Connections

East Tennessee Foundation

Winter 2007

Thoughtful giving for stronger communities, better lives

QUIETLY TRANSFORMING OUR REGION

Michael T. McClamroch
ETF President & CEO

At the Foundation's recent Annual Meeting, we used the theme "ETF- Quietly Transforming Our Region" to reflect on some of the numerous ETF special projects and partnerships that have improved quality of life in East Tennessee: Nine Counties. One Vision, the Arts & Cultural Alliance, Project Grad, James Agee Park, Morgan Square and the General Morgan Inn, and the Niswonger Performing Arts Center. Other quiet transformations facilitated by our many donors and fundholders have been physical (new buildings, ball fields, trails, new housing), life changing (education, violence prevention, healthy neighborhoods), and enriching (arts and culture).

When our 20th year ended, there were many new numbers; higher numbers. And each number represents our fundholders' visions for a better region and opportunities for regional transformation. As 2006 came to a close, East Tennessee Foundation had more than $132 million in assets. During the year we had received gifts totaling over $24.4 million, and those 1,584 gifts ranged in size from $5 to $8.6 million. We added 25 component funds bringing us to 314 funds and 11 supporting organizations. And, our operating budget amounted to less than 1% of our assets as we began the year. We now serve 25 counties and have 12 Affiliate (local county) Funds. Our Youth Endowment has reached $3.2 million, and over $1.8 million has been granted for projects serving

Continued on page 8

2006 Annual Meeting

MOUNT REST HONORED

Left to Right: *Mary Ann Beall, Margaret Brownlee, Joan Schwarzenberg, Mary Tod Finch, Elizabeth Rochelle, Laura O'Callaghan*

The extraordinary women of Mount Rest Home Foundation, now an East Tennessee Foundation fund, were honored at National Philanthropy Day in November 2006, for their years of devotion to the welfare of the women and children of Knox County. In 1894, Mount Rest Home began in Knoxville as a residence for elderly ladies who had very little funds or family to care for them. The devoted women of the board of Mount Rest Home cooked and sold lunches at Thanksgiving to raise funds to support the home and tended to every need of the house and the ladies who lived there. Although the lovely home eventually closed, the women of Mount Rest Home, many of whom are the daughters and granddaughters of the original board members, have continued their families' legacy of caring for Knox County's women and children.

By Jan Elston
ETF Senior Program Officer

inside this issue

Giving Back to the Community is a Family Affair...Pg. 2
An Array of Sunshine....Pg. 3
Kingsport Community Foundation Grant Awards....Pg. 4
Monroe County Grant Awards....Pg. 5
Funding Great Potential....Pg. 6
One Piece of the Puzzle....Pg. 7

cf NATIONAL STANDARDS℠

Confirmed in Compliance with National Standards for U.S. Community Foundations

Use of this National Standards Seal signifies that ETF has met the highest standards in its field.

RODDY FOUNDATION

GIVING BACK TO THE COMMUNITY IS A FAMILY AFFAIR

The Katherine Collins Roddy and J.P. Roddy, Sr. Fund was established at East Tennessee Foundation in December of 2005 with assets from the Katherine Collins Roddy and J.P. Roddy, Sr. Foundation. With a private foundation conversion, donors may continue to carry on their family philanthropy without the time-consuming reporting and cost of maintaining a private foundation.

"You know it's [East Tennessee Foundation] going to be there forever. You know it's in the community that you love. You know it's going to benefit the people you want it to serve. And it just makes good economic sense. If you've ever had a private foundation, they are very expensive." - Dottie Roddy

When Roddy family members gathered to determine how they might continue to be "stewards of the fruits of their heritage," they looked to their family history to guide them. The Roddys have lived in East Tennessee since before the Revolutionary War and for over two hundred years have followed the religious ethic of "love the Lord, your God, with all your heart...and your neighbor as yourself." The family values of hard work, entrepreneurship, and commitment to neighbor and community directed the family's path in the past and are helping to set the course for the descendants today.

In 1892, James Patrick Roddy moved to Knoxville from Whitsburg, Kentucky and in 1902 purchased the Coca-Cola franchise. From that business he created hundreds of jobs and quietly gave back to the community. Today, it is the communities that were their customer base for 90 years that the Roddy family seeks to help through their grantmaking.

The Roddy Foundation, a private family foundation, was organized in 1991 and renamed in 1992 in honor of Mr. and Mrs. J.P. Roddy, Sr. With funding from the Estate of James Patrick Roddy, Jr. who died in 1993, the Foundation's primary interest was to continue strengthening families and building stronger communities. Following the sale of Roddy Coca-Cola Bottling Company, the family used the foundation as a vehicle to thank former customers, to continue to be a part of the community, and to bring the family together through gifting. For about 15 years, the three families (Patrick III, Tom, and Sis Roddy Mitchell), met in December to vote on applications they had received by Halloween. Grants were only made to nonprofits who received a majority vote by family members.

An attempt to bring the 10 children of the three families (living all over the country) into the process was challenging and brought the realization that the future participation of the younger family members was unrealistic. This prompted them to examine alternatives to the pattern of grantmaking they had been following.

With their focus on "morally" based educational institutions, the Roddy Foundation was making grants to the same organizations every year. And each year the organizations had to come up with a new project in order to receive a $5,000 grant. All of the family members had been involved with nonprofit boards and realized the important role an endowment can play in an organization's long-term stability. So it was unanimously decided to grant eight organizations (Carson–Newman College, Emerald Youth Foundation, Interfaith Health Clinic, Johnson Bible College, King College, Knoxville Habitat for Humanity, Maryville College, and Tusculum College) $100,000 each to establish or build an endowment. The gifts perpetuate the intended purpose of the funds to honor forever the parents of Mr. Roddy, Jr.

"We do hope that our gift will encourage other family foundations to do similar things with organizations. It's not difficult, you just call Bob Calloway. If you're not involved in the markets, as I am, and you don't understand the legal aspect involved, it doesn't matter, because you can trust it will be done right." - Dottie Roddy

Because of their previous good experiences with East Tennessee Foundation (ETF), the family chose to work with ETF to implement their plan. Three of the organizations (Interfaith Clinic, Knoxville Habitat for Humanity, and Emerald Youth) did not have foundations

Continued on page 4

KNOX COUNTY ASSOCIATION FOR RETARDED CITIZENS

AN ARRAY OF SUNSHINE

When you go through the doors at 3000 North Central Avenue, you enter a world of workers that are convinced that if they don't show up for their jobs, "the roof is going to fall in." They arrive every day on time, they do what the boss tells them, they do the very best that they can do, and they get paid on Friday.

Terri Owenby

Sunshine Industries, the occupational services part of Knox County Association for Retarded Citizens (KCARC), provides long-term employment and training for 110 mentally handicapped adults in the community. Basic work habits are fostered using work from outside contracts with 40 – 50 private businesses a year.

Joe Anderton, as the Director of Social Services (in charge of all the special needs clients' welfare and services) and Production Manager (oversees product quality and profit margin), is an efficiency expert of a different stripe. Each day, instead of trying to use fewer people to produce a product, his goal is to balance keeping 110 people productive while yielding a profit. Sunshine workers do not require supervisors, only people to monitor the supply and removal of materials and products. Everyone is trained, working at 100%, absolutely motivated. "We work in a reverse Peter Principle," said Anderton. "To maximize everyone's potential, they are promoted until they fail and are then given a slightly less challenging task."

A formidable project requiring different auto parts to be placed and snapped together takes fine motor skills to get the parts lined up. Sunshine has no idea how or where in a car it is used, but 2000 are being produced each day. Examples of other tasks include packaging portfolios for a health insurance company, packaging note cards into bundles of 100 each, inserting 5000 gaskets and instructions for use into plastic bags, packaging dog door replacement flaps (using a hot glue gun), bagging coffee packages for a hotel chain, and re-labeling books and stacking them according to very specific instructions.

This is their life – work, residential, and recreation – it's where their friends are.

A gifted staff member known as the "Genius Machinist" has the ability to create and build job specific machines in-house for a fraction of the cost of purchasing them. Using machines he has built, Sunshine workers are able to compress steel rods to exacting dimensions, precisely roll 500 ft. of electric wire on to spools, rapidly disassemble a thermocouple into parts, use an elaborate "washing machine" to remove grease from massive numbers of Hum-V jack handle parts to prepare them for reuse, convert raw metal rods into tripods (fuel cradles) – designed to hold five gallon gas cans, and gain lucrative government contracts.

"Having extra money is new for us, we used to worry about making payroll," said Judy Wohlwend, KCARC Executive Director. The government contracts that started with the Serbian conflict and its need for hundreds of thousands of fuel cradles allowed us to pay off our $200,000 building mortgage." Val Hansen, KCARC Treasurer said, "Additional contracts are allowing us to steadily grow our endowment established at East Tennessee Foundation in 2002. We would like to build the ETF endowment to an amount that produces enough interest to meet any short-falls KCARC might encounter."

Brenda Barbee and Laura Baldock

Sunshine Industries offers an array of opportunities for the special people it serves. This is their life – work, residential, and recreation – it's where their friends are. There is an atmosphere of pride, joy, and belonging that prevails throughout the program. It may be raining outside, but inside Sunshine Industries lives up to its bright billing.

Roger Potter

2007 GRANT AWARDS

Roddy Foundation - Giving Back to the Community...
continued from page 2

established. With the Roddy family's recommendation, each chose to follow the guidance of Bob Calloway, *ETF V.P. for Advancement* in creating their endowments at ETF.

> ***"Who knows 50 years from now, what would be apropos? One of the joys of our life has been at this point in our lives to remember when we were 20, 30, 40, that we gave somebody seed money and what happened to it. That is a great joy and a great proviledge - this is not our money, obviously, it's God's. And we are just trying to be good stewards and we feel this is good stewardship."***
> ***- Dottie Roddy***

Funds that remain in the Katherine Collins Roddy and J.P. Roddy Sr. Fund, a donor advised fund at East Tennessee Foundation, continue to offer the family opportunities to be involved in improving the quality of life in communities they seek to help through grantmaking. And, family bonds are strengthened through mutual participation in their unique philanthropic legacy.

See ETF on Community Television - Channel 12
Tuesdays - 10:30 a.m.
Saturdays - 6:30 p.m.

KINGSPORT COMMUNITY FOUNDATION

An Affiliate Fund of East Tennessee Foundation

Kingsport Community Foundation is a philanthropic organization, governed by a local board of directors. Its mission is to help donors maximize their contributions to the community by awarding grants that enrich lives and strengthen the greater Kingsport community forever.

Sullivan County

Arts Council of Greater Kingsport
Expansion of Arts4Kids (formerly the JACK program) from the school year to also include the summer months.

Girls Incorporated of Kingsport
Planting the Seeds of Tomorrow, a multi-faceted experiential gardening, basic life-skill and entrepreneur program for girls.

Greater Kingsport Family YMCA
Implementation of a youth fitness obstacle course in the gymnasium.

Kingsport Ballet

Kingsport Ballet
Outreach program provides ballet instruction to underserved children at Roosevelt Elementary School's after-school program, and to Boys and Girls Club and Girls Inc. students.

Small Miracles Therapeutic Horseback Riding Center, Inc.
Therapeutic horseback riding program to enhance physical, emotional and cognitive growth of persons with disabilities.

Small Miracles

Symphony of the Mountains
Musicians in the Schools Program for elementary and middle school students in Kingsport and Sullivan County.

Washington County

Friends of TIPS, Johnson City/Upper East Chapter
Learning to Breathe Again...Resilient Reaction to a Serious Condition workshop during the 2007 Women's Expo in Kingsport.

Girl Scouts of the Appalachian Council, Inc.
"In the Zone: Living Drug Free" program for girls in Cloud and Lee Kingsport Housing Communities.

TOTAL FUNDING AWARDED: $12,715

2006 GRANT AWARDS

John D. Grubb and Louise G. Sumner Fund for Monroe County

An Affiliate Fund of East Tennessee Foundation

The John D. Grubb and Louise G. Sumner Fund for Monroe County was established in 1998 through a generous gift by Monroe County natives John and his sister, Louise. The Fund was created to benefit the economic, social, cultural and educational well-being of Monroe County residents and their communities. Grants from the Fund encourage creative use of area resources and contribute to the quality of life of Monroe County residents.

Hamblin County

Douglas-Cherokee Economic Authority, Inc.
Monroe County Neighborhood Center will provide assistance to low-income households in crisis or emergency situations.

Florence Crittenton Agency
STARS

Knox County

Florence Crittenton Agency
STARS (Students Teaching and Respecting Sexuality) program will help prevent teen pregnancy in Monroe County middle schools.

McMinn County

Tennessee Overhill Heritage Tourism Association
Publishing and distributing a book on the history of the Unicoi Turnpike Trail and developing new web pages to promote the trail.

American Red Cross CPR Training

Monroe County

American Red Cross - Monroe County Chapter
Expansion of emergency first aid and CPR training programs.

City of Madisonville
Downtown planning study for the historic downtown and the surrounding neighborhoods in Madisonville.

Coker Creek Economic Development Group, Inc.
Marketing program will expand and maintain the website and create a quarterly newsletter.

Monroe Area Council for the Arts
Annual Young Authors' Conference will serve all students in grades K-8 in the Monroe County school system.

Monroe County Beautiful, Inc.
Waste Education Station grade school program will teach children in the Monroe County school system about solid waste and littering issues.

Tennessee Overhill Heritage Tourism Association Unicoi Turnpike Trail

Monroe County Community Health Access Committee
Flu Shot Program will administer vaccines to uninsured elderly residents.

Senior Citizens Home Assistance Services
Homecare services for elderly residents of Monroe County with disabilities who cannot afford to pay the full cost.

Spay/Neuter Assistance for Pets, Inc.

Sequoyah Birthplace Museum
Educators, demonstrators and artisans at Cherokee Heritage Day, Sequoyah Remembrance Day, Fall Festival, and Ayoka's Day of Play.

Spay/Neuter Assistance for Pets, Inc.
Five-year spay/neuter project will reduce the number of animals euthanized in the Monroe County Animal Shelter.

Sweetwater Valley Citizens for the Arts
Sweetwater Arts Celebration at Willow Creek and "Taste of the Town" for restaurants in the area.

TOTAL FUNDING AWARDED: $40,615

FUNDING GREAT POTENTIAL

In 1988, Pat and David Coffey, long-time residents of Oak Ridge, wanted to improve the education level of the citizens of Anderson County. They presented their goals to the staff of East Tennessee Foundation, and the Coffey Education Fund for Anderson County was created. The scholarship program's goals are to assist students who might not qualify for traditional scholarship awards and to encourage their academic success, provide needed support, and to help them realize their full potential. In 1995, the Fund was renamed the Steven L. Coffey Memorial Scholarship in memory of their son.

East Tennessee Foundation offers the Steven L. Coffey Memorial Scholarship to worthy students who are residents of Anderson County and hold a high school diploma from Anderson County, Clinton senior, or Oak Ridge high schools. Applicants who have obtained a General Education Diploma and are residents of Anderson County may also apply. The Coffey scholarship is open and encouraging to returning adult students in addition to recent high school graduates. The fund strives to give aid to students who show academic potential but need financial support. Applicants must plan to obtain an associate's degree from either Roane State Community College or Pellissippi State Technical Community College.

The scholarship is for $1,200 to $1,600 per year for up to four years or more with the requirement that recipients maintain a 2.0 or better GPA. The fund has awarded scholarships to over one hundred students.

A unique aspect of the Coffey Scholarship is its College Support Services Program. This program provides academic advisement and personal mentoring to Coffey recipients in order to ensure their continued success. Since 2001, Dan Foltz-Gray has been guiding the recipients through their time at either Roane State or Pellissippi State Technical Community College as well as at higher education state institutions.

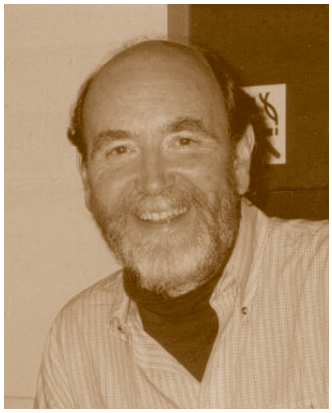
"It's such an honor to be able to work with this program. It has just done enormous things for young people in Anderson County," Foltz-Gray says. "[The scholarship helps] students who might not have been able to attend college otherwise or might not have stuck it out. The scholarship really follows them as long as they begin at one of the two community colleges."

Foltz-Gray is intimately involved with scholarship recipients both at Roane and Pellissippi State. "It's an unusual scholarship in that way because instead of just getting some cash they also get somebody who stays in touch with them," Foltz-Gray says. "We know that one thing that really helps students stay in school, helps their persistence, and helps retention, is knowing that there is somebody they can turn to. Knowing that someone is there does help keep students in school."

A unique aspect of the Coffey Scholarship is its College Support Services Program.

The academic support that Foltz-Gray provides is informal between him and the students. It involves meeting with students to discuss their progress, reviewing their transcripts, and reading performance reports from their professors.

"We also try, as we select students for the scholarship, to look closely at their family lives, their personal lives. And very often students who have had a difficult time get our attention and scholarship," Foltz-Gray says. The Coffey Scholarship is beneficial to high school students in Anderson County, highlighting and encouraging worthy students from all walks of life. "Oak Ridge students tend to pursue a more rigorous academic program in high school and tend to get more attention. [Other schools] not so much," Foltz-Gray says. "We are quite happy to feel that we are helping to spread the wealth around a little bit in Anderson County."



Daniel Foltz-Gray
Coordiator, Coffey Memorial Scholarship Fund

As for potential scholarship recipients, Foltz-Gray has some advice. "I would urge them to spend some time writing a long letter about why they feel they deserve the scholarship and encouraging as many people as possible to write in support of them. I think that is the difference," Foltz-Gray says.

East Tennessee Foundation has 36 scholarship funds, with a total of 25 active funds, that distribute over $100,000 per semester to worthy students.

By **Erin Mentzer**
ETF Intern

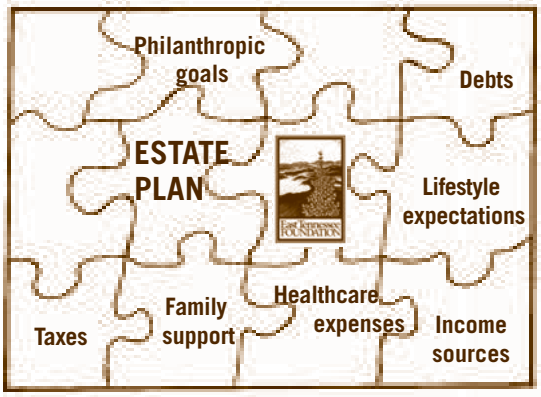
For more information regarding scholarships, please contact Crystal Chirico, Program Officer, at (865) 524-1223 or cchirico@etf.org.

Applications for the Steven L. Coffey Memorial Scholarship, and other scholarships, are accessible at www.easttennesseefoundation.org

ONE PIECE OF THE PUZZLE

Recently I met with a retired couple who wanted to establish various types of funds with East Tennessee Foundation that would lay the groundwork for their charitable giving, both during their lifetime and also after their deaths. They are in their mid-sixties, and they did not want to procrastinate any longer on firming up their philanthropic intentions. I really enjoy meeting with people like these, because they are the personification of ETF's stated mission, "thoughtful giving for stronger communities, better lives."

I went into the meeting thinking that I was well-prepared. I had made copies of sample fund agreements for every type of fund we offer, I had the 2006 performance report from our investment activities, and I had our current fee schedule. Surely I was ready to answer all their questions and make wise recommendations to carry out their charitable desires.



When they told me that their children were doing quite well and probably would not need much support from their estate, I couldn't help but think that I was looking at an ETF grand slam home run. They were talking about assets with an eight-figure value, they were very charitable, and their children would need very little in the form of an inheritance. That sounded like a recipe for a great influx of dollars into their ETF funds from the settlement of their estate.

As my mind raced ahead to the thought of a major testamentary gift, my ears began to hear comments that brought me back to reality. I heard something about their desire to help support the wife's elderly parents, and I heard something about a handicapped granddaughter they want to help. I also heard about scholarship funds, family trusts, charitable remainder trusts, and income tax considerations. I heard about cash, stock, and rental properties. Suddenly I had an epiphany. You know what that is, don't you? It's one of those wonderful, eye-opening moments when your understanding of a situation is greatly increased due to a simple statement or occurrence. I realized that this couple, with all of their charitable intentions, needed a comprehensive estate plan that would bring into harmony their lifestyle expectations, their desires to support certain family members, and their philanthropic goals. I began to steer our conversation in the direction of estate planning rather than just gift planning. I was pleased when the husband told me that they were going to meet with an estate planner within the next few days.

Bob Calloway
V.P. for Advancement

As the three of us talked, we all began to understand that it would be premature, even counterproductive, to set up one or two funds at ETF before putting in place an estate plan that would address all their needs and goals. A well-designed estate plan can actually broaden the philanthropic scope of a person or couple rather than narrow it.

This may sound like a commercial for estate planning, and that's all right. When you are considering some significant charitable giving, whether during your lifetime or later, it doesn't make sense for you to chart out your philanthropy separate and apart from all other financial considerations. Think of it as making your charitable giving one piece in your life's puzzle that needs to fit perfectly with all the other pieces. While we at ETF focus our attention on that charitable piece, we are fully aware that those other pieces are very important to you.

Your estate may be uncomplicated. If so, you can probably prepare your estate plan with minimal input from a professional. Whatever the size of your estate, give me a call and we will talk about your charitable intentions. Maybe ETF is just what you need to make that piece of your puzzle a perfect fit.

To Get the Most Out of Giving, Read...

***Charitable Strategies*,**

a free charitable giving e-newsletter helping Professional Advisors and their clients to maximize philanthropic value. To receive *Charitable Strategies*, send your request to bcalloway@etf.org.

Quietly Transforming... Continued from page 1

at-risk youth. In addition, in the fall of 2006, we had eighty-five students pursuing a postsecondary education with the help of ETF scholarship support. In total, ETF granted over $7.4 million in 2006, and since 1986, ETF has thoughtfully invested more than $138 million in the future of our region.

Ours is a strong history, a bright present, and a powerful vision of a "region quietly transforming." We thank you for being a vital part of that vision.

Michael T. McClamroch
ETF President & CEO

ETF Retiring Board Members

Frank Gray

Annette Winston

At the 2006 Annual Meeting, Mark K. Williams, ETF Board Chair, thanked retiring board members for their years of support and service to East Tennessee Foundation. Vance W. Cheek Jr. is also retiring, but was unable to attend.

Has your contact information changed?
If so, please let us know so we can keep in touch.

E-mail and Website Options

To receive this newsletter and other helpful and exciting updates from East Tennessee Foundation, please contact us at etf@etf.org or read it on our website: www.easttennesseefoundation.org.

To have a copy of this newsletter sent to someone, contact us by phone, toll-free (877) 524-1223, (865) 524-1223 or e-mail, etf@etf.org.

STAFF CONTACTS

Bob Calloway, *Vice President for Advancement*.....bcalloway@etf.org
Crystal Chirico, *Program Officer*.....cchirico@etf.org
Jan Elston, *Senior Program Officer*.....jelston@etf.org
Dan Foltz-Gray, *Coordinator, Coffey Memorial Scholarship Fund*
Terry Holley, *Senior Vice President for Programs & Regional Development*...tholley@etf.org
Jeanette Kelleher, *Housing Officer*.....jkelleher@etf.org
Jackie Lane, *Vice President for Communications*.....jlane@etf.org
Michael McClamroch, *President & CEO*.....mmcclamroch@etf.org
Leanna Millard, *Financial and Administrative Officer*.....lmillard@etf.org
Bess Newton, *Advancement Associate*.....bnewton@etf.org
Carolyn Schwenn, *Senior Vice President for Finance & Administration*.cschwenn@etf.org
Precy Sturgeon, *Financial Administrator*.....psturgeon@etf.org
Helen Williams, *Assistant to the President*.....hwilliams@etf.org

East Tennessee Foundation respects, celebrates, and encourages diversity that positively contributes to our healthy and caring community.

EAST TENNESSEE FOUNDATION

East Tennessee Foundation (ETF) is a public, nonprofit, community foundation created for the purpose of building charitable resources to make communities stronger and lives better through thoughtful giving.

BOARD OF DIRECTORS

Mark K. Williams, *Chair*
Larry B. Martin, *Vice Chair*
T. Scott Thompson, *Treasurer*
Michael T. McClamroch, *President & CEO*
Carolyn Schwenn, *Secretary*
J. Daniel Pressley, *Past Chair*

Frank M. Addicks
Darrell D. Akins
Marie F. Alcorn
Stephen C. Arnett
Howard Z. Blum
Betsey R. Bush
Edwena L. Crowe
Richard A. Davies
Joseph M. Dawson
Peyton T. Hairston, Jr.
Wm. Gregory Hall, Jr.
Jenny L. Hines
Mark A. Jackson
Maribel W. Koella
Sherri P. Lee
James A. Ley
H. Lee Martin
Cheryl Massingale
J. N. McGuire, Jr.
Anne M. McKinney
Alice A. Mercer
Marian E. Oates
Charles M. Peccolo, Jr.
J. Kenneth Porter
S. Pace Robinson
B. Fielding Rolston
Oliver S. Thomas
Carol G. Transou
Lew E. Weems
Bill G. Williams
Paul G. Willson
Fred D. Womack
Margit S. Worsham

HONORARY LIFETIME MEMBERS

Bobbie Y. Congleton
Sam F. Fowler, Jr.
Natalie L. Haslam
A. David Martin
David V. White
Stuart R. Worden

East Tennessee Foundation
625 Market Street, Suite 1400
Knoxville, Tennessee 37902
Toll-Free: 877-524-1223
Phone: 865-524-1223
Fax: 865-637-6039
E-mail: etf@etf.org

www.easttennesseefoundation.org

To receive *Charitable Strategies*, a free bi-monthly e-newsletter, send your request to bcalloway@etf.org.

Nonprofit Org.
U.S. Postage
PAID
Permit #582
Knoxville, TN

cf NATIONAL STANDARDS™ *Confirmed in Compliance with National Standards for U.S. Community Foundations*