the referring court does not accept this timeline, they seek BIP services elsewhere.

11. **If you are proposing offering services at a self-help center, please list the district court self-help center location(s) and number of hours you would provide at the center on a monthly basis.**

N/A

¹⁰ Available at: https://ag.ks.gov/docs/default-source/directories/statewide-list-of-certified-batterer-intervention-programs.pdf?sfvrsn=d5cdbel1a_4

12. **If you are willing to provide remote legal services at district self-help centers throughout the state, please list the number of hours you would provide on a monthly basis.**

N/A

13. **How will the project's results be evaluated?**

The project's results will be evaluated both internally by our BIP director, and externally by the State of Kansas.

Internally, our BIP director reviews program results following the conclusion of each BIP course. Specifically: a) the course's completion percentage; b) the number of classes each participant required for completion of the course; c) whether there were any unique barriers to completion by any participant that should be evaluated on a program-wide level;¹¹ and d) the reviews and comments from participants taken by survey following the course.

Externally, as a State-certified BIP agency, OVM is subject to biennial review and recertification by the Kansas Attorney General's Office. The biennial renewal certification is an 86-question audit of OVM's BIP program and requires documentation of OVM's compliance with continuing education requirements of its providers, cooperation between OVM and agencies that handle domestic-violence based issues, and professional licensure. OVM has remained compliant and in good standing with the Attorney General's Office since Kansas passed the Kansas Batterer Intervention Program Certification Act in 2012.

14. **Have you ever received access to justice grant funds for this project in the past? If so, identify the year(s) in which funds were received, the number of persons served through the project in the relevant year.**

OVM has not received access to justice grant funds in the past.

15. **What is the total estimated cost for this project during the grant period from all funding sources?**

\$150,461

¹¹ For example, OVM—and most BIP programs across the State—utilize the Family Peace Initiative BIP Curriculum, which applies Cognitive Behavioral Therapy (CBT) modality. CBT is ineffective for those with cognitive impairments and intellectual challenges both organic and inorganic. There is a recent BIP curriculum development from the House of Ruth in Maryland that does not utilize CBT, and OVM is looking to integrate that curriculum for those whom CBT would not be effective.

16. **If this project will not be fully funded by ATJ grant funds, what are your other sources of funding for the project?**

All OVM programs are funded through a mix of individual, organizational, and corporate donors, alongside organizational and governmental grants. Its BIP offerings have historically been supported by donors, and by cooperative grants between the Kansas Department of Corrections and the 9th Judicial District Community Corrections (OVM’s portion of this 2023 grant award: \$6,850). OVM also collects participant fees for its BIP groups on an income-based sliding scale, with a maximum fee of \$125 per BIP assessment and \$25 per BIP class session. In 2023, OVM collected \$11,390 in program fees, while providing grants or write-offs in the amount of \$5,450. Due to the income-based sliding scale and the socioeconomic status of the population it serves, most of OVM’s BIP referrals were provided courses either at a greatly reduced rate or without charge.¹²

17. **Project budget breakdown – in the chart below, list project totals for each category, using whole dollar amounts.**

Item	ATJ	Other	Total
Personnel Costs			
Professional salaries	\$35,880	\$35,880	\$71,760
Support salaries	\$7,540	\$18,850	\$26,390
Employee Benefits	\$3,322	\$4,187	\$7,509
Independent Contractors	\$5,200	\$15,800	\$21,000
Total personnel costs	\$51,942	\$74,717	\$126,659
Non-personnel costs			
Capital expenditures	\$0	\$7,200	\$7,200
Non-capital expenditures	\$0	\$0	\$0
Supplies	\$2,852	\$0	\$2,852
Travel	\$0	\$0	\$0
Insurance	\$0	\$4,000	\$4,000
Audit	\$0	\$2,500	\$2,500
Telephone/communications	\$0	\$1,800	\$1,800
Other	\$0	\$5,450	\$5,450
Total Non personnel costs	\$2,852	\$20,950	\$23,802
Total	\$54,794	\$95,667	\$150,461

¹² OVM’s fee system for its BIP operations are nominal, and account for a nominal portion of OVM’s budget. If required for Access to Justice funding, OVM will waive its fee structure for participants at or below 150% of the federal poverty level.

18. **Budget narrative – explain how you will use the requested funds for each of the categories shown below. If a category does not apply, write “N/A.” If you will use funds to pay salaries, include the names and titles of employees or contractors who will be funded through the grant (if known).**

a. **Personnel costs**

- i. **Professional salaries:** OVM presently pays it part-time BIP coordinator \$23/hr. for 30 hours per week. It seeks to hire another BIP provider focused on BIP assessments and group courses at the same rate.
- ii. **Support salaries:** OVM presently pays one part-time support staff \$14.50 per hour for 15 hours per week. It seeks to either expand that employee’s time commitment, or hire another part-time support staff, for an additional ten hours per week.
- iii. **Employee benefits:** OVM requests 7.65% of the BIP provider’s and support staff’s salary to cover FICA tax:
- iv. **Independent Contractors:** OVM presently remunerates its independent contractors \$50 per group class. Each independent contractor averages two group classes per week over the year (2 classes/wk, 52 weeks, \$50/class = \$5,200/year). OVM seeks to expand to add one additional independent contractor at this rate.

b. **Non-personnel costs**

- i. **Capital expenditures:** OVM contributes \$7,200 per year in rent and utilities for its office space at a rate of \$600 per month.
- ii. **Non-capital expenditures:** N/A
- iii. **Supplies:** OVM requests \$2,852 in grant funds for supplies for its additional BIP provider, support staff, and independent contractor, including:
 - Two Dell Inspiron laptop computers at \$1,300 each (\$2,600 total); and
 - Smartsheets Pro software at \$7 per user per month for three users for one year (\$252 total).
- iv. **Travel:** N/A
- v. **Insurance:** OVM contributes \$4,000 per year for organizational and professional liability.
- vi. **Audit:** OVM contributes \$2,500 per year for its annual 360 wraparound audit.
- vii. **Telephone/communications:** OVM contributes \$1,800 per year for internet and telephone services and access.
- viii. **Other:** OVM contributes \$5,450 in grants and other access services to BIP referrals who face hardships attending BIP assessments and courses due to indigency.

19. **Certification**

I, Todd Lehman, Executive Director of Offender/Victim Ministries, certify that:

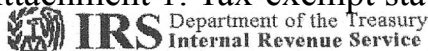
- a) OVM is an income tax exempt, non-governmental organization;
- b) OVM provides *pro bono* dispute resolution, community mediation, and justices services addressing community harm;
- c) OVM will use grant funds to provide services to individuals and families will use grant funds to provide services to individuals and families who meet the following income qualifications:
 - i. for programs or projects that provide brief legal advice or information to pro se litigants, individuals and families at any income level. Programs or projects that fall under this income eligibility framework must not exceed 25% of the applicant's proposal;
 - ii. for all other programs or projects, or for brief advice services that exceed 25% of an applicant's proposal, individuals and families at or below 150% of the federally established poverty level.

Executed this 17th day of June, 2024.



Todd Lehman, Executive Director

Attachment 1: Tax-exempt status



Cincinnati Service Center
CINCINNATI OH 45999-0038
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Input Op: 0256521935 00008505

In reply refer to: 0255121935
Feb. 08, 2021 LTR 4168C 0
48-0799786 000000 00
Input Op: 0256521935 00008505
BODC: TE

OFFENDER VICTIM MINISTRIES INC
209 S PINE ST
NEWTON KS 67114

033869

Employer ID number: 48-0799786
Form 990 required: Y

Dear Taxpayer:

We're responding to your request dated Feb. 01, 2020, about your tax-exempt status.

We issued you a determination letter in 10/1973, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c)(03).

We also show you're not a private foundation as defined under IRC Section 509(a) because you're described in IRC Sections 509(a)(1) and 170(b)(1)(A)(vi).

Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106, and 2522.

In the heading of this letter, we indicated whether you must file an annual information return. If you're required to file a return, you must file one of the following by the 15th day of the 5th month after the end of your annual accounting period:

- Form 990, Return of Organization Exempt From Income Tax
- Form 990EZ, Short Form Return of Organization Exempt From Income Tax
- Form 990-N, Electronic Notice (e-Postcard) for Tax-Exempt Organizations Not Required to File Form 990 or Form 990-EZ
- Form 990-PF, Return of Private Foundation or Section 4947(a)(1) Trust Treated as Private Foundation

According to IRC Section 6033(j), if you don't file a required annual information return or notice for 3 consecutive years, we'll revoke your tax-exempt status on the due date of the 3rd required return or notice.

You can get IRS forms or publications you need from our website at www.irs.gov/forms-pubs or by calling 800-TAX-FORM (800-829-3676).

If you have questions, call 877-829-5500 between 8 a.m. and 5 p.m.,

In reply refer to 0255121935
Feb. 08, 2021 LTR 4168C 0
48-0799786 000000 00
Input Op: 0255121935 00008506
800C; TE

0255121935
Feb. 08, 2021 LTR 4168C 0
48-0799786 000000 00
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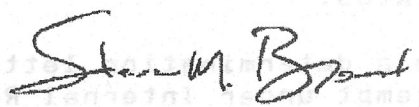
OFFENDER VICTIM MINISTRIES INC
209 S PINE ST
NEWTON KS 67114

OFFENDER VICTIM MINISTRIES INC
209 S PINE ST
NEWTON KS 67114

local time, Monday through Friday (Alaska and Hawaii follow Pacific time).

Thank you for your cooperation.

Sincerely yours,



Steve M. Brown, Operations Manager
Operations 3-CIN

We also thank you for not a private foundation as defined under IRC Section 501(c)(3) because you're described in IRC Sections 509(a)(1) and 509(a)(2)(A).
Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible deductions, legacies, bequests, transfers, or gifts under IRC Sections 2055, 2104, and 2522.
In the heading of this letter, we indicated whether you must file an annual information return. If you're required to file a return, you must file one of the following by the 15th day of the 5th month after the end of your annual accounting period:

Form 990-E, Return of Corporate Income
Form 990-B, Return of Corporate Income
Form 990-PF, Return of Private Foundation or Section 501(c)(3) Trust Treated as Private Foundation
Form 990-N, Electronic Notice (e-postcard) for Tax-Exempt Organizations Not Required to File Form 990 or Form 990-EZ
Form 990-N, Electronic Notice (e-postcard) for Tax-Exempt Organizations Not Required to File Form 990 or Form 990-EZ
According to IRC Section 6333(i), if you don't file a required annual information return or notice for 3 consecutive years, we'll revoke your tax-exempt status on the date of the 3rd required return or notice.
You can get IRS forms or publications you need from our website at www.irs.gov/forms-pubs or by calling 800-TAX-FORM (800-829-3676).
If you have questions, call 877-829-5500 between 8 a.m. and 5 p.m.

Not For Profit Corporation Annual Report



1. Corporation Name: OFFENDER/VICTIM MINISTRIES, INC.
2. Business Entity ID No.: 0916643
3. Tax Closing Date: December 2022
4. State of Incorporation: KS
5. Official Mailing Address:
209 S Pine St , Newton KS 67114
6. Location of Principal Office:
209 S Pine St , Newton KS 67114

**Electronic File Stamp
Information:**

Filed

- Date:06/02/2023
- Time:
02:34:46 PM

7. Officers:

Leia Lawrence - Treasurer or equivalent (This officer is also a member of the governing body)
1507 Dakota Rd McPherson, KS 67460

Michelle Coffman - President or equivalent (This officer is also a member of the governing body)
712 Wedgewood Dr NEWTON, KS 67114

Joseph Uhlman - Secretary or equivalent (This officer is also a member of the governing body)
316 N Commercial Ave Sedgwick, KS 67135

8. Governing Body:

Gary Flory - 525 E Woodside St McPherson, KS 67460
Nikaila Sandate - 400 Poplar St Box 186 Newton, KS 67114
Leia Lawrence - 1507 Dakota Rd McPherson, KS 67460
Leroy Hershberger - 4102 S Herren Rd Hutchinson, KS 67501
Michelle Coffman - 712 Wedgewood Dr NEWTON, KS 67114
Karin Kaufman Wall - PO Box 235 North Newton, KS 67117
Rob Simon - 1736 N Womer Dr Wichita, KS 67203
Justin Soriano - 1311 E Arlington Dr Park City, KS 67219
Joseph Uhlman - 316 N Commercial Ave Sedgwick, KS 67135
Kimberly Richtig - 6 Pheasant Run Rd Hesston, KS 67062

9. Does this corporation/organization have the authority to issue stock? No

10. Total number of members: 425

11. Does this corporation hold more than 50% equity ownership in any other business entity that is on file with the Kansas Secretary of State? No

12. Does this corporation own or lease land in Kansas suitable for use in agriculture? No

"I declare under penalty of perjury pursuant to the laws of the state of Kansas that the foregoing is true and correct."

Executed on June 02, 2023

Signature of Authorized Signer: Todd Lehman

Title/Position of the signer: Executive Director

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**RESTATED
BYLAWS**

OF

OFFENDER/VICTIM MINISTRIES, INC.

a Kansas Nonprofit Corporation

501(c)(3) Public Charity

15 **ARTICLE I**
16 **PURPOSES AND LIMITATIONS**

17 The Corporation is organized and will be operated exclusively for charitable, religious,
18 educational and scientific purposes within the meaning of Sections 501(c)(3), 170(c)(2)(B),
19 2055(a)(2) and 2522(a)(2) of the Internal Revenue Code of 1986, as amended or the corresponding
20 section of any future United States Internal Revenue Law (the “Code”), including, for such
21 purposes, the making of distributions to organizations that qualify as exempt organizations
22 described in Section 501(c)(3) and 170(c)(2) of the Code. The Corporation’s purposes include,
23 but are not limited to, any purposes set forth specifically in its Articles of Incorporation, as may
24 from time to time be amended (the “Articles”).

25 To further the Corporation’s purposes and mission, the Corporation will have and exercise all
26 of the powers conferred by the provisions of the Kansas General Corporation Code, as may from
27 time to time be amended (the “KGCC”), not outside the scope of the Articles.

28 No part of the net earnings of the Corporation may inure to the benefit of, or be distributable
29 to its Directors, trustees, officers or other private persons, except that the Corporation will be
30 authorized and empowered to pay reasonable compensation for services rendered and to make
31 payments and distributions in furtherance of the purposes set forth in the Articles.

32 No substantial part of the activities of the Corporation may be the carrying on of propaganda,
33 or otherwise attempting to influence legislation, and the Corporation will not participate in or
34 intervene in (including the publishing or distribution of statements), any political campaign on behalf
35 of or in opposition to any candidate for public office.

36 Notwithstanding any other provisions herein, the Corporation will not carry on any activities
37 not permitted to be carried on: (a) by an organization exempt from federal income tax under section
38 501(a) of the Code, as an organization described in section 501(c)(3) of the Code; (b) by a corporation
39 operating as a supporting organization within the meaning of section 509(a)(3) of the Code; and/or
40 (c) by an organization, contributions to which are deductible under sections 170(c)(2), 2055(a)(2) or
41 2522(a)(2) of the Code.

42 **ARTICLE II**
43 **MEMBERS**
44

45 2.1 Members. The Corporation will have voting members (“Voting Members”)
46 who will be admitted as set forth in Section 2.2. The Voting Members will elect the Board of the
47 Corporation (the “Board”) at the annual meeting of the Voting Members and fulfill all other duties
48 as may be required under the Bylaws, the Articles and the KGCC.

49 2.2 Admission to Membership. Voting Members shall be those persons who
50 support the purpose of the Corporation with financial contributions and/or serve as a volunteer in
51 any of the Corporation’s programs. Chartered institutions, business organizations and any
52 organized church or fellowship or any other group of persons organized for a common purpose
53 may be members.

54 2.3 Membership Dues. There will be no membership dues.

55 2.4. Annual or Regular Meetings. The annual meeting of the Voting Members will
56 be held during the month of February of each year, or at such date as the Board may determine,
57 which meeting will be held for the purpose of electing the Board of the Corporation. If the day
58 fixed for the annual meeting is a legal holiday, such meeting will be held on the next succeeding
59 business day or at such other date and time as will be designated from time to time by the Board
60 and stated in the notice of the meeting. The annual meeting may be held either within or outside
61 the State of Kansas. The Voting Members may provide, by resolution, the time and place, either
62 within or without the State of Kansas, for the holding of regular meetings, either monthly or bi-
63 monthly, without notice other than such resolution.

64 2.4 Special Meetings. A special meeting of Voting Members may be called by the
65 President, by a majority of the Directors, or by a majority of the Voting Members in accordance
66 with the KGCC. Only those matters that are within the purpose or purposes described in the
67 meeting notice required by these Bylaws may be conducted at a special meeting of Voting
68 Members.

69 2.5 Written Consent. Any action required to be taken or any action which may be
70 taken at any annual, regular or special meeting of the Voting Members, may be taken without a
71 meeting, without prior notice and without a vote, if a consent in writing, setting forth the action so
72 taken, will be signed by all the Voting Members entitled to vote thereon. Any such writing or
73 writings will be filed with the minutes of the proceedings of the Voting Members.

74 2.6 Notice. Notice of any meeting, stating the place, day and hour of the meeting,
75 and, in the case of a special meeting, the purpose(s) for which the meeting is called, will be
76 delivered or given to each Voting Member in writing not less than ten (10) days nor more than
77 sixty (60) days before the date of the meeting. Notice of a special meeting may be delivered
78 personally or mailed, sent by facsimile transmission or e-mail, to the address, facsimile number or
79 e-mail address for the Voting Member as it appears on the records of the Corporation. If mailed,
80 such notice will be deemed to be delivered when deposited in the United States mail in a sealed
81 envelope so addressed, with postage thereon prepaid.

82 2.7 Waiver of Notice. A Voting Member may waive any notice required by these
83 Bylaws, before or after the date and time stated in the notice. The waiver must be in writing,
84 signed by the Voting Member entitled to the notice, and delivered to the Corporation for inclusion
85 in the minutes or filing with the corporate records. A Voting Member's attendance at a meeting
86 waives objection to lack of notice or defective notice of the meeting, unless the Voting Member at
87 the beginning of the meeting objects to holding the meeting or transacting business at the meeting
88 and waives objection to consideration of a particular matter at the meeting that is not within the
89 purpose or purposes described in the meeting notice, unless the Voting Member objects to
90 considering the matter when it is presented.

91 2.8 Quorum and Voting. The Voting Members present will constitute a quorum for
92 the transaction of business at any meetings of the Voting Members. Each Voting Member in good
93 standing and present at any such meeting of the Voting Members will be entitled to one (1) vote
94 upon each matter submitted to a vote at any such meeting. Voting by proxy will not be permitted.

95 Voting by written ballot will not be required at a meeting of the Voting Members, but may be
96 utilized at the request of one or more Voting Members.

97 2.9 Meetings by Conference Telephone or Similar Communications Equipment. A
98 Voting Member may participate in any meeting of the Voting Members by means of a conference
99 telephone or similar communications equipment by means of which all persons participating in
100 the meeting can hear each other, and participation in a meeting pursuant to this subsection will
101 constitute presence in person at such meeting.

102 2.10 Manner of Acting. Except as otherwise provided herein, the act of the majority
103 of the Voting Members present or represented by proxy at a meeting of the Voting Members at
104 which a quorum is present and entitled to vote on the subject matter will be the act of the Voting
105 Members unless a greater number is required under the KGCC. Notwithstanding the foregoing,
106 the act of the majority of all of the Voting Members, regardless of whether or not present at the
107 meeting, will be required to approve any proposal for (1) the dissolution and/or liquidation of the
108 Corporation, (2) the sale of substantially all of the Corporation’s assets, (3) any merger transaction
109 in which the Corporation would not be the surviving entity, or (4) any material change in the
110 fundamental purposes of the Corporation.

111 2.11 Compensation. Voting Members will not receive any compensation for serving
112 as a Voting Member. No Voting Member will receive compensation for any personal services
113 rendered unless otherwise approved by vote of the Directors on the Board (the “Directors”).

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**ARTICLE III
BOARD OF DIRECTORS**

117 3.1 General Powers. Other than such rights, if any, reserved for Members, under
118 these Bylaws, the Articles, or the KGCC, the affairs of the Corporation will be managed by the
119 Board.

120 3.2 Number. The number of Directors may be changed from time to time by
121 amendment of these Bylaws, provided that the number of Directors will be set at not less than three
122 (3) and no more than fifteen (15). No decrease in the number of Directors will have the effect of
123 decreasing the term of any incumbent Director.

124 3.3 Election, Class and Term, Term Limits. The Directors will be elected at either
125 (a) the annual meeting of the Voting Members or (b) at any meeting of the Directors in accordance
126 with the procedures for regular annual election of Directors. Directors elected at any meeting of
127 the Directors will be subject to re-election at the next annual meeting of the Voting Members.

128 At each annual meeting, Directors will be elected for a term of three (3) years expiring with
129 the annual meeting of the Voting Members occurring the third year thereafter. In the event that a
130 disproportionate number of Directors’ terms will expire in the same year, in order to provide for
131 staggered terms of office, the Board of Directors may, at any meeting of the Directors in
132 accordance with the procedures for regular annual election of Directors, vote to shorten a
133 Director’s term.

134 Directors may serve up to three (3) consecutive terms after which they must remain off the
135 Board of Directors for a minimum of one (1) year. If a Director is elected to fulfill an existing
136 Director's term, the new Director shall be eligible to finish that term and be re-elected to serve two
137 additional full terms.

138 3.4 Annual and Regular Meetings. The annual meeting of the Board will be held
139 within ninety (90) days following the annual meeting of the Voting Members, which meeting will
140 be held for the purpose of the transaction of such other business as may come before the meeting.
141 If for any year the day fixed for the annual meeting is a legal holiday, such meeting will be held
142 on the next succeeding business day. The Board may provide, by resolution, the time and place,
143 either within or without the State of Kansas for the holding of regular meetings, other than the
144 annual meeting, without notice other than such resolution.

145 3.5 Special Meetings. Special meetings of the Board may be called by the President
146 or by any two Directors. The person or persons calling a special meeting of the Board may fix any
147 place in the United States, either within or without the State of Kansas, as the place for holding the
148 special meeting of the Board called by them.

149 3.6 Notice; Waiver of Notice. Notice to the Directors of a special meeting of the
150 Board will be given at least five (5) days prior to the meeting and may be delivered personally, by
151 mail, by facsimile transmission or e-mail, to the address, facsimile number or e-mail address for
152 each Director as it appears on the records of the Corporation. If mailed, such notice will be deemed
153 to be delivered when deposited in the United States mail in a sealed envelope so addressed, with
154 postage thereon prepaid. If sent by facsimile or e-mail, such notice will be deemed to be delivered
155 when transmitted, with reasonable evidence of successful transmission. A Director may waive any
156 notice required by these Bylaws, before or after the date and time stated in the notice, by written
157 waiver signed by such Director, which waiver will be included in the minutes or filing with the
158 corporate records. A Director's attendance at a meeting waives objection to lack of notice or
159 defective notice of the meeting, unless the Director at the beginning of the meeting objects to
160 holding the meeting or transacting business at the meeting because the meeting is not lawfully
161 called or convened.

162 3.7 Quorum and Voting. A majority of the Directors on the Board will constitute a
163 quorum for the transaction of business at any meetings of the Board; provided that if less than a
164 majority of the Directors are present at said meeting, a majority of the Directors present may
165 adjourn the meeting from time to time without further notice. Each Director present will be entitled
166 to one (1) vote upon each matter submitted to a vote at any such meeting.

167 3.8 Manner of Acting. The act of the majority of the Directors present at a meeting
168 of the Directors at which a quorum is present will be the act of the Board, except with respect to
169 any action of the Board requiring a higher level of approval under the Articles or KGCC.

170 3.9 Attendance by Telephone Conference or Similar Communications Equipment.
171 Directors may participate in a meeting of the Board by means of conference telephone or similar
172 communications equipment whereby all persons participating in the meeting can hear each other,
173 and participation in a meeting in this manner will constitute presence in person at the meeting.

174 3.10 Action by Unanimous Consent. Any action, which is required to be or may be
175 taken at a meeting of the Directors, may be taken without a meeting if consents in writing, setting
176 forth the action so taken, are signed by all of the Directors. The consents will have the same force
177 and effect as a unanimous vote at a meeting duly held.

178 3.11 Removal; Vacancies. The Voting Members may, with or without cause,
179 remove one or more Directors elected by them. A vacancy on the Board occasioned by the death,
180 incapacity, resignation or removal of a Director may be filled at any meeting of the Directors in
181 accordance with the procedures for regular annual election of Directors. Any Director elected to
182 fill a vacancy on the Board will serve a term expiring as of the scheduled expiration date of the
183 term of his or her predecessor.

184 3.12 Compensation. Directors as such will not receive any compensation for their
185 services in such capacity, but by resolution of the Board may be reimbursed for their expenses of
186 attendance at meetings of the Board; provided, that nothing herein contained will be construed to
187 preclude any Director from serving the Corporation in any other capacity and receiving reasonable
188 compensation for personal services actually rendered.

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ARTICLE IV COMMITTEES OF THE BOARD

192 4.1 Committees Generally. The Board, by resolution adopted by a majority of the
193 Directors in office, may designate and appoint one or more committees of the Board, each of which
194 will consist of one or more Directors which committees, to the extent provided in such resolution,
195 will have and exercise the authority of the Board in the management of the Corporation. Other
196 committees not having and exercising the authority of the Board in the management of the
197 Corporation may be designated and appointed by a resolution adopted by a majority of the
198 Directors present at a meeting at which a quorum is present. The delegation of authority to any
199 committee will not operate to relieve the Board or any member of the Board from any
200 responsibility imposed by law.

201 4.2 Executive Committee. The Board, by resolution adopted by a majority of the
202 Directors in office, will designate and appoint an Executive Committee of four or more Directors.
203 The President will serve as Chair of the Executive Committee. The Executive Committee will
204 meet monthly. The Executive Committee will possess and may exercise any and all powers of the
205 Board in the management and affairs of the Corporation provided that all actions of the Executive
206 Committee will be subject to the paramount power of the Board and will not conflict with any
207 expressed policies of the Board, except that the Executive Committee will not have the power or
208 authority of the Board to engage in the following acts:

209 (a) Authorize distributions to members, Directors, officers, agents or
210 employees except in exchange for value received;

211 (b) Approve or recommend to members the dissolution or merger of the
212 Corporation, or the sale, pledge or transfer of all or substantially all of the Corporation's
213 assets;

214 (c) Elect, appoint or remove Directors or fill vacancies on the Board or on any
215 of its committees; or

216 (d) Adopt, amend or repeal the Articles or these Bylaws.

217 The Executive Committee will keep a complete record of its activities and regularly report them
218 to the Board at every meeting thereof. All action taken by the Executive Committee will be subject
219 to revision, alteration or change by the Board, provided that rights of third persons will not be
220 affected thereby.

221 4.3 Financial Resiliency Committee. The Financial Resiliency Committee shall
222 consist of at least a chair and two other directors, one of whom shall be the Secretary. The primary
223 function of the Financial Resiliency Committee will be to ensure the continued financial health of
224 the organization through planning, research, and coordinating fundraising. The Financial
225 Resiliency Committee must meet at least twice per year. The Financial Resiliency Committee's
226 duties and powers are as follows:

227 (a) coordinate the development of an overall plan and a three-year capital
228 expenditure plan which has been provided by management and approved by the Board of
229 Directors. The Investment and Finance Committee will assure that all proposed capital
230 expenditures will identify the anticipated source of financing and the objectives of the
231 expenditures;

232 (b) coordinate and schedule fundraising drives and events as it deems prudent
233 and beneficial;

234 (c) monitor the annual operating budget of the Corporation. The Committee
235 shall also maintain oversight responsibility of the annual auditing process of the financial
236 activities of the Corporation, and shall also have internal auditing power to exercise at it
237 deems appropriate;

238 (d) Develop and make recommendations to the Board to pursue any objective
239 that will increase the overall health and longevity of the organization.

240 4.4 Board Recruitment/Retention Committee. The Board Recruitment/Retention
241 Committee shall consist of at least a chair and two other directors, one of whom shall be the
242 Secretary. The primary function of the Board Recruitment/Retention Committee will be to ensure
243 the Board is filled with an appropriate number of skilled, willing, and competent Directors. The
244 secondary function of the Board Recruitment/Retention Committee is to provide continued
245 education and training to existing Directors to ensure appropriate management and governance of
246 the organization. The Board Recruitment/Retention Committee must meet at least twice per year.
247 The Board Recruitment/Retention Committee's duties and powers are as follows

248 (a) Identify and recommend potential candidates for Directors of the
249 organization to the Board, consistent with these Bylaws;

250 (b) Review the status of existing Directors to identify Directors are in
251 compliance with these Bylaws and Articles of Organization;

252 (c) Identify and develop Board-enrichment training or events to fulfill the
253 Committee's primary and secondary functions, and to make any recommendations to the
254 Board to further develop those functions.

255 4.5 Ad-Hoc Committees. The President of the Board shall annually appoint the
256 chair of those committees. These committees shall be charged with specific tasks from the
257 President, and shall only be active in each calendar year where the chair has charged them with
258 tasks. Upon the first time in each calendar year these ad-hoc committees are charged with tasks,
259 the President of the board shall appoint at least three committee members, including a chair. Each
260 active ad-hoc committee shall meet as often as directed by each committee's respective chair.

261 4.6 Absence. The Board may designate one or more Directors as alternate members
262 of any committee, who may replace any absent or disqualified member at any meeting of the
263 committee. In the absence or disqualification of a committee member, the other committee
264 members present at any meeting and not disqualified from voting, whether or not such members
265 constitute a quorum, may unanimously appoint another member of the Board to act at the meeting
266 in the place of any such absent or disqualified member. A disqualified member is a committee
267 member who has been removed pursuant to the provisions of this Article or who no longer meets
268 the qualifications required to serve on the committee.

269 4.7 Notice; Waiver of Notice. Notices or Waivers of Notice for all regular or special
270 meetings of any committee will be given in accordance with requirements for regular or special
271 meetings, as applicable, of the entire Board.

272 4.8 Recordkeeping. All committees will, unless otherwise directed by the Board,
273 keep regular minutes of the transactions at their meetings and will cause them to be recorded in
274 books kept for that purpose in the office of the Corporation and will report the same to the Board
275 at its next meeting. The Secretary or an Assistant Secretary of the Corporation may act as Secretary
276 of the committee if the committee or the Board so requests.

277 4.9 Meetings by Conference Telephone or Similar Communications Equipment.
278 Members of a committee may participate in a meeting of the committee by means of conference
279 telephone or similar communications equipment whereby all persons participating in the meeting
280 can hear each other, and participation in a meeting in this manner will constitute presence in person
281 at the meeting.

282 4.10 Committee Action Without a Meeting. Any action which is required to be or
283 may be taken at a meeting of any committee may be taken without a meeting if consents in writing,
284 setting forth the action so taken, are signed by all of the members of the committee. The consents
285 will have the same force and effect as a unanimous vote at a meeting duly held.

286 4.11 Term of Office. Each committee member will continue to serve in such
287 capacity for so long as he or she continues to meet the qualifications for membership on the
288 committee (including, if applicable, membership on the Board), unless such committee member is
289 sooner terminated, resigns or is removed from such committee by the Board.

290 4.12 Chair. One member of each committee will be appointed chair of the committee
291 as designated by the committee members or as designated by the Board, except that the President
292 will serve as Chairman of the Executive Committee.

293 4.13 Removal; Vacancies. A member of a committee may be removed with or
294 without cause by action of the Board (excluding such committee member for purposes of such
295 action, if applicable). A vacancy on a committee occasioned by the death, incapacity, resignation
296 or removal of a committee member will be filled in accordance with the procedures for regular
297 election or appointment of a committee member. Any committee member elected or appointed to
298 fill a vacancy on a committee will serve a term expiring as of the scheduled expiration date of the
299 term of his or her predecessor.

300 4.14 Quorum. Unless otherwise provided in the resolution of the Board designating
301 a committee, a majority of the whole committee will constitute a quorum and the act of a majority
302 of the members present at a meeting at which a quorum is present will be the act of the committee.

303 4.15 Participation by Non Members. Although a committee may permit a non-
304 Director or other person who is not a member of the committee to participate in a committee
305 meeting, no person who is not a member of the committee will have any right to vote on any action
306 taken by the committee.

307 4.16 Rules. Each committee may adopt rules for its own governance not inconsistent
308 with these Bylaws or with rules adopted by the Board.

309 **ARTICLE V**
310 **OFFICERS**

311 5.1 Elected Officers. The elected officers of the Corporation will be a President, a
312 Vice President, a Secretary and a Treasurer. The Corporation may also have such other officers,
313 both active and honorary, as the Board may from time to time deem advisable. The President shall
314 serve as Chair of the Board. Such officers will be elected by the Board at its annual meeting, and
315 they will hold office until their successors are elected at the next annual meeting of the Board and
316 are elected and qualified, unless they earlier die, resign, or are removed from office. Any person
317 may simultaneously hold more than one office.

318 5.2 Appointed Officers. The President may appoint, with the approval of the Board,
319 such assistant secretaries and assistant treasurers as he may deem necessary or advisable.

320 5.3 Duties of President. The President will be the chief executive officer of the
321 Corporation and he or she will preside at all meetings of the Board. He or she may execute all
322 contracts, deeds and other instruments for and on behalf of the Corporation and will do and perform
323 all other things for and on behalf of the Corporation as the Board will authorize and direct. He or
324 she will enjoy and discharge generally such other and further rights, powers, privileges and duties
325 as customarily relate and pertain to the office of President.

326 5.4. Duties of the Vice President. The Vice President will fulfill the role of President,
327 including but not limited to chairing meetings of the Board, in the absence of the President. The

328 Vice President would also be expected to move into the role of President at the conclusion of the
329 President's term.

330 5.5. Duties of Secretary. The Secretary will cause to be kept complete and correct
331 minutes of all meetings of the Board. He or she will cause to be issued notices of all meetings in
332 accordance with these Bylaws or as required by law.

333 When authorized and directed by the Board, he or she will execute with the President all
334 contracts, deeds, and other instruments for and on behalf of the Corporation. The Secretary will be
335 the legal custodian of all books, deeds, instruments, papers, and records of the Corporation, the
336 inspection of which will be permitted at all reasonable times by any Director or executive officer of
337 the Corporation.

338 The Secretary will attend to such correspondence as may be incidental to his or her office, and
339 will perform all other duties and discharge all other responsibilities which customarily relate and
340 pertain to the office of Secretary.

341 5.6. Duties of Treasurer. The Treasurer will cause to be kept accurate and complete
342 books and records of all receipts, disbursements, assets, liabilities, and financial transactions of the
343 Corporation.

344 The Treasurer will cause to be deposited all monies, securities, and other valuable effects of
345 the Corporation in such depositories as the Board will authorize and direct and, whenever requested
346 to do so by the President or the Board, will prepare and submit written statements, reports and
347 accounts fully and accurately reflecting the assets, liabilities, and financial transactions and condition
348 of the Corporation.

349 The Treasurer will perform such other and further duties as the Board may from time to time
350 direct, and he or she will perform all other duties and discharge all other responsibilities that
351 customarily relate and pertain to the office of Treasurer.

352 The Treasurer will be released and discharged of all liabilities and responsibility for any
353 monies, securities, and other assets of value committed by the Board to the custody of any person
354 over whom he will have no direction or control.

355 5.8. Resignation and Removal. Any officer of the Corporation may resign by delivering
356 a written resignation to the Corporation at its principal office or to the Chairman of the Board, the
357 President or the Secretary. Such resignation will be effective upon receipt unless it is specified to
358 be effective at some other time or upon the happening of some other event. Any officer of the
359 Corporation may be removed from office by the Board with or without cause, but such removal
360 will be without prejudice to the contract rights, if any, of the person so removed. Election or
361 appointment of an officer does not in itself create contract rights.

362 5.9. Vacancies. Vacancies in any elected office occasioned by the death, resignation,
363 or removal of any officer will be filled by the Board, and such person or persons elected to fill
364 such vacancy or vacancies will serve for the unexpired term of his predecessor and until a successor
365 is elected and qualified, or until such officer's earlier death, resignation or removal.

366 5.10. Compensation. The compensation of the officers, if any, will be fixed from time
367 to time by the Board, and no officer will be prevented from receiving such compensation by reason
368 of the fact that he is also a Director of the Corporation; provided, however, that such compensation
369 will include only reasonable compensation for personal services actually rendered.

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ARTICLE VI GENERAL PROVISIONS

373 6.1 Contracts. The Board may authorize any officer or officers, agent or agents, to
374 enter into any contract or execute and deliver any instrument in the name of and on behalf of the
375 Corporation, and such authority may be general or confined to specific instances. Notwithstanding
376 the foregoing, unless otherwise limited by the Board, the President of the Corporation will have
377 the power and authority to execute on behalf of and bind the Corporation with respect to contracts
378 in the ordinary course of the Corporation's business and activities.

379 6.2 Loans. No loans may be contracted on behalf of the Corporation and no
380 evidences of indebtedness may be issued in its name unless authorized by the Board. Such
381 authority may be general or confined to specific instances. The Corporation is prohibited from
382 making loans (excluding advances made for legal defense made pursuant to Article VII) to its
383 Directors or officers under any circumstances.

384 6.3 Checks, Drafts, etc. All checks, drafts or other orders for the payment of money,
385 notes or other evidences of indebtedness issued in the name of the Corporation will be signed by
386 such officer or officers, agent or agents of the Corporation and in such manner as may from time
387 to time be determined by the Board.

388 6.4 Deposits. All funds of the Corporation will be deposited from time to time to
389 the credit of the Corporation in such banks, trust companies or other depositories as the Board may
390 select.

391 6.5 Custodians. The Board may from time to time designate a bank, trust company
392 or depository as custodian of the funds and properties of the Corporation, which custodian will
393 maintain a record of all receipts, expenditures, income and expenses of the Corporation and/or
394 perform such ministerial duties as the Board by written direction may instruct. The custodian may
395 receive fees for its services as may from time to time be agreed upon by the Board and the
396 custodian.

397 6.6 Agents and Attorneys. The Board may appoint such agents, attorneys and
398 attorneys-in-fact of the Corporation as it may deem proper, and may, by written power of attorney,
399 authorize such agents, attorneys or attorneys-in-fact to represent it and for it and in its name, place
400 and stead, and for its use and benefit to transact any and all business which said Corporation is
401 authorized to transact or do by the Articles, and in its name, place and stead, and as its corporate
402 act and deed, to sign, acknowledge and execute any and all contracts and instruments, in writing
403 necessary or convenient in the transaction of such business as fully to all intents and purposes as
404 said Corporation might or could do if it acted by and through its regularly elected and qualified
405 officers.

406 6.7 Fiscal Year. The Board will have the power to fix and from time to time change
407 the fiscal year of the Corporation. In the absence of contrary action by the Board, the fiscal year
408 of the Corporation will begin on the first day of January in each year and end on the last day of
409 December in each year.

410 6.8 Interpretation. The terms “include,” “including” and similar terms shall be
411 construed as if followed by the phrase “without being limited to.” The term “or” has, except where
412 otherwise indicated, the inclusive meaning represented by the phrase “and/or.” The words
413 “hereof,” “herein,” “hereby,” “hereunder,” and similar terms in these Bylaws refer to these Bylaws
414 as a whole and not to any particular provision or section of these Bylaws. The masculine gender,
415 when used throughout these Bylaws, will be deemed to include the feminine.

416 6.9 Electronic Communications and Signatures. Electronic communications,
417 records and signatures may be used in connection with all matters contemplated by these Bylaws
418 except to the extent prohibited by applicable law. Except as may be specifically set forth herein,
419 the parties may use and rely upon electronic communications, records and signatures for all
420 notices, waivers, consents, undertakings and other documents, communications or information of
421 any type sent or received in connection with the matters contemplated by these Bylaws. An
422 electronically transmitted (but not oral) document will be deemed to satisfy any requirement under
423 these Bylaws or applicable law that such document be “written,” “in writing” or the like. An
424 electronic signature or electronically transmitted signature by any person on any document
425 (properly authenticated) will be deemed to satisfy any requirement under these Bylaws or
426 applicable law that such document be “signed” or “or executed” by such person. An electronic
427 transmittal or communication (but not oral) of a document will constitute delivery of such
428 document. None of the Corporation, any Director or Member may contest the authorization for,
429 or validity or enforceability of, electronic records and electronic signatures, or the admissibility of
430 copies thereof, under any applicable law relating to whether certain agreements, files or electronic
431 records are to be in writing or signed by the party to be bound thereby.

432 6.10 Conflicts of Interest Policy. The Board will adopt a Conflicts of Interest Policy
433 to govern conflicts of interest situations that may arise from time to time among the Corporation,
434 Directors, and Corporation employees, officers and agents.

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436 6.11 Indemnification of Officers and Directors

437 The Corporation will indemnify and protect any Director, officer, employee or agent of the
438 Corporation, or any person who serves at the request of the Corporation as a Director, officer,
439 employee, member, manager or agent of another corporation, partnership, limited liability
440 company, joint venture, trust, employee benefit plan or other enterprise, for any threatened or
441 pending action, suit or proceeding, by reason of the fact that such person is or was serving in such
442 capacity, against expenses judgments, and amounts paid in settlement actually and reasonably
443 incurred by such person in connection with such action, suit or proceeding, including attorneys
444 fees, to the fullest extent permitted by the laws of the State of Kansas.

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**ARTICLE VII
PROPERTY DEVOTED TO CORPORATE PURPOSES**

448 All income and properties of the Corporation will be devoted exclusively to the purposes
449 as provided in the Articles and these Bylaws. The Board may adopt such policies, regulations and
450 procedures governing the management and/or disbursement of funds for such purposes as in its
451 opinion are reasonably calculated to carry out such purposes as set forth in the Articles and these
452 Bylaws.

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**ARTICLE VIII
AMENDMENTS**

455 These Bylaws may be altered, amended or repealed, and new Bylaws may be adopted, by
456 the affirmative vote of a majority of all Directors then in office at a meeting of the Board called
457 for that purpose.

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Attachment 4: OVM's Current Fiscal Year Budget

Offender/Victim Ministries - 2024 Operating Budget

Description		FY 2024
INCOME		
	Individual Donations	\$45,000
	Program Fees	\$10,000
	Business/Civic Donations	\$20,000
	Special Events	
	Miscellaneous Income	
	Foundations/ Government Grants	\$103,000
	Investment Withdrawal	\$27,000
Total Income		\$205,000
EXPENSE		
Operations		
	Audit	\$2,500
	Auto/Mileage	\$1,000
	Equipment	\$750
	Insurance	\$4,000
	Communications	
	Marketing/Promotion	\$400
	Website	\$250
	Printing/Copy	\$600
	Postage	\$700
	Phone	\$1,800
	Office Supplies	\$1,000
	Software & Computer Supplies	\$1,800
	Prof Fees	
	Consultant	
	Office space	\$7,200
	Training - Staff & Volunteers	\$1,000
	Special Events	\$2,000
	Travel	
	Miscellaneous Expense	\$1,000
Total Operations		\$26,000
Personnel/Staffing		
	Professional Staff (85 hrs)	\$93,202
	Administrative Staff (40 hrs)	\$43,860
	Contractors	\$26,458
	Benefits	\$15,480
Total Personnel/Staffing		\$179,000
Total Expense		\$205,000
Total Income		\$205,000
Balance		\$0
Operating Reserve		\$0

Municipal Court



Carrie M. Smith

Probation/Diversion Officer

201 E 6th. PO Box 426

Newton, Kansas 67114-0426

p: 316-284-6057 · f: 316-284-6102

June 14, 2024

To Whom It May Concern:

I am writing in support of the grant application being submitted by Offender Victim Ministries for additional funding to expand their BIP services. The Newton Municipal Court is privileged to have a strong partnership with Offender Victim Ministries (OVM) in providing intervention programs to clients convicted of misdemeanor offenses.

I am currently supervising 27 clients who are attending the Batterer's Intervention Program, or who are scheduled to complete assessments at OVM within the next 45 days. I appreciate the work that OVM does in completing accurate assessments, and screening individuals to receive the appropriate services.

In the spring of 2020, OVM suspended in-person BIP groups and moved all services to an online web-based format. This format has remained in place through the present. I am anxious for OVM to begin offering in-person groups again, both for the benefit of individuals who are not technologically proficient, but also for the integrity of the group process.

Additional staff will be crucial to increased groups and services, as the current staff is already taxed in their responsibilities. Support staff and administrative aides will be very beneficial to the work that I do, in order to obtain information about the clients I am supervising via monthly progress reports on each individual client. Addressing violations in a timely manner is proven to be more effective in accountability with clients, so timeliness in responding to requests for information will aid in accomplishing that goal. One area of concern for our court staff is timely completion of assessments and response time with requests for information. I am hopeful that additional funding can provide resolution to these concerns.

I appreciate your time in considering the grant application and in reading my letter. I am in support of Offender Victim Ministries receiving additional funds to aid in the intervention and accountability of individuals in the criminal justice system.

Sincerely,

A handwritten signature in blue ink that reads "Carrie M. Smith".

Carrie M. Smith

END # 95072
PREVIOUS# 94987
AUTH.# (UMR) B0429BA2301036

**Endorsement to
Certificate No. NI 9000 - 23
DECLARATIONS**

**PROFESSIONAL LIABILITY INSURANCE
issued to the
NATIONAL ASSOCIATION OF SALARIED PROFESSIONALS PURCHASING GROUP, INC.**

EVIDENCE OF INSURANCE effected with certain
UNDERWRITERS AT LLOYD'S, LONDON
PARTICIPATION HEREON: 100%

Named Assured:
OFFENDER/VICTIM MINISTRIES, INC.
Offender/Victim Ministries, Inc.
209 South Pine Street
Newton KS 67114

**MISCELLANEOUS E&O PROFESSIONAL LIABILITY INSURANCE
LIMITS OF LIABILITY:**

Each claim: \$1,000,000.00
Aggregate: \$1,000,000.00
Deductible \$1,000.00 each claim
Retroactive Date: May 25, 2017

PREMIUM (Including endorsements): \$1,600.00
Service charge: \$50.00
Purchasing Group Tax for KS @ 6% \$99.00
TOTAL PREMIUM (Including Taxes & Fees): \$1,749.00

Special Conditions: Notice of Claim:
See Attached Schedule of Forms and Endorsements Karbal, Cohen, Economou, Silk & Dunne
200 South Wacker Drive, Suite 2550, Chicago, Illinois 60606
Wording - Miscellaneous Professional Liability ATR Service of Suit:
Lloyd's America Inc. Attn: Legal Department
280 Park Avenue, East Tower 25th Floor, New York, NY
10017

PERIOD OF INSURANCE:

From **July 23, 2023** 12:01 a.m. to **July 23, 2024** 12:01 a.m.

In consideration of the additional premium paid and in reliance upon the statements in the application attached hereto, the above specified member is an Assured under the Certificate of Insurance issued to the National Association of Salaried Professionals Purchasing Group, Inc. of Illinois by Underwriters at Lloyd's, London (not incorporated) for the period of insurance and limits of liability specified above. All other terms, conditions, and exclusions of the Certificate are unchanged.

This certifies that the attached Certificate is a true copy of the original document issued.

All other terms, conditions, limits and exclusions remain unchanged.
Attached to and forming part of Certificate No.: NI 9000 - 23

Dated: July 25, 2023

UNDERWRITERS AT LLOYD'S, LONDON
Complete Equity Markets, Inc.

By *Lawrence T.P. Molloy*

Lawrence T.P. Molloy

This policy is issued by an insurer not authorized to do business in Kansas and, as such, the form, financial condition, and rates are not subject to review by the Commissioner of Insurance and the insured is not protected by any guaranty fund.

Knudsen Monroe & Company LLC

512 N. Main St, Newton, Kansas 67114-2229

316 283-5366 • 316 283-8379 Fax

INDEPENDENT ACCOUNTANT'S REVIEW REPORT

Board of Directors
Offender/Victim Ministries, Inc.
Newton, Kansas

We have reviewed the accompanying financial statements of Offender/Victim Ministries, Inc. (a nonprofit organization), which comprise the statements of financial position as of December 31, 2022 and 2021, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

We are required to be independent of Offender/Victim Ministries, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review.

Accountant's Conclusion

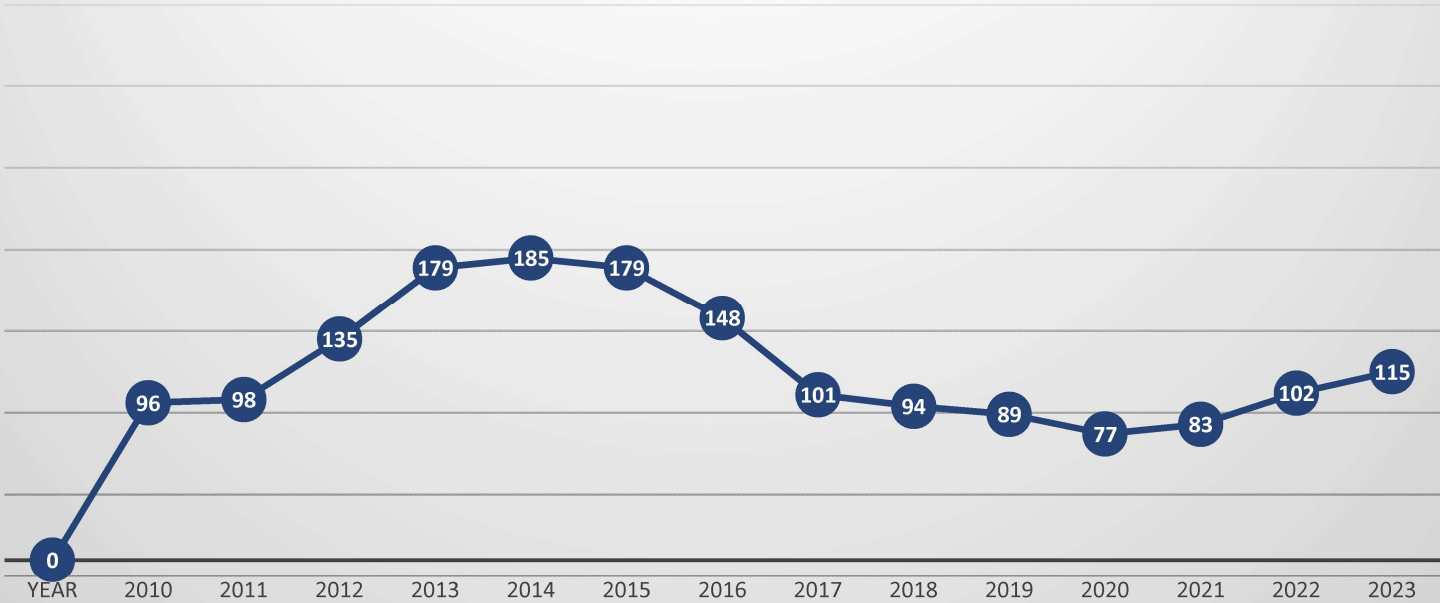
Based on our reviews, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

Knudsen, Monroe + Company, LLC

Certified Public Accountants

October 25, 2023

OVM: Unduplicated BIP Individuals Served by Year Since Program Inception



Year 2010 2011 2012 2013 2014 2015 2016
2017 2018 2019 2020 2021 2022 2023