

## Resolve to Advance the Sector in 2014

*Registration open for KY Nonprofit Day at the Capitol*

Nonprofit executives are a busy bunch - often pulled in many diverse directions as they lead their organizations. Public policy and advocacy may not ever make it to the to-do list of some nonprofit leaders and even if it does make an appearance, it can be easily pushed aside because of more pressing issues like raising money and implementing programs. But as KNN member, Dianna Ross of Sarah's Place Women's Resource Center, Sandy Hook, said on a recent Nonprofit Sector Advocacy Council virtual meeting: "We have to make time." And she's right. The issues are too important.

As your nonprofit thinks about its 2014 goals, please put engaging in public policy and advocacy on the list. One way to do this is to join with other nonprofits from across Kentucky at the Ninth Annual KY Nonprofit Day at the Capitol on Thursday, January 30. The day offers a great opportunity to be seen and heard in Frankfort. The day's activities include a legislative breakfast, special announcement in the Rotunda and lunch with legislative leaders to learn about the top issues facing the General Assembly and more. Another way to engage in public policy and keep informed on the issues is to participate in the Nonprofit Sector Advocacy Council that convenes online for free, virtual meetings and is open to anyone interested in the public policy issues facing nonprofits.

"Given the political climate, economy and threats facing our sector, it's critical that we educate our policymakers about the work and economic impact of nonprofits," said Danielle Clore, KNN executive director. "We never want to be in the position of having to ask a stranger for a favor, so now is the time for us to come together and build relationships with our legislators."

Visit [www.kynonprofitvoice.org](http://www.kynonprofitvoice.org) to learn more.



*Secretary Audrey Tayse Haynes speaks to luncheon attendees at the 2013 KY Nonprofit Day at the Capitol*

### 2014 Day at the Capitol Agenda

**7:30 AM – 9:30 AM**

**Legislative Breakfast**

Visit with legislators over breakfast in the Capitol Annex Cafeteria

**9:30 AM – 10:30 AM**

**Special Announcement and Group Photo in the Capitol Rotunda**

**12:00 PM – 1:45 PM**

**Networking Luncheon**

Hear from special guests and network with your colleagues. Boxed lunch will be provided.

**9:30 AM – 4:30 PM**

**Government In Action**

Take advantage of activities throughout the day

- o Capitol tours
- o Committee meetings (a schedule will be provided)
- o Gallery passes for the House or Senate (starting at 2:00 PM)
- o Schedule personal visits with legislators and/or staff (on your own)

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## Nonprofit Leadership, Innovation Recognized at the 2013 Forum

The 11th Annual Kentucky Nonprofit Leadership Forum, held October 22-23, 2013, was the largest ever with nearly 300 participants from across the Commonwealth. Nonprofit leaders connected during two days of information-packed sessions and celebrated three deserving award recipients.

The Innovative Nonprofit Award, sponsored by the Kentucky Bar Foundation, was presented to **GreenHouse17** (formerly Bluegrass Domestic Violence Program) who is committed to ending intimate partner abuse and its impact on families and



*L to R: Stu Silberman, KNN chair; Gwen Smallenburg, KY Bar Foundation, Todd Horstmeyer, KY Bar Foundation; Darlene Thomas, GreenHouse17; Corissa Phillips, GreenHouse17; Eileen O'Brien, KY Bar Foundation; Danielle Clore, KNN*

our community. The organization was selected for the award for its farm program, which provides an agriculture-based healing environment to meet the needs of victims of intimate partner abuse as they strive to find healing and rebuild their lives as survivors. The unique farm

program empowers clients with information, resources and access to self-sufficiency options, including micro-enterprise opportunities.

**Florence Tandy** was selected as the recipient of the 2013 Distinguished Nonprofit Leadership Award sponsored by Energy Insurance Agency and Travelers Insurance. In a volatile funding environment, Tandy led the Northern Kentucky Community Action Commission to expansion



*L to R: Mark Kelder, Energy Insurance; Danielle Clore, KNN; Florency Tandy, Northern KY Community Action Commission; Cynthia Grant, Northern Kentucky Community Action Commission; John Inderstrod, Travelers Insurance; Stu Silberman, KNN*

of programs such as early childhood education, housing, energy assistance, senior employment, family services,

homeless case management and economic development. Tandy has been with NKCAC for eight years and has 25 years of leadership and management experience with nonprofit organizations.



*L to R: Danielle Clore, KNN; Lindy Karns, Chrysalis House; Becky Phillips, Mountjoy Chilton Medley; Lisa Minton, Chrysalis House; Stu Silberman, KNN*

**Lindy Karns**, board president of Chrysalis House of Lexington, was selected as the recipient of the 2013 Outstanding Board Leadership Award sponsored by Mountjoy Chilton Medley. Karns, a Certified Public Accountant for Blue and Co.,

has held a variety of roles on standing and ad-hoc committees with Chrysalis House, including those for construction and renovation of facilities, fundraising, risk management, governance and finance. Karns successfully led the board and staff through a tumultuous year when a federal grant was lost. Karns helped secure funding from state sources, worked with staff to cut expenses and challenged the board to improve fundraising efforts.

Congratulations to this year's award recipients! Save the date for next year's Forum on October 28-29, 2014.

### Thank You, KNN Inc. Donors

- |                     |                     |
|---------------------|---------------------|
| Crowe Foundation    | Stuart Silberman    |
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*Gifts received July 1, 2013 - December 18, 2013*

# 2013 Kentucky Nonprofit Leadership Forum



## Thank you to the 2013 Forum Award Sponsors



## Thanks to Exhibitors at the 2013 Kentucky Nonprofit Leadership Forum

- APS Communications \*
- Balance Creative
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- Bluegrass Mailing, Data and Fulfillment Services \*
- Center for Nonprofit Excellence \*
- CivChoice \*
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- Executive Funding Solutions \*
- Indiana Wesleyan University \*

- Kentucky Nonprofit Network \*
- Kentucky Purchasing Cooperative
- Lexington Public Library
- Mountjoy Chilton Medley \*
- Mutual of America \*
- Pinnacle Productions \*
- Ray, Foley, Hensley & Company, CPAs \*
- SouthEast Printing and Mailing Service \*
- Traditional Bank
- Travelers Insurance Companies \*
- University of Kentucky Martin School of Public Policy and Administration \*
- \* denotes KNN member

## One of Your Nonprofit's New Year's Resolutions - Review Your Employee Handbook

*Your employee handbook is a living document - resolve to review it quarterly*

by Kelley Helgeson, SPHR, EMBA, Mountjoy Chilton Medley



Whether you have a small or large organization, human resources (HR) policy manuals are a necessity. Having these manuals in place will prevent wasted hours spent resolving HR issues rather than meeting the overall objectives of the organization. HR handbooks and/or policy manuals communicate an understanding between employees and their employers on topics such as their rights, obligations and the business environment. They are also a tool for supervisors and managers to lead in a fair and consistent manner.

Moreover, well-written HR policies can help establish good-faith effort in the compliance of federal, state and local regulations on topics such as equal opportunity employment, the Family and Medical Leave Act (FMLA) and harassment. A written policy on performance appraisal can go

a long way to establishing a commitment to nondiscriminatory practices in these and other areas. And, of course, it serves as protection against lawsuits and increases your odds of prevailing in any that do arise.

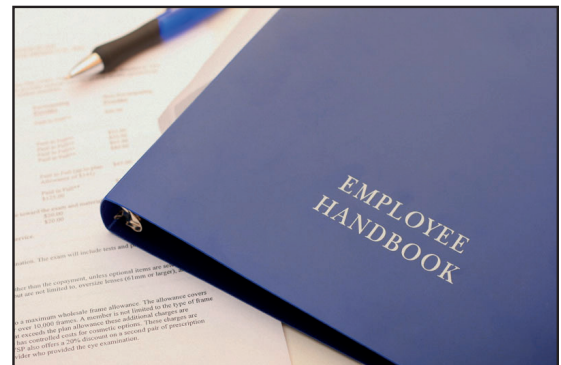
### Begin with an outline

Creating an outline of topics to incorporate into your HR policy handbook is a good place to start. Make sure to address topics required under federal, state and local labor laws and add specifics customized to your organization and mission. Here is an example of topics to include:

- **Introduction** - Leader message, mission, vision, values
- **Employment statements** - At-will employment, equal opportunity employer, non-discrimination and harassment, ADA, arbitration, confidentiality
- **General Policies** - Conduct and behavior, dress code, attendance
- **Communications** - Media inquiries, email usage, social media
- **Employment Information** - Application, classifications, employment verification, workdays, breaks and meal periods, time reporting, employment of relatives or significant others
- **Compensation** - Paydays, work week, deductions and taxes, direct deposit, overtime
- **Benefits** - Enrollment period and eligibility, medical, dental, vision, short and/or long-term disability, life insurance, flexible spending accounts, pension or 401(k), COBRA
- **Training, development and continuing education** - Orientation, corrective action
- **Time off** - Vacation days, sick days, personal days, holidays, bereavement leave, Jury duty, witness duty or court appearances, time off to vote, workers' compensation, tardiness and absenteeism, reporting absences from work
- **Performance appraisal and rate increases** - Process, performance as it relates to rewards
- **Safety and security** - criminal background checks, credit checks, drug free workplace, accidents & injuries, safety and workplace violence, emergency management

The above is just a sample and does not represent an all-inclusive list of topics to be covered in your organization's manual. When finalizing your HR manual, be mindful that it doesn't include language that obligates you into a contractual relationship with employees.

After you have drafted your HR handbook, have it reviewed by an HR specialist or employment attorney and edit it as recommended. Finally, consider your well-written HR handbook a living document. That is, it requires consistent review and updating to retain its value as a tool to practice success - review and update it regularly.



# Add a D&O Check-Up to Your List of Resolutions for 2014!

by Chris Cannaley, Account Executive, Travelers Insurance



## Top 5 Reasons Your Nonprofit MUST Have the Appropriate Directors and Officers Liability Coverage

1. Anyone involved in the management of a nonprofit organization – including directors, officers, employees and volunteers – could be held personally liable for errors or omissions involved in the management of the organization.
2. The protections afforded by the Volunteer Protection Act are limited and don't fully protect the directors or officers of nonprofits who may be on the receiving end of a lawsuit. The Act does not provide for the cost of defense, nor does it apply to harm caused by gross negligence or reckless misconduct.
3. Nonprofit organizations and their directors and officers can be sued for a range of issues including fiduciary duty breaches, failure to fulfill the organization's nonprofit mission, misuse of donor-restricted funds, or improper conduct of volunteers or employees. These suits and the associated costs can jeopardize your organization's mission and existence.
4. Nonprofit organizations may be more at risk of litigation than for-profit companies, as 63 percent of nonprofit organizations reported a D&O claim within the past 10 years compared to 27 percent for private companies.
5. Legal fees and damages resulting from nonprofit directors and officer claims often exceed the organization's liquid net assets, which may prevent the organization from indemnifying directors and officers and serving the community.

If your nonprofit doesn't have D&O liability coverage or simply wants to check up on your existing coverage to be certain you are appropriately insured, KNN's partner Energy Insurance Agency can help. Contact Barry A. Schwartz at (859) 543-3050 or bschwartz@energyinsagency.com for more information.

News You Can Use

## KNN Welcomes New Member Services Coordinator!



KNN is excited to welcome Jonathan Kohn, new Member Services Coordinator. A native of Buffalo, NY, Jon graduated from Widener University in Chester, Pennsylvania with a bachelor's degree in Government and Politics and is currently studying at UK's Martin School of Public Policy and Administration for an MPA in Nonprofit Management.

Jon is primarily responsible for recruitment and retention of KNN members. "I'm eager to use my experience to help strengthen Kentucky's nonprofit sector and am hopeful that my background in membership and in public policy will serve to make the future just a bit brighter for the Commonwealth's nonprofits."

Jon's previous experience includes five years working in membership organizations where he worked to build internal organizational capacity and a total of nine years working in nonprofits. Please contact him at jonathan@kynonprofits.org if he can be of any assistance to your organization.

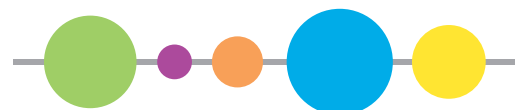
## Why Join KNN?

"I feel good knowing that I am a member of a strong network of nonprofit organizations and that there is someone always looking out for our best interests."

- Carol Ison, Director, Cowan Community Center, Whitesburg

## Join Today!

kynonprofits.org/join  
(859) 963-3203



## Giving Days - Part of Your Fundraising Plan in 2014?

The data is proof -- online giving is here to stay and should be considered as an important component of your overall fund development plan. In addition to a prominent donate now button on your website and compelling email solicitations, efforts like Kentucky Gives Day and Giving Tuesday are also tools to consider adding to your organization's online fundraising toolbox.

KNN will proudly host the second annual **Kentucky Gives Day** on **Wednesday, April 9**. This online fundraising bonanza provides an opportunity for Kentuckians and beyond to join together to raise as much money as possible for participating charities in 24 hours. Charities and Kentucky Gives Day media partners drive potential donors to the [kygives.org](http://kygives.org) website to make donations. Gifts designated to nonprofits will be distributed by the Razoo Foundation, KNN's donor-advised fund partner for Kentucky Gives Day, less a 5.9% fee to cover credit card processing, website hosting and event management fees - making Kentucky Gives Day one of the most affordable ways to raise money for your mission. In addition, there are opportunities for randomly drawn "golden tickets" and other prize incentives throughout the day, including prizes for overall dollars raised. Participation in Kentucky Gives Day is open to any 501 (c) 3 charitable nonprofit headquartered or providing services in Kentucky. KNN offers many resources to help your nonprofit make the most of this affordable fundraising opportunity, including online resources and free webinars. Participate in one of the free informational session listed below to learn more.

A diversified fundraising plan is the key. Direct mail is certainly is not dead; face to face solicitation is always a good investment; and special events have their place in your fundraising strategy too - but online giving should now also be a part of the mix. 2014 and Kentucky Gives Day provide your nonprofit with the perfect opportunity to launch or expand your online giving efforts.



## Resources to Prepare for KY Gives Day on April 9, 2014

Want to make the most out of KY Gives Day 2014? Join us for the following FREE webinars to get tools and tips to fully leverage KY Gives to raise funds for your nonprofit. Register today at [kynonprofits.org](http://kynonprofits.org)!

### Intro to KY Gives Day Webinar

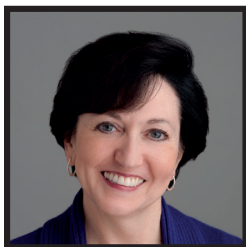
**\*for new participants**

- January 10, 10:30 am EST
- January 16, 2:00 pm EST
- January 24, 2:00 pm EST

### Let's Do It Again! Webinar

**\*for Returning KY Gives Day Participants**

- January 10, 2:00 pm EST
- January 16, 10:30 am EST
- January 24, 10:30 am EST



### Webinar: How to Have An Awesome KY Gives Day

**\*for KY Gives Day participants only**

Join Lori L. Jacobwith, master storyteller, fundraising coach and trainer, for a high-energy, interactive webinar to learn what to do to make this year's Kentucky Gives Day amazing!

February 6, 2014, 10:30am-11:30am EST

# Upcoming Calendar of Events

Register today at [www.kynonprofits.org](http://www.kynonprofits.org)

## Featured Events

### Webinar: Funding Opportunities Provided by the Kentucky Bar Foundation

Date: January 14, 2014  
 Time: 10:30 am EST  
 Cost: FREE!

### Webinar: Steele-Reese Foundation - Guide to Grants for Appalachian KY Public Schools

Date: January 15, 2014  
 Time: 2:00 pm  
 Cost: FREE!

### Webinar: Perspectives on Kentucky Fiscal Future

*Join us to hear perspectives on Kentucky's budget issues from Bryan Sunderland, KY Chamber of Commerce and Jason Bailey, KY Center for Economic Policy*  
 Date: January 22, 2014  
 Time: 3:00 pm EST  
 Cost: FREE!

### Ninth Annual KY Nonprofit Day at the Capitol

Date: January 30, 2014  
 Time: 7:00 am - 4:30 pm  
 Cost: \$25 for KNN members, \$40 for potential members

### Webinar: Boards 101

Date: February 25, 2014  
 Time: 5:30pm  
 Cost: FREE for KNN members, \$30 for potential members

### Webinar: Intro to KY Gives Day

*\*for new participants*  
 Date: January 10, 2014  
 Time: 10:30 am EST  
 Cost: FREE!

### Let's Do It Again! Webinar

*\* for Returning KY Gives Day Participants*  
 Date: January 16, 2014; January 24, 2014  
 Time: 2:00 pm EST  
 Cost: FREE!

### Webinar Series: From Audit to Redesign - The Complete Nonprofit Website Toolkit

*sponsored by PromptSite*

Dates: January 28, 2014; February 11, 2014; February 25, 2014; March 11, 2014; March 25, 2014  
 Time: All sessions last from 1:00 pm - 2:30pm EST



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News You Can Use

# Upcoming Calendar of Events

News You Can Use

## Other Events

### Webinar: Gearing Up for KY Nonprofit Day at the Capitol

*New to this event? Want to hear the latest on the day's agenda? Join us to learn how to make the most of your day in Frankfort.*

Date: January 27 2014  
 Time: 3:00 pm EST  
 Cost: FREE!

### Webinar: How to Have An Awesome KY Gives Day

*\*For KY Gives Day participants only  
 Join Lori L. Jacobwith, Master Storyteller, Fundraising Coach & Trainer, for a high-energy, interactive webinar to learn what to do to make this year's Kentucky Gives Day amazing!*

Date: February 6, 2014  
 Time: 10:30 am EST  
 Cost: FREE!

### Ways You Can Save Webinars

*Learn about KNN time and money-saving benefits!*  
 Dates, January 23, 2014; February 20, 2014; March 20, 2014; April 17, 2014; May 15, 2014  
 Time: 10:30 am EST  
 Cost: FREE!

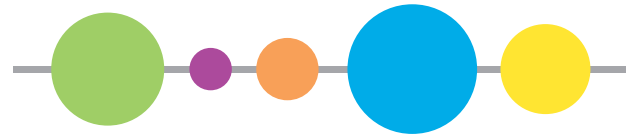
### Webinar: How to Use the Principles and Practices Tools to Strengthen Your Organization

Date: March 11, 2014  
 Time: 10:30 am  
 Cost: FREE!

### KY Gives Day

Date: April 9, 2014  
 Time: 12:00 am - 11:59 pm EST  
 Cost: FREE to participate!

**Register for KNN events today at [kynonprofits.org](http://kynonprofits.org)**



## Apr

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## May

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## KNN Moves to New Office Space

Continuing down the path to sustainability, the Kentucky Nonprofit Network, Inc. has made the move to a new office.

KNN received tax-exempt status from the IRS in January. With support of the University of Kentucky College of Agriculture, Food and Environment, KNN's generous home for many years, we now focus more on the public policy issues that impact nonprofits and those we serve.



KNN staff Jonathan Kohn, Whitney Wilgus and Danielle Clore stand in front of the doors to their new office.

Please update your records to reflect KNN's new contact information:

Kentucky Nonprofit Network, Inc.  
 PO Box 24362  
 Lexington, KY 40524  
 Phone (859) 963-3203  
 Fax: (859) 534-3310

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859-396-8654 [leeellen@insightbb.com](mailto:leeellen@insightbb.com)

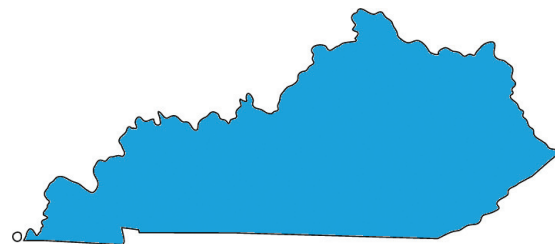
**Become a Best Practices Partner Today!**

Make the commitment to promote and implement best practices that encourage efficient, effective and ethical operations to best meet community needs.

Join today at [kynonprofits.org](http://kynonprofits.org)!

## Your Voice Needs to Be Heard Join Us for KY Nonprofit Day at the Capitol

**Date:** Thursday, January 30, 2014  
**Time:** 7:30 am - 4:30 pm  
**Location:** State Capitol, Frankfort, KY  
**Cost:** \$25 for KNN members, \$40 for potential members



### 2014 Day at the Capitol Partners



Your organization can become a Day at the Capitol partner.  
 Email [Emailus@kynonprofits.org](mailto:Emailus@kynonprofits.org) for more information or check out [kynonprofitvoice.org](http://kynonprofitvoice.org) for more information.

**Business & Corporate Partners**

APS Communications, Lexington  
 Ashley|Rountree and Associates, Louisville  
 Bluegrass Mailing, Data and Fulfillment Services, Lexington  
 CivChoice, Lexington  
 CoventryCares of Kentucky, Louisville  
 Crowe Horwath, Lexington  
 Deming, Malone, Livesay & Ostroff, Louisville  
 DonorPerfect Fundraising Software, Horsham  
 Energy Insurance Agency, Lexington  
 Executive Funding Solutions, LLC, Fishersville  
 First Nonprofit Companies, Chicago  
 LGE & KU, LLC, Louisville  
 Mountjoy Chilton Medley, Louisville  
 Mutual of America, Florence  
 Pinnacle Productions, Lexington  
 Ray, Foley, Hensley & Co., PLLC, Lexington  
 SouthEast Printing and Mailing Service, Lexington  
 The Benefits Firm, Louisville  
 Toyota Motor Manufacturing Kentucky, Georgetown  
 Travelers Insurance Company, Cincinnati  
 Wyatt, Tarrant & Combs, LLP, Louisville

**Organization Members**

Aaron McNeil House Inc., Hopkinsville  
 Accutran Industries, Paris  
 After The Storm, Inc., Lexington  
 AIDS Volunteers, Inc., Lexington  
 AIM Pregnancy Center, Somerset  
 ALS Association of Kentucky, Fort Mitchell  
 Appalachian College Association, Berea  
 Arbor Youth Services, Inc., Lexington  
 Arc of Barren County, Glasgow  
 Art Machine, Inc., Fort Mitchell  
 Arthur Kling Center, Inc., Louisville  
 Ashland Community Kitchen, Ashland  
 Ashland Main Street Association, Ashland  
 Ashland Terrace Foundation, Lexington  
 Association of Independent Kentucky Colleges & Universities Inc.,  
 Frankfort  
 Association of State Dam Safety Officials, Inc., Lexington  
 Audubon Area Community Services Inc., Owensboro  
 Aviation Museum of Kentucky, Lexington  
 Baby Health Service Inc, Lexington  
 Baptist Health Corbin  
 Baptist Health Foundation Greater Louisville  
 Baptist Health Foundation Lexington  
 Baptist Health Foundation Paducah  
 Barren River Animal Welfare Association, Glasgow  
 Beattyville Housing and Development Corporation, Inc., Beattyville  
 Berea Arts Council, Berea  
 Bethany House Abuse Shelter Inc., Somerset  
**Big Brothers Big Sisters of the Bluegrass, Lexington**  
 Blessing Hands, Morehead  
 Blessings Unleashed Foundation, Glasgow  
**Blue Grass Community Foundation, Lexington**  
 Blue Grass Council of the Blind, Lexington  
**Blue Grass Farms Charities, Lexington**  
 Bluegrass Community & Technical Foundation, Lexington  
 Bluegrass GreenSource, Lexington  
 Bluegrass Health & Education Services at Paragon Family Practice,  
 Lexington

Bluegrass Heritage Museum, Winchester  
 Bluegrass Rape Crisis Center, Lexington  
 Bluegrass Tomorrow, Inc., Lexington  
 Bluegrass Youth Ballet, Lexington  
 bluegrass.org, Lexington  
 Bodhidharma Zen Monastery, Inc., Crestwood  
 Bridgehaven, Louisville  
 Broke Spoke Community Bike Shop, Lexington  
 Capital Day School, Frankfort  
 Cardinal Hill Rehabilitation Hospital, Lexington  
 CASA at Woodlawn, Danville  
 CASA of Lexington  
 CASA of Madison County, Inc., Richmond  
 Catholic Diocese of Lexington, Lexington  
 Center for Human Entrepreneurship Services (CHES) Solutions Group,  
 Lexington  
 Center for Nonprofit Excellence, Louisville  
 Central Kentucky Community Foundation, Elizabethtown  
 Central Kentucky Interpreter Referral Inc., Danville  
 Central Kentucky Radio Eye, Lexington  
 Central Kentucky Youth Orchestra Society, Lexington  
 Central KY Council for Peace and Justice, Lexington  
 Central KY Riding for Hope, Lexington  
 Central Music Academy, Lexington  
 Centro Latino de Danville-Boyle County, Danville  
 Child Care Council of Kentucky, Inc., Lexington  
 Children, Inc., Covington  
 Children's Advocacy Center of the Bluegrass, Lexington  
 Children's Hospital Foundation, Louisville  
 Christian Appalachian Project, Hagerhill  
 Christian Social Services, Inc., Morehead  
 Chronic Pain Support Group, Inc., Lexington  
**Chrysalis House, Inc., Lexington**  
 Clark County Children's Council, Winchester  
**Clark County Homeless Coalition, Winchester**  
 Clark Regional Foundation for the Promotion of Health, Winchester  
 Collin's Classic for Children with Cancer, Versailles  
 Colon Cancer Prevention Project, Louisville  
**Come-Unity Cooperative Care, London**  
 Common Good Community Development Corporation, Lexington  
 Community Action Council for Lexington- Fayette, Bourbon, Harrison  
 and Nicholas Counties, Lexington  
**Community Arts Center, Danville**  
 Community Catholic Center, Louisville  
 Community Coordinated Child Care, Louisville  
 Community Education, Bowling Green  
 Community Foundation of Louisville  
 Community Outreach, Tompkinsville  
 Community Ventures Corporation, Lexington  
**Corbin's United Effort, Corbin**  
 Cowan Community Action Group, Inc., Whitesburg  
 Cumberland Mountain Outreach, Beattyville  
 Danville - Boyle County Chamber of Commerce, Danville  
 Downtown Lexington Corporation, Lexington  
 DREAM Foundation., Inc., Louisville  
 Eastern Kentucky Child Care Coalition, Berea  
 Eastern Kentucky Pride, Somerset  
 Episcopal Diocese of Lexington  
 Equine Land Conservation Resource, Lexington  
 Exploited Children's Help Organization, Louisville  
 Explorium of Lexington

**Faith Feeds | Glean KY, Lexington**

Faith in Action Elder Outreach, Lexington  
 Family Counseling Service, Lexington  
 Family Enrichment Center, Bowling Green  
 Family Services Association of Boyle County, Danville  
 Fayette ASAP Board, Frankfort  
 Fayette County Farm Bureau Education Foundation, Lexington  
 FEAT of Louisville  
 Federated Campaign Stewards, Indianapolis  
 Fishhook International, Lexington  
 Fivco Service Agency, Inc., Grayson  
 Foundation for Appalachian Kentucky, Chavies  
 Frankfort Chamber of Commerce, Frankfort  
 Frankfort Christian Academy, Inc., Frankfort  
 Franklin County Council on Aging, Frankfort  
 Franklin County Women's Shelter, Frankfort  
 Franklin Simpson Educational Excellence Fund, Franklin  
 Franklin-Simpson Community Arts Council, Franklin  
**Friedell Committee for Health System Transformation, Lexington**  
**Friend for Life Cancer Support Network, Louisville**  
 Friends of Boone County Arboretum Inc., Burlington  
 Friends of Nolin Lake, Clarkson  
 Frontier Housing, Inc., Morehead  
 Foundation for a Healthy Kentucky, Louisville  
 Fund for the Arts, Louisville  
 Garrard County Chamber of Commerce, Lancaster  
 Gateway Homeless Coalition, Morehead  
 Gay, Lesbian Services Organization, Lexington  
 Girl Scouts of Kentucky's Wilderness Road Council, Inc., Lexington  
 Girls Incorporated of Owensboro Daviess County, Owensboro  
 Girls on the Run of Central Kentucky, Lexington  
**God's Pantry Food Bank, Lexington**  
 Goodwill Industries of Kentucky, Louisville  
 Great American Brass Band Festival, Danville  
 Greater Owensboro Chamber of Commerce, Owensboro  
 Green Forests Work, Lexington  
 Green River Children's Advocacy Center, Henderson  
 GreenHouse17, Lexington  
 Growing Together Preschool, Inc., Lexington  
 Habitat for Humanity of Madison County & Clark County, Richmond  
 Habitat for Humanity Simpson Co., Franklin  
 Harambee Health Center, Louisville  
 Heartland Cares Inc., Paducah  
 Helping Hands of Greenup County, Greenup  
 Henderson - Henderson County Chamber of Commerce, Henderson  
 Highlands Community Ministries, Louisville  
 Hindman Settlement School, Hindman  
 Homeless and Housing Coalition of Kentucky, Frankfort  
 Hopkinsville - Christian County Chamber of Commerce, Hopkinsville  
 HOTEL INC, Bowling Green  
 Housing Development Alliance, Hazard  
 Independence Place, Lexington  
 Indiana Wesleyan University Lexington Education Center, Lexington  
 Interfaith Wellness Ministry, Irvine  
 International Book Project, Lexington  
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 Japan / America Society of Kentucky, Frankfort  
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 Jefferson County Search Dog Association, Louisville

Jehovah Jireh Ministries, Inc., Wilmore  
 Jenny Wiley Theatre, Prestonsburg  
**Jesse Higginbotham Technology Trust, Lexington**  
 Jesse Stuart Foundation, Inc., Ashland  
 Jewish Federation of the Bluegrass, Lexington  
 Jubilee Jobs of Lexington  
 Judi's Place for Kids, Inc., Pikeville  
 Junior Achievement of the Bluegrass Inc., Lexington  
 Kentuckians for Nursing Home Reform, Lexington  
 Kentucky 4-H Foundation, Louisville  
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 Kentucky Assisting Deaf Adults to Participate Totally, Danville  
 Kentucky Association for Environmental Education, Frankfort  
 Kentucky Association For Gifted Education Inc, Bowling Green  
 Kentucky Association of Children's Advocacy Centers, Frankfort  
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 Kentucky Ballet Theatre, Lexington  
 Kentucky Bar Foundation, Frankfort  
 Kentucky Branch of the International Dyslexia Association, Lexington  
 Kentucky Center for Performance Excellence, Lexington  
 Kentucky Chamber of Commerce, Frankfort  
 Kentucky Chamber of Commerce Executives, Frankfort  
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 Kentucky Conservation Committee, Louisville  
 Kentucky Craft History & Education Association, Lexington  
 Kentucky Domestic Violence Association, Frankfort  
 Kentucky Equal Justice Center, Lexington  
 Kentucky Extension Homemakers Association Inc., Somerset  
 Kentucky Gateway Museum Center, Maysville  
 Kentucky Historical Society, Frankfort  
 Kentucky Home Care Association, Lexington  
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 Kentucky Horse Park Foundation, Lexington  
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 Lexington Hearing and Speech Center, Lexington  
 Lexington Leadership Foundation, Lexington  
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 Lexway Housing, Lexington  
**Life Adventure Center of the Bluegrass, Versailles**  
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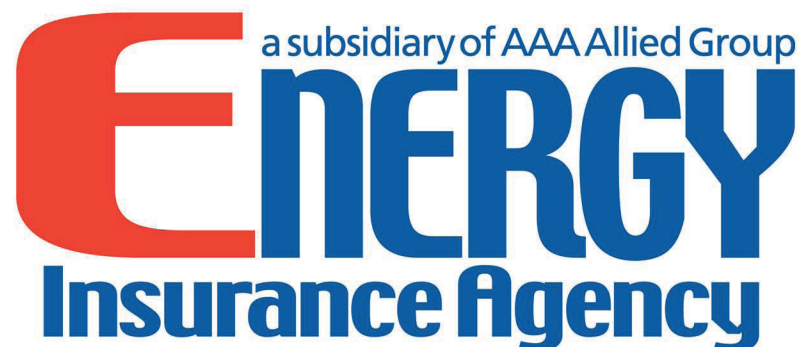
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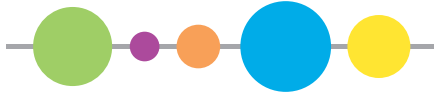
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