Prader-Willi Syndrome Association

SUMMARY

Mission

PWSA(USA) is an organization of families and professionals working together to promote and fund research, provide education, and offer support to enhance the quality of life of those affected by Prader-Willi syndrome.

Contact Information

Primary Address
8588 Potter Park Drive
Suite 500
Sarasota, FL 34238-5471

Phone
800 926-4797
Alternate Phone
941 312-0400

Email
pwsausa@pwsausa.org
Website
www.pwsausa.org
Facebook
pwsausa
Twitter
pwsausa

General Information

Nonprofit
Prader-Willi Syndrome Association
Tax Exempt Status
Public Supported Charity
Incorporation Year
1977
State Charitable Solicitations Permit
Yes Jan 2018
State Registration
Mar 2017
BACKGROUND & NEEDS

Impact Statement

2015 Accomplishments:

- New Parent Mentoring Program— Due to an increasing number of new diagnoses, restructured the program that is serving the families of newly diagnosed persons with PWS. Went from one to two part time staff persons and added a dozen volunteer new parent mentors who work closely with five families each.

- Recruited Mayim Bialick, actress from the “Big Bang Theory” to serve as a national spokesperson for PWSA (USA). Ms. Bialick is promoting PWSA (USA) and PWS awareness through her social media channels.

- Added a fundraising special event featuring Clint Hurdle, Manager of the Pittsburgh Pirates baseball organization. This annual event is held during spring training and has helped to expand our revenue channels.

- Created an enhanced tracking system for crisis, medical, and family support calls we receive. This has allowed us to better track the types of calls and demands on our staff so that we can focus resources where they are most needed.

- Added a contract education specialist to better serve our PWS families of school aged children. This person and our other family support staff provide support to families, school districts, and school professional staff on IEP’s for students with PWS. This increased specialized resource will help provide the support needed for this important life-stage of those with PWS.

2016 Goals:

- Create a robust series of educational webinars (10-12) for families to assist them with a number of issues including, transitioning to adulthood, school issues, behavior challenges and other helpful topics.

- Increase to 200 the number of newly diagnosed persons with PWS that we provide support to during the year.

- Complete fundraising for and begin the oxytocin phase 2 drug study research initiative.

- Create and implement a national PWS awareness campaign utilizing social media to educate the public about Prader-Willi syndrome.

Needs Statement

1. Research-PWSA (USA) will be funding an exciting research study. This is an oxytocin phase 2 study for a drug that has shown tremendous potential for children with Prader-Willi syndrome. While over $650,000 has already been raised it is short of the $1M goal to have the full number of subjects enrolled. Need $350,000

2 2. Cover the cost for paying for a child with PWS to an acute care program that serves PWS children in crisis. Cost $1,000 per child with an annual need of 25 children. Cost $25,000.

3. 3. If there is a medical emergency involving someone with PWS, our organization responds during business hours by contacting physicians and hospitals. We provide critical information that outlines the unique care and issues relating to PWS. We do not have resources to answer these calls in the evening and during weekends. We would like to implement an after-hours answering service that could assist during these times. Cost $10,000.

4. 4. There is a growing demand for our medical and family support counselors as we are now
handling over 2,000 calls a year. We need to hire an additional part time counselor to help handle the growing call volume. Cost $20,000.

5. PWSA (USA) needs to create a “Parent Perspective” video that can be shared with residential care home providers for training purposes. This video will help providers better understand and develop more effective relationships with parents of adults with PWS that the provider serves. Cost $10,000.

Background Statement

The Prader-Willi Syndrome Association was established in 1975 and then incorporated in 1977. By 1978, publications were being released and the first national conference was held in 1979. The organization was run by volunteers until 1984 when the first paid staff were hired. The first PWSA scientific conference was held in 1985 in conjunction with the national conference. In 1991, the first international PWSA conference was held in Holland. The national office moved from Missouri to Sarasota, FL in 1997. Although the first office was in Siesta Key, the organization is now headquartered on Potter Park Drive in Sarasota.

PWSA (USA) provides family and crisis support to those who have PWS and their families. The organization provides counseling for behavioral emergencies, assistance with school IEP’s (individual education plans), information regarding nutrition and food security, and much more.

In addition to direct support, PWSA consults with physicians, providers, and other professionals to share information regarding the uniqueness of this rare syndrome and develop resources that can be utilized during emergency situations as well as routine care. PWSA funds research and has a network of specialists throughout the country. There are chapters in approximately 42 states that connect people and partner organizations on a local level.

The Scientific Advisory Board (SAB), formed in 1980, is responsible for approving and overseeing research grants. It is comprised of twelve professionals in the fields of medicine, research, and psychology. They donate their time and talent to review all research applications, coordinating Scientific Day at the national conference, and work with the Executive Director on research collaboration. PWSA (USA) plays a strong role in networking researchers, and advocating on a national level for appropriate research.

The Clinical Advisory Board (CAB) is comprised of approximately 15 physicians who voluntarily provide the organization with appropriate medical guidance.

Statement from the Board Chair

To our members, donors, PWS families and supporters:

2015 was a banner year for PWSA (USA) and our Prader-Willi syndrome (PWS) families. We saw significant growth in our fundraising revenue with added activities and an increased number of donors. This helped the Board to increase the services we provide to the growing PWS community.

The 33rd Annual Prader-Willi Syndrome Association (USA) National Conference that I co-chaired was a huge success. Over 800 health professionals, researchers, caregivers, providers, family members and people with PWS gathered in Orlando to learn the latest in research, treatment and support programs for people with PWS. We appreciate all of the people who participated in this event and were able to provide webinars on many of the topics covered for those who were not able to attend the conference.

The Board authorized a major research initiative for an oxytocin phase 2 study and has raised well over $600,000 for this study that will be underway in the last half of 2016. The international PWS community has stepped forward to help provide the necessary funds to launch the research study.

The Board continues to address the challenges that face the PWS community. In 2015 we provided support to over 2,000 families who contacted us with medical and support issues affecting those with PWS. This was an
all-time record number and we are on pace to have an even greater demand in 2016. Contacts from families with newly diagnosed loved ones with PWS also hit a record number with 173 people supported by our organization. Like our overall support services we anticipate a new record number will be provided support by our organization in 2016.

The Board is working to have the infrastructure and revenue in place to continue to meet these growing demands. That is why we are so grateful to the Community Foundation of Sarasota County and the Patterson Foundation for providing the 2016 Giving Challenge.

I want to personally thank each and every one of the individuals, families, companies, and organizations who support us and stand with PWSA (USA) in our efforts to provide help to people with PWS and their families. As the mother of a daughter with PWS I know first-hand how your financial support makes all the difference in the world in our lives.

Thank you,

Michelle Torbert
Chairman of the Board

Statement from the CEO/Executive Director

Dear Prospective Donor:

The Prader-Willi Syndrome Association represents a syndrome that is the leading genetic cause of life-threatening obesity in children and adults throughout the United States. We are here throughout the lifecycle of a child, providing hope to parents who have a child that has just been diagnosed with PWS, giving parents information and resources while their infant is in the neonatal intensive care unit (NICU), providing parent mentors for new parents so they are getting support from other parents who have been through a similar experience, supporting families and their children through the school years, teaching parents to be advocates for their child, providing information on nutrition and food security, and then providing assistance with issues such as residential placement and employment. And there is so much more. Our organization holds the hands of parents and their children throughout the child’s entire life. Our family support counselors are available to help with educational and behavioral issues. Our medical staff are available to provide information and resources to physicians and other caregivers. Our research staff are a conduit for information relating to PWS that comes from around the world and sharing it with physicians and other appropriate individuals or organizations who are caring for those with this syndrome.

All of this is done utilizing donated dollars, grants, and income from special events. PWSA (USA) is not a government agency and is not funded by the government. Every single dollar raised is critical to ensuring the success of this organization in meeting its goals and accomplishing its mission. Every dollar gets us closer to a cure, closer to access to better care, and closer to a more independent and quality life for those living with Prader-Willi syndrome.

Our need is real. Our need is immediate. The time to help is now.

Areas Served

Throughout the United States
National

PWSA (USA)’s headquarters is located in Sarasota, FL. The organization serves individuals with PWS, their families, physicians, providers, and other professionals throughout the United States.
Service Categories

Primary Organization Type
Human Services

Secondary Organization Type
Mental Health & Crisis Intervention

Tertiary Organization Type
Medical Research
### Family and Crisis Support

**Description**
The PWSA Family and Crisis Support program includes counseling and resources related to situations such as legal, behavioral, school, or placement issues. It can also include assistance with obtaining needed benefits such as Supplemental Security Income (SSI) or Medicaid.

**Budget**
$350,000.00

**Category**
Human Services, General/Other Human Services, General/Other

**Program Linked to Organizational Strategy**
Yes

**Population Served**
General/Unspecified Families Children and Youth (0 - 19 years)

**Short Term Success**
Short-term successes include interventions that save lives, assist in helping a child receive an education, and even work that results in parents who were considering adoption choosing to keep their new infant that has been diagnosed with this rare syndrome. Short-term successes are critical for our families and caregivers. However, we also realize that early intervention can lead to long-term healthier children who are less likely to be obese and who are able to live a longer and higher quality life.

**Long Term Success**
The PWSA Family Support program is unique among the rare disease communities. PWSA is happy to report positive feedback as the organization shifts from a crisis counselor model to a more comprehensive Family Support model. This allows more comprehensive support services, consistent communication, and collaboration between medical, nonmedical and crisis service providers. There is a new family support counselor that helps Spanish speaking families. We continue to evolve to best meet the emerging and changing needs of the PWS community.

- The program handles an average of 1500 annual crisis cases.
- The top six issues are Advocacy (29%), Medical (26%), School Issues (15%), Behavior (11%), New Diagnosis (7%), Placement Issues (6%).

Crisis funds provide PWS training for schools and residential programs, transportation for children and adults needing specialized PWS treatment at The Children's Institute, and legal consultations for individuals with PWS involved in a legal crisis.

**Program Success Monitoring**
Tools that enable PWSA to track success include evaluations, surveys, counselor notes, and information obtained from physicians and families related to patient weight and longevity.

**Program Success Examples**
Historically, children born with Prader-Willi syndrome had short life expectancies. In addition, children with PWS presented with similar physical characteristics that made PWS visually evident. Due to our organization's research and the education and awareness we have brought to our families and professionals regarding early interventions, the importance of growth hormones, and other significant information, children with PWS are living longer lives, they are healthier, and we are literally changing the face of Prader-Willi syndrome.

**Comments**

**Program Comments by Organization**
PWSA is proud of its commitment to all those affected by Prader-Willi syndrome. Many national headquarters of organizations focus on policy, guidance, and administrative issues. The national headquarters of the Prader-Willi Syndrome Association provides direct care to individuals with PWS and their families, and reaches out to healthcare and other professionals with lifesaving information and resources. We have built bridges throughout the national and international PWS community and are the leading provider of information related to Prader-Willi syndrome. In addition, research and information related to PWS is being utilized to study hyperphagia and may have significant impact on our fight against childhood obesity.
MANAGEMENT

CEO/Executive Director

CEO/Executive Director              Mr. Ken Smith
CEO Term Start                      Nov 2013
CEO Email                           ksmith@pwsausa.org

Former CEOs/Executive Directors

Dale Cooper                          Jan 2012 - Nov 2013
Dottie Cooper                        Jan 2012 - Nov 2013

Senior Staff

Evan Farrar                          Family Support Counselor
Jack Hannings                        Development Director
Janalee Heinemann                    Director of Research and Medical Affairs
Ken Smith                            Executive Director

Staff & Volunteer Statistics

Full Time Staff                      10
Part Time Staff                      6
Staff Retention Rate %               91
Professional Development            Yes
Contractors                          1
Volunteers                           40
Management Reports to Board          Yes
CEO/Executive Director Formal Evaluation Yes
Senior Management Formal Evaluation  Yes
NonManagement Formal Evaluation      Yes

Collaborations

PWSA collaborates with a number of organizations throughout the country. These include, but are not limited to: The National Institutes of Health (NIH), The Children's Institute, HealthBridge Children's Hospital, Pennington Research, the Translational Research Institute, the University of Florida, various developmental disabilities organizations, Wrights Law, and many more.
GOVERNANCE

Board Chair

Mrs. Michelle Torbert

Company Affiliation

Volunteer

Board Term

Sept 2015 to Sept 2018

Board Chair Email

ksmusa@gmail.com

Board Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michael Alterman</td>
<td>No Affiliation</td>
<td>Voting</td>
</tr>
<tr>
<td>Leon Caldwell</td>
<td>Annie E Casey Foundation</td>
<td>Voting</td>
</tr>
<tr>
<td>Sybil Cohen</td>
<td>Volunteer</td>
<td>Voting</td>
</tr>
<tr>
<td>Tom Conway</td>
<td>Retired</td>
<td>Voting</td>
</tr>
<tr>
<td>Julie Doherty</td>
<td>Volunteer, Secretary/Officer of the Board</td>
<td>Voting</td>
</tr>
<tr>
<td>Dr. Dan Driscoll</td>
<td>University of Florida</td>
<td>Voting</td>
</tr>
<tr>
<td>Jim Koerber</td>
<td>No Affiliation</td>
<td>Voting</td>
</tr>
<tr>
<td>Rob Lutz</td>
<td>Cortendo AB</td>
<td>Voting</td>
</tr>
<tr>
<td>Bert Martinez</td>
<td>Treasurer of the Board; Purvis, Gray, and Company</td>
<td>Voting</td>
</tr>
<tr>
<td>Tom Noonan</td>
<td>Rimkus Consulting Group</td>
<td>Voting</td>
</tr>
<tr>
<td>Tammie Penta</td>
<td>Community Volunteer</td>
<td>Voting</td>
</tr>
<tr>
<td>Marguerite Rupnow</td>
<td>Prader Willi Homes of Oconomowoc</td>
<td>Voting</td>
</tr>
<tr>
<td>Rob Seely</td>
<td>Volunteer</td>
<td>Voting</td>
</tr>
<tr>
<td>Michelle Torbert</td>
<td>No Affiliation</td>
<td>Voting</td>
</tr>
<tr>
<td>Denise Westenfield</td>
<td>Community Volunteer</td>
<td>Voting</td>
</tr>
</tbody>
</table>

Board Demographics - Ethnicity

- **African American/Black**: 1
- **Asian American/Pacific Islander**: 0
- **Caucasian**: 13
- **Hispanic/Latino**: 1
- **Native American/American Indian**: 0
- **Other**: 0 0

Board Demographics - Gender

- **Male**: 9
- **Female**: 6
- **Not Specified**: 0
Governance

- **Board Term Lengths**: 3
- **Board Term Limits**: 3
- **Board Orientation**: Yes
- **Number of Full Board Meetings Annually**: 6
- **Board Meeting Attendance %**: 74
- **Board Self-Evaluation**: Yes
- **Written Board Selection Criteria**: Yes
- **Percentage of Board Making Monetary Contributions**: 100
- **Percentage of Board Making In-Kind Contributions**: 100
- **Constituency Includes Client Representation**: Yes

Standing Committees

- Advisory Board / Advisory Council
- Audit
- Board Development / Board Orientation
- Development / Fund Development / Fund Raising / Grant Writing / Major Gifts
- Executive
- Finance
- Nominating
- Program / Program Planning
- Scientific Advisory
- Strategic Planning / Strategic Direction
FINANCIALS

Current Financial Info

Fiscal Year Begins 2016
Fiscal Year Ends 2016
Projected Revenue $1,259,281.00
Projected Expenses $1,169,281.00
Total Projected Revenue includes "in-kind" contributions/ donations
Endowment Value $0.00
Spending Policy Percentage 0
Tax Credits No

Capital Campaign

In a Capital Campaign No
Campaign Goal 0
Anticipate Campaign Within Next 5 Years? No

IRS Form 990s

990 Extension
990
990 2014
990
990
990
990
Form 990
Form 990

Audit/Financial Documents

Audit
Audit
Audit
Audit
Audit
Audit

Solvency

Short Term Solvency
### Fiscal Year: 2013-2015

#### Current Ratio: Current Assets/Current Liabilities

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2014</th>
<th>2015</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Ratio</td>
<td>14.67</td>
<td>7.88</td>
<td>12.11</td>
</tr>
</tbody>
</table>

#### Long Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long-Term Liabilities/Total Assets</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Historical Financial Review

#### Revenue and Expenses

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>$1,440,266</td>
<td>$1,208,873</td>
<td>$1,358,953</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$1,454,509</td>
<td>$1,208,873</td>
<td>$1,358,953</td>
</tr>
</tbody>
</table>

#### Revenue Sources

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation and Corporation Contributions</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Government Contributions</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Federal</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>State</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Local</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Unspecified</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Individual Contributions</td>
<td>$405,595</td>
<td>$804,809</td>
<td>$916,256</td>
</tr>
<tr>
<td>Indirect Public Support</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Earned Revenue</td>
<td>$294,222</td>
<td>$80,191</td>
<td>$380,654</td>
</tr>
<tr>
<td>Investment Income, Net of Losses</td>
<td>$63,898</td>
<td>$65,635</td>
<td>$54,561</td>
</tr>
<tr>
<td>Membership Dues</td>
<td>$44,535</td>
<td>$33,772</td>
<td>$73,515</td>
</tr>
<tr>
<td>Special Events</td>
<td>$401,260</td>
<td>$374,546</td>
<td>$419,076</td>
</tr>
<tr>
<td>Revenue In-Kind</td>
<td>$606,840</td>
<td>$661,030</td>
<td>$793,305</td>
</tr>
<tr>
<td>Other</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

#### Expense Allocation

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Expense</td>
<td>78%</td>
<td>71%</td>
<td>82%</td>
</tr>
<tr>
<td>Administration Expense</td>
<td>155,179</td>
<td>233,593</td>
<td>176,571</td>
</tr>
<tr>
<td>Fundraising Expense</td>
<td>$159,304</td>
<td>$120,064</td>
<td>$85,855</td>
</tr>
<tr>
<td>Payments to Affiliates</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Total Revenue/Total Expenses</td>
<td>0.84</td>
<td>1.12</td>
<td>1.27</td>
</tr>
<tr>
<td>Program Expense/Total Expenses</td>
<td>78%</td>
<td>71%</td>
<td>82%</td>
</tr>
<tr>
<td>Fundraising Expense/Contributed Revenue</td>
<td>20%</td>
<td>10%</td>
<td>6%</td>
</tr>
</tbody>
</table>

#### Assets and Liabilities

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td>$1,375,285</td>
<td>$1,512,024</td>
<td>$1,980,049</td>
</tr>
<tr>
<td>Current Assets</td>
<td>$1,322,876</td>
<td>$1,454,043</td>
<td>$1,895,652</td>
</tr>
<tr>
<td>Long-Term Liabilities</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$109,211</td>
<td>$99,130</td>
<td>$240,473</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>$1,266,074</td>
<td>$1,412,894</td>
<td>$1,739,576</td>
</tr>
</tbody>
</table>

#### Top Funding Sources
### Fiscal Year 2015

<table>
<thead>
<tr>
<th>Top Funding Source &amp; Dollar Amount</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions, gifts, grants</td>
<td>$916,256</td>
<td>$804,809</td>
<td>$405,595</td>
</tr>
<tr>
<td>Second Highest Funding Source &amp; Dollar Amount</td>
<td>Fundraising $419,076</td>
<td>Fundraising $374,546</td>
<td>Fundraising $401,260</td>
</tr>
<tr>
<td>Third Highest Funding Source &amp; Dollar Amount</td>
<td>Conference Income $377,608</td>
<td>Conference Income $74,070</td>
<td>Conference Income $291,881</td>
</tr>
</tbody>
</table>

### Comments

**Financial Comments by Foundation**

Financial information taken from IRS Form 990 and audit documents. Individual contributions include foundation and corporate support. Federal tax returns and audited financial statements reconcile.
PLANS, POLICIES & LICENSES

Plans

<table>
<thead>
<tr>
<th>Plan</th>
<th>Yes/No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising Plan</td>
<td>No</td>
</tr>
<tr>
<td>Communication Plan</td>
<td>No</td>
</tr>
<tr>
<td>Strategic Plan</td>
<td>Yes</td>
</tr>
<tr>
<td>Strategic Plan Adopted</td>
<td>Jan 2012</td>
</tr>
<tr>
<td>Years Strategic Plan Considers</td>
<td>6</td>
</tr>
<tr>
<td>Management Succession Plan</td>
<td>No</td>
</tr>
<tr>
<td>Continuity of Operations Plan</td>
<td>No</td>
</tr>
</tbody>
</table>

Policies

<table>
<thead>
<tr>
<th>Policy</th>
<th>Yes/No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Policies and Procedures</td>
<td>Yes</td>
</tr>
<tr>
<td>Written Conflict of Interest Policy</td>
<td>Yes</td>
</tr>
<tr>
<td>Nondiscrimination Policy</td>
<td>Yes</td>
</tr>
<tr>
<td>Directors and Officers Insurance Policy</td>
<td>No</td>
</tr>
<tr>
<td>Whistle Blower Policy</td>
<td>No</td>
</tr>
<tr>
<td>Document Destruction Policy</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Affiliations

<table>
<thead>
<tr>
<th>Affiliation</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>AFP (Association of Fundraising Professionals)</td>
<td>2000</td>
</tr>
<tr>
<td>National Organization for Rare Disorders - Member</td>
<td>1995</td>
</tr>
</tbody>
</table>

Awards & Recognition

<table>
<thead>
<tr>
<th>Award/Recognition</th>
<th>Organization</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outstanding Support Sevrice</td>
<td>IPWSO International Prader Willi Syndrome Organization</td>
<td>2005</td>
</tr>
</tbody>
</table>

Government Licenses

Is your organization licensed by the Government? No

Planning & Policies Comments

Planning & Policies Comments by Organization
Planning & Policies Comments by Foundation