



## **SUPPORT GRANT AGREEMENT**

This Support Grant Agreement (the "Grant Agreement") entered into on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ by and between TOWN OF CORNELIUS, a North Carolina municipal corporation ("Town"), and the following Grantee, \_\_\_\_\_, a North Carolina non-profit corporation ("Grantee").

**WHEREAS**, Town is authorized, pursuant to N.C.G.S. §160A-488, to establish and support public museums, art galleries, art centers, arts facilities and arts programs; and

**WHEREAS**, The Town is authorized, pursuant to The North Carolina Constitution and N.C.G.S. §160A-20.1 to support those carrying out a public purpose that benefits the citizens of the Town of Cornelius; and

**WHEREAS**, Grantee has applied to the Town for a Support Grant for the Town's fiscal year 2023 by completing the Support Grant Application attached hereto and incorporated herein as "Exhibit A"; and

**WHEREAS**, the Town has reviewed Grantee's grant Application and awards to Grantee a grant award subject to the terms and conditions set forth below.

**NOW THEREFORE**, in consideration of the foregoing recitals, of mutual promises of the Parties and of other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Town and Grantee agree as follows:

1. Grant Award. The Town hereby grants to Grantee a Support Grant for fiscal year 2023 in the amount of \$\_\_\_\_\_.
2. Use of Grant Awards. Grant Awards are to be used by Grantee solely for those purposes more particularly described in the Support Grant Application submitted by Grantee, attached hereto as Exhibit A and incorporated herein by reference.
3. Funding Period. Each funding period for the Grant Award begins on July 1 and terminates on June 30 (the "Annual Funding Period").
4. Payment of Grant Award. The Town shall pay the Grant Award to Grantee in one (1) installment during each Annual Funding Period, payment to be processed on or before the last day of September of the fiscal year for which a grant is awarded.

5. Annual Reporting Requirements. Grantee shall submit a Final Report to the Town no later than October 1 of the Town's following fiscal year. The Final Report shall describe with particularity how the Grant Funds were expended. Grantee shall retain and keep safe financial and other records that corroborate the information contained in the Final Report (invoices, receipts, pay vouchers, etc.) for a period of no less than five years. The Town shall have the authority to review these financial records from time to time.
6. Material Failure to Perform. The Town shall have no obligation to pay the Grant Award or any remaining portion thereof should Grantee fail to provide required financial reporting (annual audit report within 6 months of the completion of the audited fiscal year) or should Grantee materially fail to comply with Exhibit A. In the event of such material failure, Grantee shall return the full amount of the Annual Grant Award already paid to Town.
7. Compliance with Laws. Grantee shall comply with all state and federal laws, ordinances, rules and regulations including but not limited to related to those laws governing discrimination, project implementation and the expenditure of funds. Grantees who do not comply with these regulations may be ineligible for future funding.
8. Operation Deficits. The Town shall not be responsible for nor liable for operating deficits of Grantee.
9. Indemnification. Grantee assumes sole responsibility and liability, and will defend, indemnify, and hold Town harmless from and against all liabilities, fines, suits, claims, demands, actions, injuries, damages, judgments, costs, expenses, penalties or losses of any kind or nature whatsoever (including without limitation for damage to real or personal property, and/or or injury or death to a person) (collectively, the "Liabilities") caused by, arising out of, or in any manner related to the operation, management, occupancy and/or use of the Grantee's facilities, including from intentional or negligent acts by Grantee or its agents, employees, licensees, contractors, patrons, guests, invitees, customers and other visitors, or the public; provided, however, that Grantee shall not be liable to Town for liabilities arising from or directly related to Town's gross negligence or willful misconduct. Grantee waives all claims against Town for liabilities arising from or related to the Grantee's facilities, except for claims arising from or directly related to Town's gross negligence or willful misconduct. Grantee's indemnity obligations pursuant to this Section shall survive the termination or expiration of this Agreement.
10. Severability and Duration. If any provision of this Agreement is deemed or declared illegal, unenforceable, or invalid, such provision will be read out of this Agreement, and will not affect the validity of any other provision or give rise to any cause of action of the parties against the other, and the remainder of this Agreement will be valid and enforced to the fullest extent permitted by law.

11. Waiver. Any waiver at any given time of any term or condition of this Agreement, or the failure to take action with respect to any breach of any such term or condition, will not be deemed to be a waiver of the term or condition with regard to any subsequent breach of the term or condition, or of any other term or condition of the Agreement.
12. Modifications. This Agreement may be modified, altered or amended only by written agreement executed by Town and Grantee.
13. Governing Law. This Agreement shall be governed in all respects, including as to validity, interpretation, and effect, by the internal laws of the state of North Carolina, without giving effect to the conflict of laws and rules thereof. The language in all parts of this Agreement will be, in all cases, construed according to its fair meaning and not strictly for or against Town or Grantee.
14. Waiver of Jury Trial. The Parties waive trial by jury in any action, proceeding or counterclaim brought by or against the other with respect to any matter arising out of or in connection with this Agreement.
15. Relationship. The parties agree that neither any provision of this Agreement nor any act of the parties shall be deemed to create any joint venture relationship or other partnership agreement between Grantee and Town.
16. Time of the Essence. Time is of the essence for each of the provisions of this Agreement.
17. Counterparts. This Agreement may be executed in counterparts, each of which shall be deemed an original but all of which counterparts collectively shall constitute one Agreement. Signatures may be exchanged by copy, or with original signatures to follow. Each party shall be bound by its own copied signature and shall accept the copied signature of the other party.
18. Performance of Government Function. Nothing contained in this Agreement shall be deemed or construed to estop, limit, or impair Town from exercising or performing any regulatory, legislative, governmental, or other powers or functions.

**IN WITNESS WHEREOF**, the parties have executed this Agreement under seal in Cornelius, North Carolina, as of the Effective Date.

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Signature of Authorized Representative	Date
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Federal Identification #

**Town of Cornelius**

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Signature of Authorized Representative

Date

This instrument has been preaudited in the manner required by the Local Government Budget and Fiscal Control Act.

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Signature of Authorized Finance Officer

Date

# CORNELIUS NORTH CAROLINA

Exhibit A

## ANNUAL SUPPORT GRANT APPLICATION

(Application due January 31)

Application to be submitted to:

Town of Cornelius

Attn: Town Manager

PO Box 399

Cornelius, NC 28031

**Date of Application:** January 31, 2022

**Amount Requested:** \$7,600

**Legal name of organization applying:** Davidson Village Network DBA Senior Community Connections (Should be same as on IRS determination letter and as supplied on IRS Form 990)

**Year Founded:** 2015

**Executive Director:** Ellen Giduz, Board President (effective 3/22); Shanna Reeb, Director of Operations

**Address (principal/administrative office):** PO Box 327

**City/State/Zip:** Davidson, NC 28036

**Phone number:** 980-689-1843 **Fax Number:** N/A

**Web address:** www.seniorcommunityconnections.org

### Primary Contact/Executive Director Information:

**Name:** Shanna Reeb, Director of Operations

**Email Address:** shannareeb@gmail.com

**Telephone Number:** 817-894-1473

**List any previous support you have received from Cornelius in the last 5 years:**

None

**Time Period Covered by Request:** 7/1/22 - 6/30/23 the "Funding Period"

**Amount Requested:** \$7,600

*Ellen W Giduz* Signature,  
Chairperson, Board of Directors Signature, Executive Director (if applicable)

Ellen Giduz, Board President  
Typed Name and Title

1/28/2022 Date

500-1

## A. NARRATIVE

### 1. Executive Summary:

Senior Community Connections (SCC) is a non-profit organization that helps older adults remain independent in their homes and actively engaged in their community. Through a trusted network of vetted volunteers, SCC provides transportation, technology support, personal advocacy and information, minor household repairs, friendly visits and calls, social activities and help with day-to-day errands. SCC members and their families have peace of mind knowing that local support is only a 'phone call away'. Residents who serve as SCC volunteers engage positively with the seniors they assist, and are committed to being part of a program they themselves may one day need.

SCC was first established in 2015 in Davidson, NC as the "Davidson Village Network" (DVN) with service delivery beginning in late 2017. While Davidson was the targeted service area, the need for help in greater Lake Norman was apparent and approximately 8% of total membership has been from Cornelius residents. In October 2021, having successfully established itself in Davidson and with a delivery model capable of expansion, DVN changed its name to SCC and expanded its service area to include Cornelius, Huntersville and Southern Mooreville.

SCC is requesting this grant to help older Cornelius residents maintain their independence and quality of life by 1) increasing the number of older adult members of SCC; 2) expanding the senior support network in Cornelius by increasing the number of Cornelius residents serving as volunteers; and 3) imbedding SCC in Cornelius' social service, community and faith-based service delivery systems. These goals will be accomplished by:

- Raising awareness of SCC among Cornelius senior residents, caregivers and service providers;
- Establishing partnerships with social service, faith-based and community organizations; and
- Providing scholarships to Cornelius residents with limited resources to cover the cost of membership\*.

Grant funds (Total of \$7,600 requested: \$6,100 marketing; \$1,500 scholarships) will be used by SCC to:

- Implement public awareness activities via social and traditional media;
- Create Cornelius-specific collateral (brochures, etc) to distribute at community events and make available to partners in targeted communities; and
- Make membership scholarships available to senior citizens for whom the annual fee may be a barrier (identified by Cornelius community service organizations and/or self-identified).

\*SCC's full membership includes both services and social activities. SCC also offers a social membership that includes social activities only (\$125 per year). The scholarships included in this grant application are for full membership.

## 2. Purpose of Grant

**Statement of Need/Problem:** Currently, 15.8% of Cornelius residents are over age 60 (cornelius.org). Adults age 65+ is the fastest growing age group in the County with 45% of the total population growth between now and 2035 projected to be among those age 55+ (mecknc.gov). To address the needs of this growing population, Mecklenburg County issued the "Age Friendly Mecklenburg County Action Plan" in June 2021, calling upon communities and organizations to implement 7 strategies, the following 5 of which are addressed by SCC services: expanding services for senior adults; determining how to make services for seniors more affordable and accessible; launching campaigns to inform the public about seniors and their needs; building awareness of and access to resources available to caregivers; and providing senior engagement opportunities so older adults feel valued and part of the community (mecknc.gov/age friendly).

Most older adults want to remain living independently in their home as long as possible. This is true whether they live in a single family home or apartment, senior housing or shared residence community. Unfortunately, many older adults find themselves 1) in need of assistance to complete day-to-day tasks; 2) no longer able to drive; and 3) experiencing less social interaction. Adult children find it difficult to provide all of the assistance needed due to the competing demands of work and family, or because they do not live nearby. Social service agencies and other community-based organizations have limited resources and are often restricted in the types of service they can provide due to their bylaws or funding sources (for example, some transportation providers are limited to medical appointments). A lack of support increases the vulnerability of older residents and often requires them to relocate sooner than they would like. It is this group of people, as well as those seniors who would benefit from increased social interaction, who are targeted by this grant.

SCC is a volunteer-driven organization. All service delivery is provided by volunteers with administrative support and leadership from one part-time Operations Director and a volunteer Board of Directors. This model allows service to be provided in a very cost-effective manner. The annual cost for full SCC membership is \$250. The fee covers SCC administrative costs such as volunteer background checks, insurance, program materials, etc. To demonstrate the value of membership, consider one of our current members who receives a ride to and from a local gym twice per week. He receives these 8 round trips each month as part of his annual membership fee, which pro-rates to a monthly fee of less than \$22.00. Any additional services (including other rides) he receives are also covered by this fee.

While the annual fee is modest, it can be a barrier for some people. Through partnerships with a number of local agencies and individuals, SCC currently has 12 scholarships available for people for whom the fee is a barrier. SCC will dedicate 4 of these current scholarships to Cornelius residents, along with the additional scholarship funding included in this grant application.

**Goal 1:** Enable older Cornelius residents to remain in their homes and maintain high quality of life for as long as possible.

**Objective:** Add 12 Cornelius residents as full SCC members by June 30, 2023. Up to 10 of these members will receive scholarships to cover the cost of membership.

### Action Plan:

#### 1. Marketing/Outreach

- i. Ad placement (6x) with Cornelius Today, The Herald, Bi-monthly, Aug.-June,  $\$300 \times 6 = \$1800$
- ii. Digital advertising on Nextdoor.com - targeted to Cornelius, Monthly Aug - June  $\$100 \times 11$  months = **\$1100**
- iii. Digital advertising on Facebook.com - targeted to Cornelius, Monthly Aug.-June,  $\$200 \times 10$  months = **\$2000**
- iv. Newsletter advertising/sponsorship in senior community print/enewsletters (i.e., Bailey's Glen, etc.) 5 orgs x  $\$100$ ea = **\$500**
- v. Flyer distribution in coffee shops and town buildings 200 flyers printed = **\$100**
- vi. Event partnerships with civic organizations and churches 3 events per year @  $\$200$  ea = **\$600**
- vii. **Total Cornelius spend = \$6,100**

2. SCC will be a guest on Cornelius' Coffee Chat or Evening Address program to introduce SCC to residents. Conversation will encourage residents to consider both membership and volunteering. Schedule to be determined by the Town of Cornelius.
3. SCC will attend and host an informational table at a minimum of two town sponsored events to promote awareness of SCC, its services and volunteer opportunities. SCC invites the Town of Cornelius to assist us in identifying which events should be included, such as the Black History Month event, Praise in the Park, or the annual holiday senior luncheon. Schedule to be determined by dates of selected events.
4. Continue presentations at local civic organizations (e.g. Rotary, etc.) and fellow nonprofits that serve seniors in Lake Norman (ongoing).
5. Partner with Smithville Community Coalition and other like entities to identify individuals in need of services appropriate for membership scholarships (ongoing). 6 Scholarships x \$250/each = \$1500.

**Goal 2:** Expand the SCC infrastructure (network) in Cornelius.

**Objective 1:** Establish partnerships with a minimum of 6 community and/or faith-based organizations in Cornelius by June 30, 2023.

**Action Plan:** Establish Partnerships with Community and Faith-Based Organizations - Each month, beginning in August 2022, SCC will meet with a targeted organization to discuss partnership. Among the organizations to be targeted are: Mt. Zion United Methodist Church, First Baptist Church of Cornelius, Union Bethel AME Zion Church, Love LKN, North Mecklenburg Exchange Club, Torrence Chapel AME, Davidson United Methodist Church (Cornelius members) and Alpha Kappa Alpha. The discussion will include education about SCC and its services, ways in which the organizations can work collaboratively to support older adults, encourage the organization to make referrals to SCC, and assist SCC in identifying seniors who may benefit from a membership scholarship. The discussion will also include ways to promote volunteering with SCC among the organizations' members. A minimum of 10 meetings will occur during the grant year.

**Objective 2:** Add an additional 12 Cornelius residents as SCC volunteers by June 30, 2023.

**Action Plan:** See Action Plan under Goal 1; see Action Plan under Goal 2, Objective 1.

### 3. Evaluation

The Board of Directors and Director of Operations will evaluate grant outcomes as follows:

Overall grant success will be determined by:

1. Steadily increasing number of new members from Cornelius up to a minimum of 12 over the life of the grant.
2. Steadily increasing number of new volunteers from Cornelius up to a minimum of 12 over the life of the grant.
3. A minimum of 6 partnerships formed with social service, community and faith-based organizations in Cornelius.
4. Reach 5000+ residents through events, print and digital advertising and outreach to increase awareness and engagement with SCC

In addition, SCC's ongoing evaluation will be utilized to assess member impact and satisfaction:

1. Annual client satisfaction survey that includes questions to assess how SCC has impacted members' lives, the services/activities that members have most frequently used and their satisfaction with those services/activities and the identification of any gaps in service.
2. Monthly tracking of the number and types of services that members requested and that were provided; number of requests (if any) that were not filled any why; number of volunteers providing services; and number of social events provided.

3. Where applicable, soliciting feedback from adult children on SCC value/impact concerning their parent members.
4. Soliciting feedback from the community-at-large on SCC name recognition and reputation through attendance at local community and civic meetings, informal gatherings, etc.

#### 4. Funds Provided By Other Entities

- Peninsula Club Foundation Grant of \$5,000, January - December, 2022.

*Note:* Other funding received from organizations and individuals to support scholarships did not require a grant proposal. For example: \$1,000 received from Davidson Rotary in December 2021 to fund 4 Scholarships. SCC also participates in fundraising events including one in December 2021 that raised \$11,000.

#### 5. Organization Information

SCC was initially established in 2015 in Davidson, NC as the "Davidson Village Network". The first services were delivered in late 2017 and targeted Davidson residents. In October 2021, Davidson Village Network changed its name to Senior Community Connections and expanded its service area to include Cornelius, Huntersville and Southern Mooresville. This change was enabled by the established infrastructure and prompted by the service needs in adjacent communities.

SCC is part of the national village-to-village network. The village model originated in Boston in 2002 and is replicated in 300 communities across the country. Villages are built on the concepts of "neighbors helping neighbors" and "aging in place". "Villages" are considered by many thought leaders as one of today's best ways to support older adults due to its individualized, "meet you where you are" approach and cost effectiveness. (vtvnetwork.org)

SCC's mission is to enable seniors to remain in their homes by providing support through a network of trusted volunteers and community partnerships. Engagement with this vibrant network allows members to remain engaged in their community and avoid the all-too-common feelings of loneliness and isolation experienced by many people as they age. At a broader level, SCC supports townships in providing a means for older residents 1) to access the help they need to remain in their homes; and 2) to continue to be vital parts of their community. Volunteers are the key to the program's success, directly providing needed services. Volunteers benefit from the gratification they experience directly from the people they help, as well as from the knowledge that they are contributing to a community network that is helping their neighbors, their parents, and perhaps one day, themselves.

SCC support is not restricted to a menu of services. While the most common services provided are transportation, small household chores, tech support, social gatherings and education (on topics such as health insurance and Social Security) each member is assessed individually and volunteers are utilized to best meet those needs (excluding health care, emergency services and/or long term housekeeping services). Because SCC is a volunteer driven organization (with only one part-time paid staff person), services are provided in a very cost-efficient manner. The organization's six 'working' Board members take on lead responsibility in areas such as membership, volunteer management, marketing and outreach.

During 2020 and part of 2021, DVN was hit hard by COVID due to its foundation of engagement. All customary services, except for transportation for urgent services (typically medical appointments) were suspended. Assistance was provided via telephone and/or zoom when possible. Beginning in the summer of 2021, services and activities were incrementally reinstituted, with changes continuing to be made to service delivery and activities based on current COVID guidelines.

in 2017  
Since its inception, SCC has had a total of 88 members, with 7 being Cornelius residents (7.9%). A total of ninety-eight people have been trained as volunteers, 17 (17.3%) of these being Cornelius residents.

Despite the challenges of COVID, more than 300 services were provided to members in 2021. This is a conservative number, as many volunteers provide help "unofficially" once they establish a relationship with a member. Each month SCC sponsors 3-4 activities, including educational and/or arts programs, physical activities such as hosted walks and yoga, trips, theater, shared meals and coffee gatherings. Throughout 2021, SCC's roster of members averaged 42 and its roster of volunteers averaged 50.

SCC is an organization "without walls". The Director of Operations, as well as the Board members, work from their homes or in public meeting places. The Director of Operations, a current board member, and our immediate Past President (and now active volunteer) are Cornelius residents. Service is delivered in members' homes, in volunteers' vehicles and in a variety of public places (such as restaurants, theaters, etc.).

P. O. BOX 2508  
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: DEC 04 2015

DAVIDSON VILLAGE NEWTORK  
417 WINDWARD DRIVE  
DAVIDSON, NC 28036-0000

Employer Identification Number:  
47-5421673  
DLN:  
26053734001255  
Contact Person:  
CUSTOMER SERVICE ID# 31954  
Contact Telephone Number:  
(877) 829-5500  
Accounting Period Ending:  
September 30  
Public Charity Status:  
509(a)(2)  
Form 990/990-EZ/990-N Required:  
Yes  
Effective Date of Exemption:  
October 27, 2015  
Contribution Deductibility:  
Yes  
Addendum Applies:  
No

Dear Applicant:

We're pleased to tell you we determined you're exempt from federal income tax under Internal Revenue Code (IRC) Section 501(c)(3). Donors can deduct contributions they make to you under IRC Section 170. You're also qualified to receive tax deductible bequests, devises, transfers or gifts under Section 2055, 2106, or 2522. This letter could help resolve questions on your exempt status. Please keep it for your records.

Organizations exempt under IRC Section 501(c)(3) are further classified as either public charities or private foundations. We determined you're a public charity under the IRC Section listed at the top of this letter.

If we indicated at the top of this letter that you're required to file Form 990/990-EZ/990-N, our records show you're required to file an annual information return (Form 990 or Form 990-EZ) or electronic notice (Form 990-N, the e-Postcard). If you don't file a required return or notice for three consecutive years, your exempt status will be automatically revoked.

If we indicated at the top of this letter that an addendum applies, the enclosed addendum is an integral part of this letter.

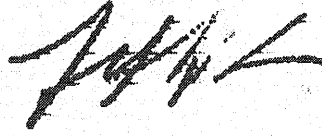
For important information about your responsibilities as a tax-exempt organization, go to [www.irs.gov/charities](http://www.irs.gov/charities). Enter "4221-PC" in the search bar to view Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, which describes your recordkeeping, reporting, and disclosure requirements.

Letter 5436

Sec-7

DAVIDSON VILLAGE NEWTORK

Sincerely,

A handwritten signature in dark ink, appearing to read 'J. I. Cooper', with a stylized flourish at the end.

Jeffrey I. Cooper  
Director, Exempt Organizations  
Rulings and Agreements

Letter 5436

SCC-8



## **Board of Directors**

### Directory

#### ***David Critchlow***

Outgoing President (3/1/22)  
19221 Berkley Commons Drive  
Cornelius  
704-892-0199  
carlislesouth@gmail.com

#### ***Natalie Heling***

Secretary  
18114 Ebenezer Drive  
Cornelius  
704-997-5169  
natalie.heling@gmail.com

#### ***Shana Erber***

Marketing Director  
113 North Lynbrook Drive  
Davidson  
312-925-6570  
shana\_erber@yahoo.com

#### ***Gerry Mackenzie***

Outreach Director  
510 Liburdi Court  
Davidson  
609-240-5512  
gerrymackenziescc@gmail.com

#### ***Ellen Giduz***

Volunteer Director, Incoming President (3/1/22)  
106 Hillside Drive  
Davidson  
704-770-6417  
elgiduz@gmail.com

#### ***Beth Quinn***

Membership Director  
13707 Evening Primrose Drive  
Davidson  
704-591-0078  
bethmilderquinn@gmail.com

#### ***Sue Winter-Hallman***

Title: TBD  
112 Easter Lane  
Davidson  
704-307-8339  
winterflakes89@gmail.com

#### ***Shanna Reeb***

Dir. of Operations (non-voting)  
1138 South Street  
Cornelius  
817-894-1473  
shannareeb@gmail.com

## FORM 990-N 2020

2018  
FILED


2019  
FILED

2020  
E-FILE NOW

**ORGANIZATION NAME**  
DAVIDSON VILLAGE NETWORK

**DOING BUSINESS AS (OPTIONAL)**  
Senior Community Connections

**EIN: #47-5421673**

**Tax Period:** Oct 2020 - Sep 2021  Edit

**WEBSITE (OPTIONAL)**  
<https://davidsonvillagenetwork.org/>

 **Officer**

**NAME**  
David Critchlow

**ADDRESS LIN...**  
PO Box 327

**ADDRESS LINE 2**

**CITY**  
Davidson

**STATE \***  
North Carolina ▼

**ZIP**  
28036

**COUNTRY \***  
United States ... ▼

### Organization Address

**STREET ADDRESS**  
PO Box 327

**CITY**  
Davidson

**STATE \***  
North Carolina ▼

**ZIP**  
28036

**COUNTRY \***  
United States of America ▼

- ☐ Has your organization been terminated or gone out of business?
- ☒ Are your gross receipts normally \$50,000 or less?

[CONTINUE TO PAYMENT](#)



You are filing for 2020

**Note:** Forms are initially pre-populated with information from previous filings for convenience.

If any information is missing, out-of-date, or otherwise incorrect, you should update these items prior to submitting your form.

January 22, 2022

Ms. Ellen Giduz, President  
Senior Community Connections  
P. O. Box 327  
Davidson, NC. 28036

Dear Ms. Giduz:

I am writing to express my strong support for approval of the Senior Community Connections grant request for the town of Cornelius.

I am now 75 and have been a homeowner in Cornelius for nearly 10 years. I originally became aware of the nationwide Village Network movement, of which Senior Community Connections is a part, through a friend who helped to organize and then served as president of the Charlotte chapter. I was pleased to find that a group of Davidson residents had been working for a number of years to initially form a Davidson chapter under the Village Network umbrella and then work to expand membership to seniors in neighboring communities.

I know that both these chapters are providing meaningful services and activities to many seniors to support their desire to remain independent in their homes. It is important to many seniors – living alone – to know that they have a community resource to help them when needed (assist in running errands; a ride to the doctor; finding professional help, e.g., a plumber or electrician; helping with around-the-house to-do-lists, paperwork, etc.; IT support). Many of these are routine for younger people but can become overwhelming for seniors. Additionally, and equally important, is the social aspect of the Village movement – usually small gatherings/day trips that promote socializing and help to reduce isolation and loneliness. There are many seniors in Cornelius who would benefit through participation in Senior Community Connections. Grant funding is used in part to afford the membership opportunity to those with limited financial resources. Importantly, membership fees are kept as low as possible due to most support being provided by volunteers, lean organizational structure, and only one part-time paid employee. I joined Senior Community Connections in 2018 and have served since then as a volunteer.

This community will be better served being a part of Senior Community Connections.

  
JOHN SCOTT MONAGHAN



P.O. Box 1842  
Davidson, NC 28036  
(704) 896-0471  
(704) 896-0497 fax

[www.adajenkins.org](http://www.adajenkins.org)

Harold E. Rice, Jr.  
Chief Executive Officer

**Board of Directors**

Brian Peace, Co-Chair  
Angela Kirkby, Co-Chair  
Kim Jude, Vice Chair  
Richard Pappas, Treasurer  
Marvin Brandon, Secretary  
Martha Bergstedt  
Dr. Laura Colson  
Lisa DeMao  
Iretha Kerns  
Steph Wells

**Ex Officio**

Rusty Knox  
Stacy Phillips  
Bill Russell  
Dave Gilroy

January 24, 2022

Ellen Giduz, Board President  
Senior Community Connections  
P.O. Box 327  
Davidson, NC 28036

Dear Mrs. Giduz,

As the Chief Executive Officer, I write on behalf of the Ada Jenkins Center in support of the grant application being presented to the Town of Cornelius by the Senior Community Connections (SCC), a non-profit organization. I am aware that SCC has established its services in the Town of Davidson with much success serving almost 100 seniors with 98 trained and vetted volunteers in the community.

Now SCC wishes to formally expand its program in Cornelius. Already almost 10 percent of SCC's volunteers and members are from Cornelius. I strongly support this grant application because I believe that helping older adults remain independent in their homes and encouraging their engagement in their community is a win/win for our town, its elderly and their caregivers and families. Senior Community Connection's many services can be offered for a minimal fee because the organization is solely run with and by volunteers except for a part-time staff person and there is no building. SCC offers a wide array of services for older adults; however, this organization also aims to prevent loneliness as adults move into their golden years.

Personally, as a community leader and advocate, I see the great need and value of such an organization because we all find ourselves at times full of activity within our own lives to go and check on our older adult neighbors.

We support the promotion of SCC's services in our town and hope you will consider funding them so that they may expand their network in Cornelius and help further establish an age friendly community here.

Sincerely,

Harold E. Rice, Jr.  
Chief Executive Officer

January 25, 2022

Ellen Giduz, Board President  
Senior Community Connections  
P.O. Box 327  
Davidson, NC. 28036

Dear <sup>Ellen</sup> Dr. Giduz,

As a member of the Davidson Town Board, I am writing in support of the grant application being presented to the Town of Cornelius by the Senior Community Connections (SCC), a non-profit organization.

Even before being elected in 2017, I was one of the members of the Davidson community who participated in conversations about what an organization like Davidson Village Network - now **Senior Community Connections** - could provide for residents of our town. Since those early discussions, I have watched the "birth" and growth of this important organization in the Town of Davidson. Most importantly, I joined by 4 colleagues in unanimously supporting to award one of our nonprofit grants to DVN, now Senior Community Connections.

Our vote was significant for more reason than the obvious. It carried even greater significance because it was a unanimous vote to support a nonprofit grant that did NOT fall within the framework of our stated nonprofit grant process. Despite that important distinction, we voted to help this important new startup nonprofit get off the ground.

Not only did SCC get off the ground, they soared. Measuring their success is not all about the numbers, it is about the individual stories of the impact they make in the lives of the seniors and their families. That being said, their numbers are pretty darn terrific too - serving almost 100 seniors with 98 trained and vetted volunteers in the community.

I strongly support this grant application because I believe that helping older adults remain independent in their homes and encouraging their engagement in their community is a win/win for the town, its elderly and their caregivers and families. And there is no magic dividing line that separates the need across our two towns. As is the case with most of our community nonprofits, there is already an overlap of services. Currently, nearly 10 percent of SCC's volunteers and members are from Cornelius.

I hope you will award SCC the grant they are requesting. Without that support, I don't foresee that they will have capacity to expand beyond the current 10%. That would be a significant loss for residents of Cornelius. Help SCC help the Town of Cornelius do the hard work to build a more age-friendly community.

Sincerely,

  
Jane Campbell  
Commissioner/Mayor Pro Tempore – Town of Davidson

PLEASE DON'T HESITATE TO  
LET ME KNOW HOW I  
CAN BE OF FURTHER  
ASSISTANCE!



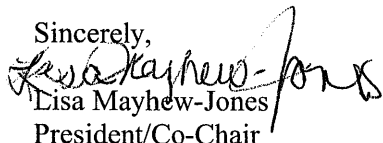
Ellen Giduz, Board President  
Senior Community Connections  
P.O.B. 327  
Davidson, NC. 28036

Dear Mrs. Giduz,

As the President/Co-Chair I write on behalf of Smithville Community Coalition in support of the grant application being presented to the Town of Cornelius by the Senior Community Connections (SCC), a non-profit organization. I am aware that SCC has established its services in the Town of Davidson with much success serving almost 100 seniors with 98 trained and vetted volunteers in the community. Now SCC wishes to formally expand its program in Cornelius. Already almost 10 percent of SCC's volunteers and members are from Cornelius. I strongly support this grant application because I believe that helping older adults remain independent in their homes and encouraging their engagement in their community is a win/win for our town, its elderly and their caregivers and families. Senior Community Connection's many services can be offered for a minimal fee because the organization is solely run with and by volunteers except for a part-time staff person and there is no building.

Personally, as an advocate for our community I see the great need and value of such an organization because of the many seniors in our community that would be able to have access to this organization. We would be interested in forming a partnership with SCC to support and assist our senior population and their caregivers. We would also benefit from their offering free memberships to our congregation for those in financial need, as is their model.

We support the promotion of SCC's services in our town and hope you will consider funding them so that they may expand their network in Cornelius and help further establish an age friendly community here.

Sincerely,  
  
Lisa Mayhew-Jones  
President/Co-Chair  
Smithville Community Coalition

Smithville Community Coalition  
PO Box 1260  
Cornelius, NC 28031  
[Nmayhew0@email.cpcc.edu](mailto:Nmayhew0@email.cpcc.edu)  
704-299-8804  
TIN# 46-1055584



Mt. Zion United Methodist Church  
19600 Zion Ave.  
Cornelius, NC 28031  
(704) 892-8566

January 27, 2022

Ellen Giduz, President of the SCC Board  
Senior Community Connections  
P.O. Box 327  
Davidson, NC 28036

Dear Mrs. Giduz,

As one of the Senior Pastors at Mt. Zion United Methodist Church in Cornelius, I write in support of the grant application being presented to the Town of Cornelius by the Senior Community Connections, (SCC), a non-profit organization. At a meeting of the Rotary Club on May 12, 2021, I listened attentively to the board president of the Davidson Village Network (as they were formerly known) tell us about his organization. I immediately thought of several members of my church who could benefit from what was being described. I was impressed with the good work that they were doing for seniors, and I was curious about whether their services extended beyond just the town of Davidson. I was pleased to hear that they were also beginning to work in the Cornelius area, and I was glad when I heard that they had changed their name to reflect their commitment to the wider area. I learned of their success in Davidson, serving almost 100 seniors with 98 trained and vetted volunteers in the community.

Now SCC wishes to expand formally its program in Cornelius. Already, almost 10 percent of their volunteers and members are from Cornelius. I strongly support this grant application because I believe that helping older adults remain independent in their homes and encouraging their engagement in the community is very positive for our town, its elderly, and their caregivers and families. As a pastor, I regularly talk with older adults about their desire to stay in their homes, but they often feel like they need help to do so. The SCC is exactly what they need for their own happiness and the well-being of their families and neighbors. Senior Community Connection's many services can be offered for a minimal fee because the organizing is solely run with and by volunteers except for a part-time staff person and there is no building.

As a pastor in Cornelius, I see the need and the value of the SCC. I think of many people I know who need a ride to the grocery store, or the pharmacy, or to a medical appointment. Some of them need some basic assistance so that they can take advantage of programs and services offered online. Sometimes, they just need help with a minor project around their house and yet they might not have

children or grandchildren around who can help. They often simply need an advocate who will help them negotiate their way through different government services. I believe Mt. Zion United Methodist Church would be interested in forming a partnership with SCC to support and assist our senior population and their caregivers. We would also benefit from their offering free memberships to those in our congregation who have financial need.

I support the promotion of their services in our town and hope you will consider funding them so that they may expand their network in Cornelius and help increase our age friendly community.

Sincerely,

*Jonathan D. Marlowe*

Jonathan D. Marlowe  
Sr. Pastor  
Mt. Zion United Methodist Church

*FRANCES DAWSON*  
21217 Pecan St., Cornelius, NC 28031  
704.701.7599

January 21, 2022

Ellen Giduz, Board President  
Senior Community Connections  
P.O.B. 327  
Davidson, NC. 28036

Dear Dr. Giduz,

As a volunteer and concerned Cornelius resident, I write in support of the grant application being presented to the Town of Cornelius by Senior Community Connections (SCC), a non-profit organization.

As one of the nearly 100 trained and vetted Senior Community Connection volunteers, I have seen firsthand the impact SCC has on the lives of seniors maintaining independence in their homes, while also benefiting personally from my interactions and growing friendships built through volunteering.

Over the past several years I have had the pleasure of assisting SCC clients by driving them to doctor/therapy appointments; providing transportation and accompanying clients on their weekly grocery shopping and errands; assisting with minor home chores; walking with clients to promote wellness/healing; attending social events with clients; and so many other valuable interactions. I know for a fact that such support extended the time an elderly resident could remain in their home independently, something we all hope for. I also know that the support of SCC services provides welcome relief and comfort for the family members of SCC clients.

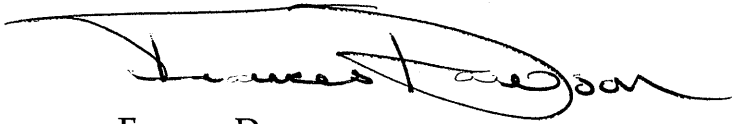
The desire of SCC to formally expand their program of service to Cornelius residents is particularly appealing to me. Historically the focus of SCC has been Davidson residents, but even now their client base is approximately 10% Cornelius residents. The need is great to support Cornelius seniors, especially those on limited incomes, in receiving the benefits of a community program such as Senior Community Connection.

As a seventeen-year resident of Cornelius I would be proud of the town's support of our more elderly residents. Community is built on the contributions of residents' young and old, along with opportunities to support each other through every chapter of life. I equate support of SCC in Cornelius as a wonderful way of uplifting a true sense of community for all of us.

SCC has proven to be a good steward of their resources offering their services for a nominal fee, possible because of their volunteer base, a small part-time staff and no overhead or facility to maintain. Funding and community partners also provide the opportunity for need-based, client scholarships.

I strongly support this grant application as I believe that supporting the desire of older adults to remain independent while promoting personal interactions and opportunities for engagement is a benefit for the town and its residents. Furthermore, I support the promotion of SCC's services in Cornelius and hope you will consider funding this grant application so that SCC may expand their network in our town and help further establish an age friendly community in Cornelius.

Sincerely,

A handwritten signature in black ink, appearing to read 'Frances Dawson', with a long horizontal flourish extending to the left.

Frances Dawson  
Cornelius Resident and Community Volunteer  
REALTOR/Broker, RE/MAX Executive Cornelius

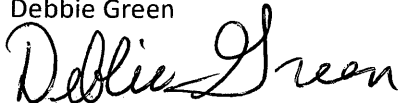
Ellen Giduz, Board President  
Senior Community Connections  
P.O. Box 327  
Davidson NC 28036

Dear Mrs. Giduz,

As the Activities Coordinator, I write of behalf of Williams Place Gracious Retirement here in Davidson for support of the grant application being presented to the Town of Cornelius by the Senior Community Connections, a non-profit organization. They have really helped our residents with being able to do more activities beyond what we have to offer here at Williams Place. We have had several residents who participate with Senior Community Connections. There are some residents who don't see well, or for some reason are not able to drive themselves, but want that connection with other seniors. I believe that helping older adults remain independent in their homes and offering these options, help them to better enjoy their lives, and not feel alone.

Personally as an activities coordinator here at Williams Place, I see the great need and value of such an organization because of the help and support of independent seniors that they give!

Sincerely,  
Debbie Green



Activities Coordinator  
Williams Place Gracious Retirement  
Davidson NC 28036

#### Attachment 4: Relevance & Participation Narrative

**a. What benefit does your organization's work provide for the Cornelius community?**

SCC's benefits for older adults and their caregivers (often adult children) are addressed fully in the grant narrative. In summary, SCC provides tangible services such as transportation, in-home services, advice and advocacy, friendly visiting and social activities.

In re: the broader Cornelius community, primary benefits include:

1. SCC is a cost effective way to address the service needs of Cornelius' growing older adult community.
2. SCC is a creative and affordable response to the County's "Age Friendly Mecklenburg County Action Plan".
3. SCC provides Cornelius residents and community service agencies with the opportunity to become part of a local network that supports its older residents today and in the future.

**b. Define your audience. In what ways are you seeking to expand or evolve the audience you serve in the coming year(s)?**

The SCC audience includes older adults, caregivers and the community-at-large (including community-based service and faith-based organizations).

As detailed in the grant narrative, in October 2021 SCC officially changed its service area to include Cornelius, Huntersville and Southern Mooresville. New members, volunteers and agency partners are being actively engaged in these communities.

SCC is also implementing protocols to engage older adults who are traditionally hard-to-reach or live in underserved communities. This is being done through partnerships with social service and faith-based organizations, and offering scholarships to cover the cost of annual membership fees. See question below for additional information on partnerships.

**c. How do you build meaningful relationships with community partners, audiences, visitors, participants, etc.?**

SCC is grass-roots, home-grown and volunteer based. Therefore, it is flexible in how it engages in meaningful relationships with its members, volunteers and partners. As noted in the grant application, we use an individualized approach to meeting each member's needs rather than a prescribed menu of services. To this end, we communicate with members (and/or their designated caregiver) via phone or email, provide customized services and "check-ins", and foster repeat engagements between members and volunteers to encourage deeper connections. SCC produces a monthly newsletter which is distributed to members, volunteers and partners.

With respect to volunteers, they provide transportation, assistance in technology support, household chores, education/information sharing and hosting social events.

In addition to coordinating volunteer service, the Board member serving as Director of Volunteers also dedicates her time to maintaining communication with the volunteers and recognizing their contributions. SCC volunteers choose the activities they are engaged in and are continually recognized and reminded that they are the backbone of the network.

SCC is in continual communication with Davidson residents through postings in the *News of Davidson*, the Town of Davidson's Community Calendar and local lake Norman businesses. As detailed in the narrative, we hope to establish similar open communication with residents of Cornelius.

SCC's approach to community partnerships is addressed in the question below.

- d. Describe how your organization has prioritized becoming more accessible, inclusive and equitable. What initiatives are currently underway, and what are you learning in the process? What strategies are you putting in place for the coming year?**

*FISCAL*

SCC focuses on two aspects of accessibility/inclusion: knowledge (awareness) of SCC and access to SCC. As to knowledge, some older adults are unaware of SCC or may be hesitant to utilize its services. It often takes a trusted voice to encourage an older adult to take the first step to ask for help. For these reasons, SCC is committed to reaching out to agencies and organizations that can assist us in reaching underserved and/or hard-to-reach populations. We are open to sharing information directly with constituent groups, or working with trusted community leaders within targeted communities to promote awareness of our services.

As to access to SCC, SCC recognizes that while modest, its full membership fee (\$250 individual; \$400 couple per year) may be a barrier for some residents. To address this directly, SCC partners with individuals and organizations to make scholarships available to older adults in need of financial assistance. Availability of scholarships will be highlighted in outreach activities so that interested persons can self-identify or be linked to SCC through one of our partners. Efforts to expand the number of available scholarships are ongoing, and are an essential component of this application.

SCC approaches partnership with flexibility. Several current partnerships are outlined below. These examples, or other modified models, will be replicated with Cornelius organizations.

*Ada Jenkins* - Partnership for referral and access to service. Ada Jenkins also has an open membership with SCC which it can fill as needed to meet the needs of an older adult identified by the staff of Ada Jenkins.

*Temple Kol Tikvah* - Partnership for referral and access to service. The Temple can refer members for service as needed. Usage is monitored and promoted within the entire community, including cross-participation in both organization's events.

*The Bungalows* - SCC is partnering with a leader within this subsidized housing community to share information and foster referrals among appropriate residents.

*The Rotary of Davidson* - The Rotary is providing funds for 4 scholarships to be awarded at SCC's discretion to expand access to service.

*Williams Place* - SCC hosts a quarterly "coffee chat" at Williams Place (for residents at the senior residence, as well as the general public) to promote SCC and offer a social activity.

**e. Participation: Please discuss any changes, fluctuations, or trends in total annual participation. How do you measure feedback from participants/audience, and how do you incorporate feedback?**

SCC service delivery began in late 2017 (as DVN) and was well-established in Davidson at the time that COVID caused all but critical services (primarily medical-related transportation), online events and telephone reassurance to be halted. In-person activities and transportation for non-emergent travel were reinstated fully by June/July 2021. Service levels and the types of social activities offered have varied from October 2021 to today based on COVID protocols.

SCC membership, which slowed during the peak of COVID, has been steadily increasing since Summer 2021. We currently have 42 members and 50 volunteers.

The process for soliciting input from SCC members is addressed in the grant narrative and copied below. The Board uses input from members, caregivers, and volunteers, as well as data from service delivery analysis, to inform its annual Strategic Planning and ongoing operations. As a working Board, the members are involved in activities on a daily basis, and meet regularly to discuss emergent issues.

1. Annual client satisfaction survey that includes questions to assess how SCC has impacted members' lives, the services/activities that members have most frequently used and their satisfaction with those services/activities and the identification of any gaps in service.
2. Monthly tracking of the number and types of services that members requested and that were provided; number of requests that were not filled (if any) and why; number of volunteers providing services; and number of social events provided.
3. Where applicable, soliciting feedback from adult children on SCC value/impact

concerning their parent members.

4. Soliciting feedback from the community-at-large on SCC name recognition and reputation through attendance at local community and civic meetings, informal gatherings, etc.

Attachment 5:

**Proposed Programming: Provide proposed programming including a description of and number of events, educational programs, exhibitions, performances and private events for the grant period.**

SCC's full membership includes service delivery and social activities. SCC also offers a social membership that includes social activities only (\$125 per year).

Each month SCC offers a variety of social activities that members may choose to participate in. Typically, a weekly activity is offered within one of the following categories: education, art, physical activity, recreation and social. Topical experts (such as an upcoming speaker from the Alzheimer's Foundation) are engaged as speakers on various topics of interest to our members.

Activities recently held or planned for the first quarter of 2022 include a movie at a local theater, a trip to Nutcracker in Charlotte, a concert at Davidson College, a pizza lunch, a garden party, a breakfast at local restaurant, a presentation on new North Mecklenburg Recreation Center, walking, yoga and crafting. SCC offers transportation to the events it sponsors for both full and social members, using volunteer drivers or group transportation as needed.

## **CONFLICT OF INTEREST POLICY**

### **Article I**

#### **Purpose**

The purpose of the conflict of interest policy is to protect **DAVIDSON VILLAGE NETWORK** ("Organization") interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

### **Article II**

#### **Definitions**

##### **1. Interested Person**

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

##### **2. Financial Interest**

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
- b. A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

### **Article III**

#### **Procedures**

##### **1. Duty to Disclose**

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to

the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

**2. Determining Whether a Conflict of Interest Exists**

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, s/he shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

**3. Procedures for Addressing the Conflict of Interest**

- a. An interested person may make a presentation at the governing board or committee meeting, but after the presentation, s/he shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b. The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c. After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its decision as to whether to enter into the transaction or arrangement.

**4. Violations of the Conflicts of Interest Policy**

- a. If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- b. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

**Article IV Records of  
Proceedings**

The minutes of the governing board and all committees with board delegated powers shall contain:

- a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.
- b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

#### **Article V** **Compensation**

- a. A voting member of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- c. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

#### **Article VI Annual** **Statements**

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflicts of interest policy,
- b. Has read and understands the policy,
- c. Has agreed to comply with the policy, and
- d. Understands the Organization is charitable and in order to maintain its federal tax exemption, it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

#### **Article VII** **Periodic Reviews**

To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining,
- b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

### **Article VIII** **Use of Outside Experts**

When conducting the periodic reviews as provided for in Article VII, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

Approved and Adopted by the Board of Directors on November      , 2015

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## NON-DISCRIMINATION POLICY

Davidson Village Network, a North Carolina non-profit corporation, hereby declares that it is the policy of the corporation not to discriminate against any person (exclusive of corporations) on the basis of race, religion, color, creed, national origin, age, gender, handicap status, or sexual orientation. This policy is meant to be universal, internal and external, such that it encompasses membership, officers and directors, committee personnel, volunteers, vendors and any other person(s) having actual or prospective dealings with the corporation.

Approved and Adopted by the Board of Directors on January 19, 2017

Attest: \_\_\_\_\_

Pamela Brunell, Secretary