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U.S. DISTRICT COURT
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Hand-Delivered

UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF NORTH CAROLINA

GREGORY G. ARMENTO,
Plaintiff, Pro Se,

vs.

ASHEVILLE BUNCOMBE COMMUNITY
CHRISTIAN MINISTRY, INC., et al.
Defendants.

Civil Action No. 1:17-cv-150

PLAINTIFF'S
MEMORANDUM IN SUPPORT OF
FLSA APPLICABILITY

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The Pro Se litigate is mindful that his standing with the Court may not be equivalent to that of a professional attorney, therefore, through substantive pleadings the Pro Se litigate endeavors to plead a case by way of the written record and exhibits; the Pro Se litigant begs the Court for latitude should his attempts stray from form.

The question of the Fair Labor Standards Acts applicability is raised under a test for a prima facie case in the **Plaintiff's Memorandum in Support of Injunctive Relief**, to address the application of the FLSA and questions of jurisdiction raised by the US DOL and NC DOL, the Plaintiff has prepared this **Memorandum in Support of FLSA Applicability**, which is supported by the **Plaintiff's Complaint and Affidavit in Support of Complaint**¹

I. INTRODUCTION

Gregory G. Armento, ("Armento" or "Plaintiff") is a Pro Se litigant proceeding in the form of a pauper, and submits this memorandum supporting the of application of the Fair Labor Standards Act (FLSA) on Count I and Count II, Wage Theft, Failure to Pay Minimum Wage and Overtime, Failure to Maintain Records, Misclassification of an Employee; and Count III, Retaliation and Wrongful Termination in Plaintiff's Complaint.

Since January 2016, the Plaintiff has spoken to the U.S. Department of Labor (US DOL), Wage and Hour Division; and the N.C. Department of Labor (NC DOL), Wage and Hour Bureau; both agencies question whether they have jurisdiction and have referred the Plaintiff to the other agency, therefore the Plaintiff offers this Memorandum in Support of applying the FLSA to the issues in controversy.

The Plaintiff has established an extremely high likelihood for success on the merits of the Wage Theft allegations in **Plaintiff's Memorandum in Support of Preliminary Injunction**. In

¹ Producing representative testimony on a given pattern or practice is an acceptable method of trying an FLSA case. *Donavon v. Bel-Loc Diner, Inc.* 780 F.2d 1113, 1116 (4th Cir. 1985).

said Memorandum, an objective standard for proving a prima facie wage claim requires four elements:

- (First) Employment. The employee must obviously prove the existence of an employment relationship. *Reich v. ConAgra, Inc.*, 987 F.2d 1357 (8th Cir. 1993).
- (Second) Knowledge. The employee must establish that the employer had actual or constructive knowledge of the alleged [wage or] overtime violation. *Davis v. Food Lion*, 792 F.2d 1274, pg.1276 (4th Cir. 1986).
- (Third) Amount owed. The employee must state an amount of liability by a just and reasonable inference. *Anderson v. Mt. Clemens Pottery Co.*, 328 U.S. 680 (1946)
- (Fourth) Applicability of FLSA. The employee must establish either enterprise coverage or individual coverage. If the plaintiff proves that the employer qualifies for enterprise coverage, proof of individual coverage is not necessary.

This memorandum address the fourth element cited above and the question of jurisdiction proposed by both Federal and State Departments of Labor.

II. STATEMENT OF FACTS

A “Statement of Facts” has been stated in **Plaintiff’s Memorandum in Support of Injunctive Relief, page 2**, since the same controversies arises out of the same context of facts, the Plaintiff would reiterate same II. Statement of Facts, as if contained herein.

III. ARGUMENT

The Plaintiff presents a prima facie case on Counts I and II of Plaintiff’s Complaint; this Memorandum establishes grounds for the issues in controversy to be adjudicated under the Fair Labor Standards Act (FLSA).

There are no expressly codified FLSA exemptions available to the Defendant as a “nonprofit” or “religious organization”. The FLSA is inclusive of nonprofits (“*not for profit*”) in its definition of “enterprise” (U.S.C. 29 § 203 (r) (2) in paragraphs (A) and (B)); and again in the

definition of “Enterprise engaged in commerce or in the production of goods for commerce” (U.S.C. 29 § 203 (s) (1) (B)). The religious activities of the Defendant are actually limited under the VA GPD program provisions, at 38 CFR § 61.64 Religious Organizations.

On appearance, U.S.C. 29 Labor § 206, Minimum Wage, (e) Employees of employers providing contract services to United States;

(1) Notwithstanding the provisions of section 213 of this title (except subsections (a)(1) and (f) thereof), every employer providing any contract services (other than linen supply services) under a contract with the United States or any subcontract thereunder shall pay to each of his employees whose rate of pay is not governed by chapter 67 of title 41 or to whom subsection (a)(1) of this section is not applicable, wages at rates not less than the rates provided for in subsection (b) of this section.

and thereby U.S.C. 41 Public Contracts § 6704 (Limitation on minimum wage);

(a) IN GENERAL.—A contractor that makes a contract with the Federal Government, the principal purpose of which is to furnish services through the use of service employees, and any subcontractor, may not pay less than the minimum wage specified under section 6(a)(1) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(a)(1)) to an employee engaged in performing work on the contract.

While the above statutory handshaking may seem to be enough to bring the Defendant and its federal contracts within the scope of the FLSA; there can be no doubt a zealous defense will argue otherwise, therefore, the long road is necessary to establish FLSA applicability.

Congress has taken great strides to broaden the scope of the FLSA since its original enactment in 1938 and the Courts have embraced the sweeping breadth of its application. In a unanimous U.S. Supreme Court decision, *Alamo v. Labor*, 471 U.S. 290 (1985), the Court endorsed the liberal application of the FLSA.

The Court has consistently construed the Act "liberally to apply to the furthest reaches consistent with congressional direction," [citation omitted] recognizing that broad coverage is essential to accomplish the goal of outlawing from interstate commerce goods produced under conditions that fall below minimum standards of decency.”

Tony Susan Alamo Foundation v. Sec’y of Labor 471 U.S. 290, pg. 296 (1985)

Congress is explicit when writing exemptions into the FLSA (U.S.C. 29 § 213 - Exemptions); none of which applies in the present case; but suffice to say, when Congress permits an exemption it is narrowly defined and specific.

The Act declared its purposes in bold and sweeping terms. [fn. 19 omitted] Breadth of coverage was vital to its mission. Its scope was stated in terms of substantial universality amply broad enough to include employees of private contractors working on public projects as well as on private projects. Where exceptions were made, they were narrow and specific.

Powell v. United States Cartridge Co., 339 US 497 (1950), pg. 516-517

A. Applicability of FLSA

The Fair Labor Standards Act requires employers to pay employees “*who in any workweek is engaged in commerce or in the production of goods for commerce, or is employed in an enterprise engaged in commerce or in the production of goods for commerce*” a minimum hourly wage for work performed (29 U.S.C. § 206(a)). Work performed over forty hours in a work week, employers must pay “*not less than one and one-half times the regular rate at which he is employed*” (29 U.S.C. § 207(a)).

For the Defendant fall within the scope of the FLSA, the basic criteria FLSA requires:

- (1st) two or more employees;
- (2nd) employee/employer relationship;
- (3rd) either Enterprise or Individual coverage;
- (4th) a business is engaged in interstate commerce.

1. First Criteria for FLSA, two or more employees

The first criteria for the FLSA requires the Defendant to have two or more employees. This simplest of criteria is not easily documented by public record. The Defendant has published a 2016 Operating & In-kind Budget with the Salaries and Benefits totals for 2015 as follows:

Table 01. Summary of ABCCM Salaries and Benefits for 2015

Crisis Ministries	\$ 312,657
Veterans Services of the Carolinas	\$ 608,938
Jail Ministry	\$ 47,153
Veterans' Restoration Quarters & Industries	\$ 1,270,797
Steadfast House	\$ 376,139
Donation Center & Thrift Store	\$ 299,157
Medical Ministry	\$ 776,329
Leadership Ministry	\$ 137,452

The sum total of Defendant's Salaries and Benefits for year ending 2015 equal \$3,828,622 and are believed to have been paid to more than fifty employees (**Exhibit 29 - ABCCM 2016 Operating and In-Kind Budget**).²

2. Second Criteria for FLSA, employee/employer relationship

The second criteria for FLSA to application, is an employer and employee relationship. The Plaintiff's Complaint claims being in two different employer/ employee relationships with the Defendant, a Front Desk Manager, and a Duty Driver performing Service Hours.

Count II, Wage Theft of a Formal Employee, et seq.

Exhibit 14 - Armento Direct Deposit Paychecks consistently shows Federal, State, and FICA taxes withheld by the Defendant on checks regularly issued to the Plaintiff, establishing the Plaintiff as an employee of the Defendant for the purposes of Count II.

Additional confirmation of the relationship exists as per **Plaintiff's Affidavit in Support**

² Exhibit 29 - ABCCM 2016 Operating and In-Kind Budget; found at link: 2016 Operating & In-kind Budget <https://www.abccm.org/facts-figures/>

of Complaint, at 40-71; Exhibit 08 - ABCCM Timesheet, and, Exhibit 10 - Front Desk Work Schedule, and, Exhibit 12 - ABCCM Employee Enrollment and Change Notice Form, and, Exhibit 18 - Letter from Senator Tillis May 10, 2016, enclosure VA BreyFogle, page 2, paragraph 3.

Count I, Wage Theft by Service Hours, et seq.

In Count I, Wage Theft by Service Hours, Failure to Pay Minimum Wage and Overtime, Failure to Maintain Records, Misclassification of an Employee as a Volunteer.

An argument for “employee/employer relationship” regarding Count I, is stated in **Plaintiff’s Memorandum in Support of Injunctive Relief. (First) Element of Prima Facie Wage Claim, Employment, page15-18**; since the same argument arises out of the same controversy and context of facts, the Plaintiff would reiterate same “employee/employer relationship” argument as if contained herein.

In the unlikely event the Defendant claims the Plaintiff was an Independent Contractor, the Defendant has not issued IRS Form 1099-MISC to the Plaintiff as an Independent Contractor (**Plaintiff’s Affidavit in Support of Complaint, at 38**), thereby, such a defense is without merit.

The Defendant has published marketing materials that claim’s Plaintiff’s Service Hours were performed as a “volunteer”.

The Defendant states in **Exhibit 26 - ABCCM Quick Facts for 2015, and, Exhibit 27 - ABCCM Quick Facts for 2016** the sheltered residents are volunteering their hours. Each fact sheet catalogs a Quick Fact column labeled “Veteran’s Restoration Quarters” and beneath totals “Volunteer Hours (resident)”.

Table 02. Summary of Volunteer Hours Performed by Residents 2015–2016

Year	VRQ Volunteer Hours* (Resident)	Minimum Wage	Minimum Wage Value	ABCCM Wage	ABCCM Wage Value
2015	53,992	\$7.25	\$391,442.00	\$9.00	\$485,928.00
2016	63,280	\$7.25	\$458,780.00	\$9.00	\$569,520.00
Totals	117,272		\$850,222.00		\$1,055,448.00

* Based on published ABCCM Quick Fact Sheets for respective years.

The Defendant’s Quick Fact sheets claim the sheltered residents of the VRQ volunteered 53,992 hours in year 2015; and, 63,280 hours in year 2016. Plaintiff contends same “Volunteer Hours” by “resident[s]” are in fact required Service Hours and are without cash payment or Federal and State payroll taxes (**Plaintiff’s Complaint, at 59-62; Plaintiff’s Affidavit in Support of Complaint, at 38**). The “volunteer” defense is without merit for several reasons; because Service Hours are required work activities (as previously set forth herein at **II. Statement of Facts, B. Overview, (Complaint Count I), pages 7-8**).

The Defendant retains control, oversight, direction over the Plaintiff’s required Service Hours work performance; the Defendant provides the method, manner, means to the Plaintiff to perform Service Hours work activities; the Defendant’s control over the Plaintiff includes scheduling, timekeeping, payroll, disciplining and other work related practices. The Plaintiff’s position on the issue of “volunteerism” is supported by 29 CFR § 785.44, which reads:

Time spent in work for public or charitable purposes at the employer’s request, or under his direction or control, or while the employee is required to be on the premises, is working time. However, time spent voluntarily in such activities outside of the employee’s normal working hours is not hours worked.

29 CFR § 785.44 Civic and charitable work

In *Alamo v. Labor* 471 U.S. 290 (1985) the U.S. Supreme Court reviewed the “volunteer” defense where several nonprofit workers protested FLSA protection.

If an exception to the Act were carved out for employees willing to testify that they performed work "voluntarily," employers might be able to use superior bargaining power to coerce employees to make such assertions, or to waive their protections under the Act. [citations omitted] Such exceptions to coverage would affect many more people than those workers directly at issue in this case and would be likely to exert a general downward pressure on wages in competing businesses.

Tony Susan Alamo Foundation v. Sec'y of Labor 471 U.S. 290 (1985), pg. 302

The Plaintiff's Service Hour work activities are entirely coerced (**Plaintiff's Affidavit in Support of Complaint at 21, 37, 104-114**). Defendant requires Service Hours; failure to comply results in “strikes”³ disciplining, demotion, loss of privileges, expulsion into homelessness, and, compliance is incentivized by the withholding or approval of off-campus passes, fewer sheltered residents per room, additional in-room amenities (**Plaintiff's Memorandum in Support of Injunctive Relief, II. Statement of Facts, B. Overview, (Complaint Count I), page 7-8**). While working in his capacity as a Front Desk Manager, the Plaintiff was barred from recording his proper start and end work times, and the Defendant deducted Service Hours from Plaintiff's worked hours and failed to pay earned wages and overtime. (**Plaintiff's Affidavit in Support of Complaint, at 45a, 45b, 61-71**)

3. Third Criteria for FLSA, Enterprise or Individual Coverage

The third criteria for the FLSA asks if the *employer* falls within the meaning of the FLSA "enterprise coverage", or, the *employee* is protected pursuant to the FLSA "individual coverage."

a. Preface to Enterprise Coverage

Originally, the 1938 Act applied “individual” coverage of employees - not employers; then

³ Exhibit 23 - ABCCM - Homeless Services Handbook (2017), Three Strike Policy, Violations - Category 1, page 37-40, bullet 12: Failure to do required service hours, unless authorized exception is given by the sheltered resident's Case Manager; and, bullet 13: Failure to abide by the program rules and policies.

in 1961, Congress expanded the FLSA to include “employers” thru “enterprise” coverage.

Employment may be covered under the Act pursuant to either "individual" or "enterprise" coverage. Prior to the introduction of enterprise coverage in 1961, the only individuals covered under the Act were those engaged directly in interstate commerce or in the production of goods for interstate commerce. Enterprise coverage substantially broadened the scope of the Act to include any employee of an enterprise engaged in interstate commerce, as defined by the Act.

Tony Susan Alamo Foundation v. Sec'y of Labor 471 U.S. 290 (1985), fn.8

To preface the argument to apply the FLSA Enterprise or Individual Coverage in the present case, the US DOL, Wage and Hour Division (WHD) has published several resources, namely: Fact Sheets, Administrator Interpretations Letters, Opinion Letters, and Non-Administrative Letters, Field Operations Handbooks. These published resource are, at times, affected by changes to statute or regulations, or a court decision; and accordingly, the US DOL WHD will update an interpretation in response, or, may withdraw a ruling or interpretation in whole or in part. These published resources are meant to provide guidance regarding their subject matter. “[T]hey are not regulations, and therefore they do not have the force of law.” Sherwood v. Washington Post, 871 F.Supp. 1471, (D.D.C. 1994) pg. 1481 ⁴

The Defendant has published an ABCCM Consolidated Audit 2015, dated May 3, 2016 (**Exhibit 30 - ABCCM Consolidated Audit 2015**); on page 30, the Defendant has listed seven government agencies that provide direct or pass-through funding to the Defendant. The Defendant’s primary sources of income is a result of these contractual duties and obligations to Federal and State government agencies; particularly the U.S. Department of Veterans Affairs (\$3,187,179) and the U.S. Department of Labor (\$574,836).

⁴ Freeman v. National Broadcasting Company, Inc., 80 F.3d 78 (2d Cir. 1996), pg.83, “Unlike regulations, interpretations are not binding and do not have the force of law.” while considering 29 CFR 775.1 - Advisory interpretations announced by the Administrator. See also, Sherwood v. Washington Post, 871 F.Supp. 1471, (D.D.C. 1994) pg. 1481, “The Court is under no obligation to follow the Labor Department's interpretations. Throughout these proceedings, Sherwood's counsel has insisted upon referring to the interpretations as "regulations." Yet they are not regulations, and therefore they do not have the force of law.”

Table 03. Summary of ABCCM 2015 Direct/ Pass-through Governmental Funding Sources

U.S. Department of Agriculture.....	\$4,067
U.S. Department of Health and Human Services	\$290,459
U.S. Department of Homeland Security	\$9,781
U.S. Department of Housing and Urban Development	\$15,154
U.S. Department of Labor.....	\$574,836
U.S. Department of Veterans Affairs.....	\$3,187,179
<u>Federal Total.....</u>	<u>\$4,101,476</u>
N.C. Department of Health and Human Services	\$218,493

The US DOL is under a Congressional mandate with a purpose “to foster, promote, and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment”⁵.

The Plaintiff has spoken to the U.S. Department of Labor, Wage and Hour Division; and the N.C. Department of Labor, Wage and Hour Bureau; both agencies questioned whether they have jurisdiction and have referred one agency to the other during the course of the Plaintiff’s inquiries. The unique circumstances of this case establishes the US DOL as a source of substantial income to the Defendant’s primary business interest, and, the investigative body for FLSA complaint issues. The US DOL has conflicting interests in the present case.

b. Enterprise Coverage

Enterprise coverage is applicable in the present case under any one of the following conditions subject to the Defendant is a business engaged in interstate commerce (U.S.C. 29 § 203

⁵ U.S.C. 29 § 551 - Establishment of Department; Secretary; seal

– Definitions, (r), and (s)), and:

1. Activity of a Public Agency. is an activity of a public agency; or -
2. Institution Engaged in Care. is engaged in the operation of a hospital, an institution primarily engaged in the care of the sick, the aged, or the mentally ill who reside on the premises; a school for mentally or physically disabled or gifted children; a preschool, an elementary or secondary school, or an institution of higher education (whether operated for profit or not for profit) ; or -
3. Business Done. an annual gross volume of sales made or business done is not less than \$500,000.⁶

Although the Plaintiff need only establish one of the above three *conditions* for Enterprise Coverage, the Plaintiff argues all of three conditions are applicable.

Enterprise Coverage via Activity of a Public Agency

The Defendant conducts business activities on behalf of public agencies and thereby falls under Enterprise Coverage of the FLSA. Pursuant to U.S.C. 29 § 203 – Definitions, (r) (1) (2) (C); and also, U.S.C. 29 § 203 – Definitions, (s) (1) (C).

Accordingly, an applicable reading of 29 U.S.C. § 203 (r) (1) (2) (C) follows: the Defendant is an “*enterprise*” performing related activities “*for a common business purpose*” “*in connection with the activities of a public agency*” and “*deemed to be activities performed for a business purpose*”. A relevant reading of 29 U.S.C. § 203 (s) (1) (C) proposes: the Defendant is an “*Enterprise engaged in commerce*” performing “*an activity of a public agency*”.

The Defendant’s primary source of operating income is from the Per Diem component of

⁶ Derived from U.S.C. 29 § 203 – Definitions, (r), and (s);
<https://www.gpo.gov/fdsys/pkg/USCODE-2015-title29/pdf/USCODE-2015-title29-chap8-sec203.pdf> pp.58-59

the VA Grand and Per Diem program, an activity that was established in the late 1860's to provide services to economically-disadvantaged Veterans⁷. Defendant received Per Diem payments of \$2,397,199⁸ in year 2015. The contractual and controlling position of the VA governs the Defendant's business activities, as evidenced by: the Per Diem component of the program requiring monthly reporting and invoicing for services provider per Veteran (**Exhibit 31 - VA GPD Homeless Providers Per Diem Payment Voucher**). Also, the corporate nature of the Defendant is regulated pursuant to VA GPD program, at 38 CFR § 61.64 Religious Organizations.

To further the point, the controlling position of the Veterans Administration takes on a new dimension in 38 CFR Part 61, VA GPD when the VA requires a minimum of one homeless veteran to sit on the Defendant's governing Board of Directors at 38 CFR § 61.80 (e). The Defendant's principle business activity is in pursuit of a social cause, however, the Defendant has chosen to contract with government agencies and rely on those contracts as its primary source of income⁹.

Enterprise Coverage via Institution Engaged in Care

The Defendant falls under Enterprise Coverage of the FLSA pursuant to 29 U.S.C. § 203 – Definitions, (r) (1) (2) (A); and also, 29 U.S.C. § 203 – Definitions, (s) (1) (B).

Accordingly, an applicable reading of 29 U.S.C. § 203 (r) (1) (2) (A) would read: the Defendant is an “Enterprise” formed as “an institution primarily engaged in the care of the sick”, “who reside on the premises of such institution” and “is operated [as a] not for profit” “shall be deemed to be activities performed for a business purpose”. And a viable reading of 29 U.S.C. §

⁷ VA Domiciliary Care for Homeless Veterans Program <https://www.va.gov/HOMELESS/DCHV.asp>

⁸ Exhibit 30 - ABCCM Consolidated Audit 2015, pg.30, audit dated May 3, 2016; and also separately reported in Exhibit 29 - ABCCM 2016 Operating and In-Kind Budget, dated 11/24/15, pg.01, as \$2,397,370.

⁹ In the application to become a provider of services for the U.S. Department of Veterans Affairs, the Defendant was required to acknowledge and assure compliance with additional Federal laws (VA GPD Application, SF 424B, Assurances). The contractual performance standards to which the Defendant is held are both Federal, State, and well within the guiding principles of public policy.

https://www.va.gov/HOMELESS/docs/GPD/FY13_GPD_Section_D.pdf

203 (s) (1) (B) would assert: The Defendant is an “*Enterprise engaged in commerce or in the production of goods for commerce*” is “*an institution primarily engaged in the care of the sick*” “*who reside on the premises of such institution*” and “*is operated [as a] not for profit*”.

The published resources of the US DOL, Wage and Hour Division, Field Operations Handbook (FOH)¹⁰ offers field personnel guidance on FLSA Enterprise Coverage the matter of:

12g02 Institutions primarily engaged in the care of the sick, the aged, the mentally ill, or individuals with disabilities residing on the premises defined. Such an institution (other than a hospital) is an institution primarily engaged in (i.e., more than 50% of the income is attributable to) providing domiciliary care to individuals who reside on the premises and who, have a disability or, if suffering from sickness of any kind, will require only general treatment or observation of a less critical nature than that provided by a hospital. Such institutions are not limited to nursing homes, whether licensed or not licensed, but include those institutions generally known as nursing homes, rest homes, convalescent homes, homes for the elderly, and the like. See FOH 25i and FOH 12g12.

US DOL, WHD, Field Operations Handbook, 02/22/2016; Chapter 12, paragraph 12g02

The U.S. Department of Veterans Affairs oldest health care program was initially Domiciliary Care, established in the late 1860's to provide services to economically-disadvantaged Veterans¹¹. The FOH paragraph 12g02 sets the bar of an institution fairly low, it need only provide care to individuals who reside on the premises, who have a disability or, suffer from a sickness of any kind. While a debate rages on whether addiction to drugs and alcohol is a disease or a mental disorder,¹² the fact remains, sheltered residents of the VRQ suffer from a wide spectrum of combat related and social issues, including alcoholism, drug-addiction, mental health illnesses, as well as, the economics of homelessness.

The level of care recited by the handbook in paragraph 12g02 does not require a State

¹⁰ US DOL, WHD, Field Operations Handbook, 02/22/2016; Chapter 12, Enterprise Coverage – FLSA, 12g02
https://www.dol.gov/whd/FOH/FOH_Ch12.pdf

¹¹ VA website - <https://www.va.gov/homeless/dchv.asp> The program has since had a regulatory migration, but the Latin root of “domiciliary” is “domus” meaning “home”, and homeless Veterans are at the heart of the VA GPD.

¹² The “American Bar Association affirms the principle that dependence on alcohol or other drugs is a disease.”
http://www.americanbar.org/content/dam/aba/migrated/subabuse/07report_with_recommendation.authcheckdam.pdf

license or medical facility for Enterprise Coverage; only general treatment or observation of a less critical nature. Sheltered residents of the VRQ live in a controlled environment of observation and care; as established by the 2016 VRQ-Resident Handbook states:

Nurse: Our nurse is on duty Monday thru Friday to assist you with basic medical concerns, health related questions and referrals to other service providers as needed.

Exhibit 22 - ABCCM - VRQ-Resident Handbook (2016), pg. 33

The VA website offers a VA GPD - Per Diem Only, Transition in Place Guide¹³ to VA GPD providers; the guide is replete with the use of “care” as a principle goal, on page 6, “Role of the GPD Liaison[:] Providing oversight of GPD-funded program participants’ care”; on page 7, “Your agency has the primary responsibility for the Veteran’s care”; on page 11, “For health or safety issues withholding may take place immediately as VA will not, by regulation, pay for substandard care”. The Per Diem payment form (VA Form 10-0361D)¹⁴, instructs, “The daily cost of care estimated by the per diem recipient...” and the next data entry field is titled, “TOTAL NUMBER OF BED DAYS OF CARE” (**Exhibit 31 - VA GPD Homeless Providers Per Diem Payment Voucher**). Same Per diem payments are authorized by U.S.C. 38 § 2012 - *Per diem payments*; (a) *Per Diem Payments for Furnishing Services to Homeless Veterans*.

(2)(A) The rate for such per diem payments shall be the *daily cost of care* estimated by the grant recipient or eligible entity adjusted by the Secretary under subparagraph (B). [emphasis added]

The Defendant provides additional care to Veterans, through its food services, nutritional advice, mental health counseling, case management services, child care services for dependents of homeless Veterans; on-campus support classes (**Exhibit 34 - ABCCM - Strategic Goals 2015 (Board Approved), pages 3-5**). The Defendant’s residential facilities have been structured,

¹³ VA GPD - Per Diem Only, Transition in Place Guide, Revised 9/12/12;

https://www.va.gov/HOMELESS/docs/GPD/PDO_Transition_in_Place_Guide_09192012.pdf

¹⁴ Exhibit 31 - VA GPD Homeless Providers Per Diem Payment Voucher; (VA Form 10-0361D)

https://www.va.gov/HOMELESS/docs/GPD/GPD_Voucher_Form_10-0361d-fill.pdf

regulated, and staffed in a manner befitting institutional constructs. The Defendant's care extends from its duties and obligations pursuant to its government contracts. The Defendant is required to provide a safe, partitioned environment for the observation and care of the homeless Veterans, who may be economically-disadvantaged, or functioning addicts, and alcoholics, or Veterans recovering from adverse psychological conditions due to combat or extended homelessness.

Appellants' common "business purpose" is the operation of an institution primarily engaged in the care of the sick or aged. Under its Rules and Regulations, the Home cares for members who become residents because they are unable to earn a living "by reason of infirmities or age." Residents are cared for in "sickness and in health." All of the residents of the Home during the relevant period were over age 65. Employees of the Home attend to the personal care needs of residents and provide cooking, cleaning, and laundry services. Residents are checked regularly, medicines are dispensed, and a physician visits the home at least once per week to see residents in need of a doctor's care. The record amply supports the magistrate's finding that the services provided by the Home to its residents are "abundantly greater than services associated with a mere boarding house." The Home is an institution primarily engaged in the care of its sick or aged residents.

Dole v. Odd Fellows Home Endowment Bd., 912 F.2d 689, 694 (4th Cir. 1990)

The 4th Circuit has examined the question of "the operation of an institution primarily engaged in the care of the sick or aged". Although the level of care is not as acute as Dole v. Odd Fellows Home (4th Cir. 1990), the business activities of the Defendant fall within the meaning of FLSA Enterprise Coverage pursuant to 29 U.S.C. § 203 – Definitions, (r) (1) (2) (A); and also, 29 U.S.C. § 203 – Definitions, (s) (1) (B).

Enterprise Coverage via Business Done

The Defendant falls under Enterprise Coverage of the FLSA pursuant to 29 U.S.C. § 203 – Definitions, (s) (1) (A) (i) (ii). There are "commerce" components within this definition that will be addressed, but first an examination of "*annual gross volume of sales made or business done is not less than \$500,000*". Subsequently, 29 CFR § 779.259 defines annual gross volume:

The annual gross volume of sales made or business done of an enterprise consists of its gross receipts from all types of sales made and business done during a 12-

month period.

29 CFR § 779.259 - What is included in annual gross volume.

In budgeting for 2016, (**Exhibit 29 - ABCCM 2016 Operating and In-Kind Budget**) the Defendant reports a Total Income of \$6,325,201 in 2015; as summarized below.

Table 04. Summary of ABCCM 2015 Operating Budget – Income

Source of Income	Contributions	Public Funding	General Income
General Contributions	932,655.00		
Designated Contributions	361,250.00		
Grant Income		1,536,676.00	
VA Per Diem Income		2,397,370.00	
Revenues, Fees, & Reimbursements			445,320.00
Special Events Income			135,050.00
Donation Center Income			104,980.00
Net Income - Community Pharmacy			0.00
Public Emergency Assistance Income		350,000.00	
Other Income			61,900.00
subtotals	\$1,293,905.00	\$4,284,046.00	\$747,250.00
Total			\$6,325,201.00

The Defendant exceeds the \$500,000 annual gross income threshold in all three streams of income: Contributions, Public Funding, and General Income.

The Defendant's IRS Form 990 does not seem to be publicly available; instead, the Defendant's IRS Form 990-T (for Unrelated Trade or Business Income) in the year 2015 (**Exhibit 32 - ABCCM 2015 Form 990-T Federal Income Tax Return**) is relied upon, which identifies ABCCM as a non-profit corporation formed under IRS 501(c) (3) with a "Book value of all assets" at \$17,369,907 (Line C). Under Part I, Unrelated Traded or Business Income, (Line 13) (A,

Income), the Defendant reports a gross income of \$452,551. Plaintiff challenges that number.

The Defendant sold real estate properties at 217 Coxe Avenue, and 207 Coxe Avenue, Asheville, NC for \$1.4 million on July 2, 2015 (**Plaintiff's Complaint at 42-45; and Plaintiff's Affidavit in Support of Complaint at 17-18; Exhibit 33 - ABCCM Properties, Buncombe County Tax Lookup; page 02, "Ownership History"**).¹⁵

The Defendant acknowledges providing 50 Permanent Supportive Housing (PSH) for Veterans at the VRQ (**Exhibit 20, page 7; Exhibit 21, page 5; Exhibit 22, page 15; Exhibit 23, page 22**). Furthermore, the Plaintiff attests to receiving monthly room payments from PSH residents on behalf of the Defendant in the amount of \$425 minimum (**Plaintiff's Affidavit in Support of Complaint, at 58-59**). The estimated gross annual income for 50 Permanent Supportive Housing rooms would be \$255,000.

On **page 1, Exhibit 32**; line H, "Describe the organization's primary unrelated business activity", a reference is made to "See Statement 1"; **Exhibit 32, page 05**, Statement 1 describes "RESIDENCE FEES", "CATERING", "TRUCKING INSTITUTE", three income streams of Unrelated Business Activity; on same page Statement 2, declares \$180,500 as Trucking Institute Income. Back on **page 1 of Exhibit 32**, Part I, Unrelated Trade or Business Income, line 12, itemizes \$180,500 as per "STMT 2" Trucking Institute; however, the Residence Fees and Catering are not individually itemized, presumably both income streams are combined and accounted for in Part I, line, 1a "Gross receipts or sales" \$119,696. This number does not reconcile with the estimated gross annual income for 50 Permanent Supportive Housing rooms \$255,000.

According to ABCCM Consolidated Financial Statements ending 2015, the Defendant

¹⁵ Although, not relevant for tax year 2015, ABCCM's former offices at 30 Cumberland Avenue, Asheville, NC sold for \$422,500 on December 21, 2016,. (Exhibit 33 - ABCCM Properties, Buncombe County Tax Lookup; page 03 "Ownership History"). Both real estate sales are within the meaning "annual gross volume of sales made or business done" for each respective year.

received \$4,101,476 Federal funding and \$218,493 in NC State funding (**Exhibit 30 - ABCCM-Consolidated-Audit-2015, page 30**).

The VA Grant and Per Diem program essentially “has two levels of funding: the Grant Component and the Per Diem Component.” The Per Diem component of the program requires monthly reporting and invoicing for services provided for each Veteran. The Per Diem component is not a lump sum Grant, but rather, monthly payments earned for business done. Billing is based on “bed days of care” multiplied by the established per diem rate for the Defendant’s specific program (**Exhibit 31 - VA GPD Homeless Providers Per Diem Payment Voucher**). In year 2015, the Defendant received Per Diem payments of \$2,397,199.¹⁶

The Defendant falls under Enterprise Coverage of the FLSA pursuant to 29 U.S.C. § 203 – Definitions, (s) (1) (A) (i) (ii). An applicable reading of § 203 (s) (1) (A) (i) (ii) cites: the Defendant is an “*Enterprise engaged in commerce*” with “*employees engaged in commerce*” “*handling, selling, or otherwise working on goods or materials that have been moved in or produced for commerce*” “and” “*is an enterprise whose annual gross volume of sales made or business done is not less than \$500,000*”.

Defendants have cited no authority, and the court has found none, holding that the \$500,000 gross sales volume or business done limitation of 29 U.S.C. § 203(s)(1)(A)(ii) is jurisdictional. To the contrary, courts have uniformly held that the statutory limitation is merely an element of the plaintiff’s claim, not a jurisdictional prerequisite.

See, e.g., *Chao v. Hotel Oasis, Inc.*, 493 F.3d 26, 33 (1st Cir. 2007); *Malloy v. Ass’n of State & Territorial Solid Waste Mgmt. Officials*, 955 F.Supp.2d 50, 53-54 (D.D.C. 2013); *Hernandez v. Art Deco Supermarket*, 2013 WL 5532828, at *2-3 (S.D. Fla. Oct. 4, 2013); *Brown v. Peaches & Pears Social Club, Inc.*, 2011 WL 6153630, at *2-3 (E.D. Ark. Dec. 12, 2011); *Branham v. Halsted Home Rental, LLC*, 2008 WL 1745825, at *2 (W.D. Okla. Apr. 11, 2008); see also *Turcios v. Delicias Hispanas Corp.*, 275 Fed. Appx. 879, 882-83 (11th Cir. 2008)

¹⁶ Exhibit 30 - ABCCM Consolidated Audit 2015, pg.30, audit dated May 3, 2016; and also separately reported in Exhibit 29 - ABCCM 2016 Operating and In-Kind Budget, dated 11/24/15, pg.01, as \$2,397,370.

c. Individual Coverage

The original Fair Labor Standards Act of 1938 applied “Individual” coverage to employees - not employers; then in 1961, Congress expanded the FLSA to include “employers” thru “Enterprise” coverage. Today, the FLSA still offers workers, Individual Coverage. The criteria for Individual Coverage under the FLSA is not as distinct as Enterprise Coverage. The employee’s whose work regularly involves them in commerce between States (“Interstate Commerce”), following this dialogue on Individual Coverage is an argument regarding the Fourth Criteria for FLSA, Interstate Coverage.

(First) Must be an employee; (see herein, at **III. Argument; A. Applicability of FLSA; 2. Second Criteria for FLSA, employee/employer relationship**)

(Second) Engaged in commerce or in the production of goods for commerce;

In light of Individual Coverage in the FLSA not being distinct, the more subtle aspects of Individual Coverage have been explained in Title 29 of the U.S. Code of Federal Regulation. To understand how the Plaintiff and his work activities fall under Individual Coverage we look to:

29 CFR Part 779, Subpart B,
Employment to Which the Act May Apply: Basic Principles and Individual Coverage

Under this Subpart, in Subject Group 257, section 779.103 the regulation starts to get granular enough to be an irritant that produces a few pearls of wisdom. [emphasis added below]

Employees are “engaged in commerce” within the meaning of the Act when they are performing work involving or related to the movement of persons or things (whether tangibles or intangibles, and including information and intelligence) among the several States. (The statutory definition of commerce is contained in section 3(b) of the Act and is set forth in §779.12.) The courts have made it clear that this includes every employee employed in the channels of such commerce or in activities so closely related to this commerce, as to be considered a part of it as a practical matter. (Court cases are cited in the discussion of this term in §§776.9–776.13 of this chapter). Typically, but not exclusively, employees engaged in interstate or foreign commerce include employees in distributing industries, such as wholesaling or retailing, who sell, handle or otherwise work on

goods moving in interstate commerce as well as workers who order, receive, pack, ship, or keep records of such goods; **clerical and other workers who regularly use the mails, telephone or telegraph for interstate communication**; and employees who regularly travel across State lines while working.

29 CFR § 779.103 Employees “engaged in commerce”.

Individual Coverage is still further by explained in 29 CFR § 779.105 by exemplifying groups of employees. [emphasis added below]

Some employees are covered because their work, although not actually a part of such production, is “closely related” and “directly essential” to it. This group of employees includes bookkeepers, stenographers, **clerks**, accountants and auditors and other office and white collar workers, and employees doing payroll, timekeeping and time study work for the producer of goods; employees in the personnel, labor relations, advertising, promotion, and public relations activities of the producing enterprise; work instructors for the producer; employees maintaining, servicing, repairing or improving the buildings, machinery, equipment, vehicles or other facilities used in the production of goods for commerce, and such custodial and **protective employees as watchmen, guards**, firemen, patrolmen, caretakers, stockroom workers, and warehousemen; and **transportation workers bringing supplies, materials, or equipment to the producer’s premises**, removing waste materials therefrom, or **transporting materials or other goods, or performing such other transportation activities, as the needs of production may require.** These examples are illustrative, rather than exhaustive, of the group of employees of a producer who are “engaged in the production of goods for commerce” by reason of performing activities closely related and directly essential to such production.

29 CFR § 779.105 Employees engaged in activities “closely related” and “directly essential” to the production of goods for commerce.

The Plaintiff’s Complaint claims being in two different employer/ employee relationships with the Defendant, a Front Desk Manager, and a Duty Driver performing Service Hours.

In re: *Count I, Wage Theft by Service Hours, et seq.*

Pursuant to 29 CFR § 779.103, “employees are “engaged in commerce” within the meaning of the Act when they are performing work involving or related to the movement of persons or things...”.

The Defendant is primarily a service business, providing homeless services to sheltered

residents who mostly came from out of state (**Plaintiff's Affidavit in Support of Complaint, at 5, 55**). The VRQ maintains a business address, not a residential address (**Id. at 60**). Out-of-state sheltered residents of the VRQ retain their original state of residency while housed at the VRQ, like visitors to at an extended stay hotel. This idea is advanced by the temporary nature of each sheltered resident's tenuous housing arrangement with the Defendant, any resident can be summarily expelled from the VRQ. The sheltered residents have no tenant's rights (**Plaintiff's Affidavit in Support of Complaint, at 59**). In the Plaintiff's capacity as a Duty Driver, his principle work activity was providing transportation for all sheltered residents. The Plaintiff was also an out-of-state resident on arrival, the Defendant acknowledged and relied on the Plaintiff out-of-state driver's license to operate motor vehicles on its behalf (**Id. 23, 25**).

Plaintiff has traveled out of state on behalf of the Defendant in his capacity as a Duty Driver (**Id. 22**), and he has routinely picked up Veterans arriving from out-of-state at the Asheville Greyhound Bus Lines station whose final destination was the VRQ for the purpose of enrolling into the VA GPD program (**Ibid**). In (*Atlanta v. U.S.* 379 U.S. 241, pp.255-257) the U.S. Supreme Court found the interstate movement of persons to be commerce.

As part of his Duty Driver activities, the Plaintiff was called upon to retrieve goods and materials from Walmart and the VA Medical Center in Asheville (**Ibid**).

The Plaintiff and the collective of Duty Drivers work activities are "closely related" and "directly essential" to the Defendant's business purposes in fulfillment of 29 CFR § 779.105.

In re: **Count II, Wage Theft of a Formal Employee, et seq.**

The Plaintiff was hired as a Front Desk Manager by the Defendant, and basically, he was a wage earning Front Desk "clerk"; the Plaintiff could not hire, fire, discipline, set schedules, or approve overtime.

The Plaintiff and the collective of Front Desk Managers work activities were consistent with 29 CFR § 779.103 Employees engaged in commerce, where the Plaintiff was a worker who regularly handled mail and telephone for interstate communication; and also acted within 29 CFR § 779.105 employed as a protective employee on walking security patrol (**Id. at 54-56, 60**).

On a regular two week schedule, in his capacity as a Front Desk Manager the Plaintiff would receive a paycheck via Direct Deposit; **Exhibit 14 - Armento Direct Deposit Paychecks**. The Defendant and the Plaintiff agreed to the payment of wages by the means of an interstate communications network. Direct Deposits are electronic funds transfer made through an Automated Clearing House¹⁷ (ACH); the ACH Network enables billions of dollars in payments such as direct deposits annually.

Finally, the “*percentage, volume, or amount of activities of either the employee or the employer*” is not within the distinction of the FLSA and summed up in: [emphasis added below]

The Act makes no distinction as to the percentage, volume, or amount of activities of either the employee or the employer which constitute engaging in commerce or in the production of goods for commerce. However, an employee whose in-commerce or production activities are isolated, sporadic, or occasional and involve only insubstantial amounts of goods will not be considered “engaged in commerce or in the production of goods for commerce” by virtue of that fact alone. **The law is settled that every employee whose activities in commerce or in the production of goods for commerce, even though small in amount are regular and recurring, is considered “engaged in commerce or in the production of goods for commerce”.**

29 CFR § 779.109 Amount of activities which constitute engaging in commerce or in the production of goods for commerce.

4. Fourth Criteria for FLSA, Interstate Commerce

The Defendant markets its brand of homeless services utilizing interstate television broadcasts, a website, U.S. Mail, telephone and fax communications, and other means to solicit

¹⁷ Direct Deposit and Direct Payment via ACH; “Employers and businesses regularly use Direct Deposit via ACH to pay employees or customers.” <https://www.nacha.org/payments>

the public, businesses, charitable organizations, churches, schools and universities for the purpose of receiving donations of goods and services, cash donations, volunteers. **(Plaintiff's Complaint at 11, and Plaintiff's Affidavit in Support of Complaint, at 8-9).**

For the purposes of Individual and Enterprise Coverage "commerce" is defined:

(b) "Commerce" means trade, commerce, transportation, transmission, or communication among the several States or between any State and any place outside thereof.

29 U.S. Code § 203 - Definitions

In a unanimous U.S. Supreme Court case on Civil Rights, *Heart of Atlanta Motel, Inc. v. United States* 379 U.S. 241 (1964), the Court found that the interstate movement of persons is commerce (*Atlanta v. U.S.* 379 U.S. 241, pp.255-257), even if the activities offered are assumed to be of a purely "local" character (*Atlanta v. U.S.* 379 U.S. 241, pp.258-259), such as staying at a local hotel.

The homeless services provided by the Defendant are open to all Veterans "who served in the active military, naval, or air service, and who was discharged or released there from under conditions other than dishonorable"¹⁸ regardless of their former State of residency.

The Plaintiff's Front Desk experience has provided him with knowledge regarding the Veteran demographic and attests to the interstate nature of the Veteran population at the VRQ **(Plaintiff's Affidavit in Support of Complaint, 55)**. Based on the cited precedent in *Atlanta v. U.S.* 379 U.S. 241, Veterans traveling from outside of North Carolina to stay at the Defendant's VRQ rises to the level of "commerce".

The 11th Circuit, in *Polycarpe v. E&S Landscaping* (11th Cir., 2010) held the vehicles, manufactured and assembled out of state and used to perform duties, was sufficient to establish Enterprise Coverage under the FLSA. Plaintiff attests to the Defendant's use of three Honda

¹⁸ 38 CFR § 61.1 Definitions. Veteran

Odyssey vans in fulfillment of his Duty Driver work activities (**Id. 29**). Same Honda Odyssey vans are manufactured in one location within North America - Lincoln, Alabama.¹⁹

The “Local business activities are subject to the [FLSA] when the enterprise employs workers who handle goods or materials that have moved in interstate commerce.”

Dole v. Odd Fellows Home Endowment Bd., 912 F.2d 689, 693 (4th Cir.1990).

The core language of the FLSA was written at a time when the United States was recovering from the Great Depression, and a reading of the FLSA prior to (1961) seems to favor employees engaged in the production of goods. Service industry workers were still covered but case law rather statutes establish the application of the FLSA. In a footnote to the Polycarpe v. E&S Landscaping (11th Cir., 2010) decision, the 11th Circuit Court of Appeals took notice.

Within a decade of the 1974 amendment, several courts of appeals concluded that service businesses that used interstate "goods or materials" in their commercial activity were covered by the FLSA despite Congress's decision not to amend the "goods" definition; perhaps important, over the course of more than three decades, Congress has declined to re-amend that text to overturn, in effect, those decisions. See, e.g., Donovan v. Pointon, 717 F.2d 1320, 1322-23 (10th Cir.1983); Marshall v. Brunner, 668 F.2d 748, 751-52 (3d Cir.1982); Donovan v. Scoles, 652 F.2d 16, 18 (9th Cir.1981); Dunlop v. Indus. Am. Corp., 516 F.2d 498, 500-02 (5th Cir.1975) (dicta). See also Dole v. Odd Fellows Home Endowment Bd., 912 F.2d 689, 695 (4th Cir.1990).

Polycarpe v. E&S Landscaping Service, Inc., 616 F. 3d 1217, fn. 6 (11th Cir. 2010)

The Defendant solicits a nationwide cadre of U.S. Armed Forces Veterans to their doors for a business purpose; makes use of interstate communication channels to accomplish their business purpose; and uses goods and materials that have moved in interstate commerce.

IV. SUMMARY

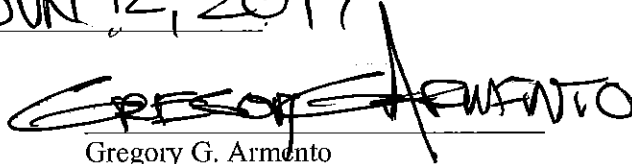
ABCCM is a service oriented, nonprofit enterprise that markets the ABCCM brand of homeless services across state lines. Honorably discharged Veterans have traveled across state

¹⁹ “At Honda Manufacturing of Alabama, we’re Honda’s largest light truck production facility in the world, and we’re the sole manufacturer of the Odyssey minivan, Pilot sport utility vehicle, Ridgeline pickup truck, the Acura MDX and the V-6 engines that power them.” <https://www.hondaalabama.com/our-products>

lines to become a Per Diem participant at ABCCM's Veterans Restoration Quarters. The percentage of veterans housed at the VRQ from outside the State of North Carolina, is conservatively estimated to be above 50 percent. ABCCM earns well over \$500,000 in gross annual revenue and business done. Thus, ABCCM is making a substantial use of interstate trade channels and has developed an interstate character and bringing itself within meaning of the FSLA "enterprise".

The Court has sufficient grounds to apply the Fair Labor Standards Act in the present controversy before the Court.

Respectfully submitted this day of JUN 12, 2017

A handwritten signature in black ink that reads "GREGORY G. ARMENTO". The signature is written in a cursive style with a large, sweeping initial "G".

Gregory G. Armento
1329 Tunnel Road
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Telephone - (808 364-6463
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JUN 12 2017

U.S. DISTRICT COURT
W. DIST. OF N.C.

Hand-Delivered

UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF NORTH CAROLINA

GREGORY G. ARMENTO,
Plaintiff, Pro Se

vs.

ASHEVILLE BUNCOMBE COMMUNITY
CHRISTIAN MINISTRY, INC., et al.
Defendant.

Civil Action No. 1:17-cv-150

PLAINTIFF'S
EXHIBITS ATTACHED TO
MEMORANDUM IN SUPPORT OF FLSA APPLICABILITY

Exhibit 26 - ABCCM-Quick-Facts-2015, 2 pages

Exhibit 27 - ABCCM Quick Facts 2016, 2 pages

Exhibit 28 - ABCCM ByLaws and Artiles, 8 pages

Exhibit 29 - ABCCM 2016 Operating and In-Kind Budget, 2 pages

Exhibit 30 - ABCCM Consolidated Audit 2015, 34 pages

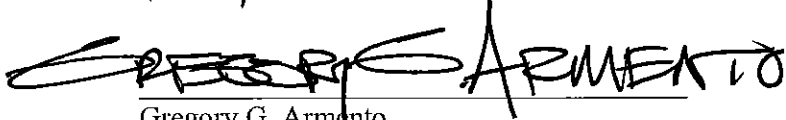
Exhibit 31 - VA GPD Homeless Providers Per Diem Payment Voucher, 1 page

Exhibit 32 - ABCCM 2015 Form 990-T Federal Income Tax Return, 7 pages

Exhibit 33 - ABCCM Properties, Buncombe County Tax Lookup, 3 pages

Exhibit 34 - ABCCM - Strategic Goals 2015 (Board Approved), 12 pages

Respectfully submitted this day of JUN 12, 2017

A handwritten signature in black ink that reads "GREGORY G. ARMENTO". The signature is written in a cursive style with some overlapping letters.

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ABCCM Quick Facts for 2015
Poverty Statistics *

Federal poverty threshold: Single = \$11,770 Family of 3 = \$20,090 annual household income Family of 4 = \$24,250

People living below the Federal poverty threshold by percent and person:

(2013) Poverty Rate: US = 15.6%	NC = 17.1%	Buncombe County = 16.5%
Est. # in Poverty: US = 47,755,606	NC = 1,669,147	Buncombe County = 39,353
Homeless: US = 564,708	NC = 10,683	Buncombe County = 562 (PIT Count)
Uninsured: US = 14%	NC = 16%	Buncombe County = 14% (Decreased 5% since 2013)
Unemployment: US = 5%	NC = 5.5%	Buncombe County = 3.8%
Incarcerated: Average 424/month in Buncombe County		

Crisis Ministry

36,090 Served
 17,280 Hot Meals (75+/day)
 27,909 Food Bags
 2,510 Heat/utility assistant
 660 Christmas gifts
 for children
 637 Volunteers
 38,469 Volunteer hours

Jail Ministry

424 Avg # of inmates
 per month
 668 Bibles distributed
 39 Bibles studies/wk
 11,447 Attended Bible
 studies
 59 Volunteers
 1,690 Volunteer hours

Veterans' Restoration Quarters

462 Veterans
 26 Civilians
 651 Used emergency
 overnight shelter
 220 Employed
 174 Obtained permanent housing
 2,671 Volunteers
 24,913 Volunteer hours(non-resident)
 53,992 Volunteer hours (resident)

Veteran Services of the Carolinas

**Veterans' Employment
 & Training Service**

235 Veterans enrolled
 216 Placed in jobs
 81% Retained jobs for >180 days
 Based on VWIP)
 \$13.04 Average wage rate

**Homeless Prevention &
 Rehousing Program**

7 Families moved
 into homes
 18 People moved off
 street and into homes

Medical Ministry

4,403 Medical patients
 380 Dental patients
 \$2,310,433 Pharmacy
 857 Volunteers
 11,919 Volunteer hours
 34,584 Patient contacts

Steadfast House

101 Women
 28 Veterans (included in above)
 50 Children
 23 Life skills classes
 40 Employed
 64.2% Obtained permanent housing
 823 Volunteers
 7,288 Volunteer hours

Supportive Services for Veteran Families

738 Individuals screened
 321 Enrolled
 151 Homeless prevention
 170 Rapid rehousing
 85% Successfully housed

Donation Center

164 Volunteers
 1,926 Volunteer hours

Impact of Charitable Giving

- * \$6 M of cash gifts were added to \$14.4 M in direct services to our neighbors to generate a \$20.4 M impact.
- * Through the work of our volunteers, every dollar given generated about \$3 in direct services
- * There were a total of 5,047 volunteers who gave 84,279 hours.
- * Of every dollar given only 4¢ is spent on administration and 2¢ on fundraising.
- * 94% of every cash gift goes directly into services.

Crisis Ministry: served 1 out of every 5 persons in Buncombe County

Jail Ministry: books/spiritual materials to provide meaning and direction to inmates

Homeless Ministries: Served 1,356 homeless which is about 60% of Asheville's homeless!

Employment and Training Ministry: 216 total employed; average job retention rate 81% - 18 months

Doctors' Medical Clinic: Served about half of all uninsured in Buncombe Co. with over \$5,060,000 worth of care

Key Collaborative Partners

Crisis Ministry

BEACON
 Buncombe DHHS
 Duke Endowment
 United Way - 211

Jail Ministry

Buncombe County
 Detention Facility
 Area Churches

Shelter Ministry

Homeless Coalition
 VA Medical Center
 American Legion Post 526

Medical Ministry

Mission Hospital
 BC Medical Society
 BC Dental Society
 Sisters of Mercy
 NC Association of Free Clinics
 BlueCross/BlueShield
 Kate B. Reynolds Charitable Trust

Designate your gifts through your employers United Way Campaign or

State Employee Combined Campaign (SECC # 1532) or Combined Federal Campaign (CFC #31651)

Crisis Ministry
 Feeding the Hungry
 259-5300

Jail Ministry
 Visiting the Prisoner
 259-5300

Shelter Ministry
 Taking in the Stranger
 259-5333

Medical Ministry
 Caring for the Sick
 259-5339

Asheville Buncombe Community Christian Ministry

ABCCM is a primary non-profit organization addressing poverty, hunger, homelessness and access to health care for the under-served in Buncombe County. Begun as a small collaboration of churches in 1969, ABCCM has played a significant role in meeting emergency assistance needs for families.

ABCCM is a family of 279 congregations organized to provide ministry in the areas of Crisis, Jail, Homeless (transitional housing services) and Medical through over 5,000 volunteers. Our purpose is to reach out to the total person providing assistance regardless of race, sex, creed or status through:

- **Crisis Ministry** (4 locations) providing counseling, food, clothing, furniture, household items and financial assistance for rent/mortgage, utilities, heat; homeless prevention/rapid rehousing services.
- **Jail Ministry** operating a comprehensive program in the local jail including visitation, library services and coordination of religious activities;
- **Homeless Ministry** has two transitional housing facilities. For men: our **Veterans Restoration Quarters** offers 246 beds for men: 36 beds for emergency overnight shelter; 160 beds designated for veteran transitional housing; plus 50 single permanent supportive housing units for veterans. Our women and children's facility called **Steadfast House** provides transitional housing for 27 single women and up to 7 moms with children, including 10 beds for veterans; and 2 beds for emergency shelter for an average census of 43.
- **Medical Ministry** in partnership with Mission Hospital provides essential medical primary care services. We have a dental clinic that provides extractions. Our licensed pharmacy distributes over \$2.3M worth of Rx a year. We hold a Level III Accreditation, the highest level for free clinics.
- A **Donations Center** and **Thrift Store** provides furniture and household items at no charge for Crisis Ministry vouchers for clients and/or at reduced prices to clients and the general public. All proceeds go back to help serve those in need.
- **Veteran Services of the Carolina:** provides education, training, job placement and coaching, and rapid rehousing services. We use a Housing First model for rapid rehousing and homeless prevention services.
 - *Homeless Veterans Reintegration Program (HVRP)* trained 193 and placed 216 homeless veterans into the workforce in 2015 and maintained a 81% job retention rate after 18 months.
 - *Supportive Services for Veteran Families (SSVF)* serves veterans in 26 counties from Charlotte to Murphy and Tryon to Boone with homeless prevention and rapid rehousing. We placed 273 veteran families (461 persons) into permanent housing for 2015.



ABCCM MISSION STATEMENT

The Christian Ministry is a family of Christian congregations organized to provide individuals an opportunity to grow, mature and express their faith through fellowship and service for the joy set before us in Christ.

The Christian Ministry will stimulate doing together what individual congregations cannot do separately, in an ecumenical spirit.

We are committed to Christ to translate our faith into cooperative action which ministers to the spiritual, social, physical, economic and emotional needs of our neighbors in Buncombe County.

Through Christ, our pioneer and perfecter, we persevere to restore and/or maintain the dignity of every person, bring reconciliation to hostilities, bring new skills, strategies, and hope to the thwarted/disadvantaged lives; share our common victories of life.



Asheville
Buncombe
Community
Christian
Ministry

20 Twentieth Street
Asheville, NC 28806

Ph. 828-259-5300 • 828-259-5323 (F)
ABCCM.org

An affiliate of



ABCCM Quick Facts for 2016
Poverty Statistics *

Federal Poverty Threshold (FPT); annual household income: Single = \$11,880 Family of 3 = \$20,160 Family of 4 = \$24,300

People living below the FPT by percent and person (2015 Census figures);

Population living below 100% FPT: US = 49,819,917 (15.5%)	NC = 1,713,088 (17.4%)	Buncombe County = 39,326 (15.9%)
Population living below 200% FPT: US = 110,246,655 (34.3%)	NC = 3,790,453 (38.5%)	Buncombe County = 91,762 (37.1%)
Homeless (PIT Count): US = 549,928	NC = 9,559	Buncombe County = 509
Uninsured (below 100% FPT): US = 41,784,447 (13.0%)	NC = 1,417,728 (14.4%)	Buncombe County = 36,853 (14.9%)
Uninsured (below 200% FPT): US = 72,319,235 (22.5%)	NC = 2,431,797 (24.7%)	Buncombe County = 63,813 (25.8%)
Unemployment: US = 4.8%	NC = 4.9%	Buncombe County = 3.6%

Incarcerated: Average 478/month in Buncombe County (low - 401; high - 546)

Crisis Ministry

34,368 Served
19,140 Hot Meals (75+/day)
28,677 Food Bags
2,254 Heat/utility assistant
615 Christmas gifts for children
1,006 Volunteers
43,033 Volunteer hours

Jail Ministry

478 Avg # of inmates per month
668 Bibles distributed
40 Bibles studies/wk
4,225 Attended Bible studies
61 Volunteers
2,278 Volunteer hours

Veterans' Restoration Quarters

472 Veterans (transitional and PSH)
19 Civilians
766 Emergency shelter residents
4,295 emergency bed stays
212 Employed
169 Obtained permanent housing
2,874 Volunteers
27,928 Volunteer hours (non-resident)
63,280 Volunteer hours (resident)

Veteran Services of the Carolinas

Veterans' Employment & Training Service

117 Veterans enrolled
101 Placed in jobs
\$10.50 Average wage rate

Community Navigation Program

3,323 People were referred to the many help agencies in Buncombe County such as DHHS, Manna Pishgah Legal, etc.

Medical Ministry

4,015 Medical patients
830 Dental patients
2,388 Pharmacy patients
\$2,914,120 Pharmacy
640 Volunteers
12,537 Volunteer hours
35,702 Patient contacts

Steadfast House

113 Women
41 Veterans (included in above)
42 Children
87 Life skills classes
40 Employed
76.9% Obtained permanent housing
1,306 Volunteers
11,833 Volunteer hours

Supportive Services for Veteran Families

600 Individuals screened
278 Enrolled
134 Homeless prevention
144 Rapid rehousing
95% Successfully housed

Donation Center

64 Volunteers
1,024 Volunteer hours

Impact of Charitable Giving

- * \$5.6 M of cash gifts were added to \$13.6 M in direct services to our neighbors to generate a \$19.2 M impact.
- * Through the work of our volunteers, every dollar given generated about \$2.50 in direct services.
- * A total of 5,651 volunteers who gave 133,985 hours.
- * Of every dollar given only 3¢ is spent on administration and 2¢ on fundraising.
- * 95% of every cash gift goes directly into services.

ABCCM Served 43,408 persons in 2016

Crisis Ministry: Served 1 out of every 8 persons in Buncombe County

Jail Ministry: Provided meaning and direction to inmates through bible studies, materials and chaplaincy.

Homeless Ministries: Served 1,447 homeless which is about 60% of Asheville's homeless!

Employment and Training Ministry: 353 total employed; average job placement rate 86%.

Doctors' Medical Clinic: Served about 30% of uninsured in Buncombe Co. with about \$5,000,000 worth of care.

Key Collaborative Partners

Crisis Ministry

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Buncombe DHHS
United Way - 211

Jail Ministry

Buncombe County
Detention Facility
Area Churches

Homeless Ministry

Continuum of Care
VA Medical Center
American Legion Post 526

Medical Ministry

Mission Hospital
BC Medical Society
BC Dental Society
NC Association of Free Clinics
BlueCross/BlueShield
Sisters of Mercy

Crisis Ministry

Feeding the Hungry
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Jail Ministry

Visiting the Prisoner
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 - **Supportive Services for Veteran Families (SSVF)** serves Veteran families in 26 counties from Charlotte to Murphy and Tryon to Boone with homeless prevention and rapid rehousing. Served 278 veteran families experiencing homelessness (562 persons), housing 95% of participants in 2016.



ABCCM MISSION STATEMENT

The Christian Ministry is a family of Christian congregations organized to provide individuals an opportunity to grow, mature and express their faith through fellowship and service for the joy set before us in Christ.

The Christian Ministry will stimulate doing together what individual congregations cannot do separately, in an ecumenical spirit.

We are committed to Christ to translate our faith into cooperative action which ministers to the spiritual, social, physical, economic and emotional needs of our neighbors in Buncombe County.

Through Christ, our pioneer and perfecter, we persevere to restore and/or maintain the dignity of every person, bring reconciliation to hostilities, bring new skills, strategies, and hope to the thwarted/disadvantaged lives; share our common victories of life.

BYLAWS OF THE
ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Revisions approved by the General Assembly November 26, 2002

- WHEREAS in the Province of God, the Christian congregations of Buncombe County desire to witness to their oneness in Jesus Christ as Divine Lord and Savior; and
- WHEREAS the Spirit of Christ leads Christians to find more effective ways of working together, therefore be it
- RESOLVED that the cooperating Christian congregations in Buncombe County establish these Bylaws.

ARTICLE I

CORPORATION, NAME & OWNERSHIP

- Section 1. This organization shall be incorporated under the laws of the State of North Carolina.
- Section 2. This Corporation shall be called the ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC., hereinafter referred to as "The Christian Ministry".
- Section 3. This Christian Ministry is owned and operated by Christian congregations of Buncombe County (including their pastor affiliates) who are members of this organization.

ARTICLE II

NATURE AND PURPOSE

- Section 1. The Christian Ministry shall offer opportunities for individual members of the various congregations to minister to the needy of the Buncombe area, beyond the reaches of their own congregations, through volunteers and a selected number of professional staff.
- Section 2. The Christian Ministry will provide services to anyone, within the limit of its resources, regardless of race, sex, age, religion, creed. We will maintain non-discriminatory policies and practices in each area of our services. We attempt to provide assistance to all whom we encounter and treat them as equal, unique, and with dignity in the sight of God.
- Section 3. Mission Statement
The Christian Ministry is a family of Christian congregations organized to provide individuals an opportunity to grow, mature and express their faith through fellowship and service for the joy set before us in Christ.

The Christian Ministry will stimulate doing together what individual congregations cannot do separately, in an ecumenical spirit.

We are committed to Christ to translate our faith into cooperative action which ministers to the spiritual, social, physical, economic and emotional needs of our neighbors in Buncombe County.

Through Christ, our pioneer and perfecter, we persevere to restore and/or maintain the dignity of every person, bring reconciliation to hostilities, bring new skills, strategies, and hope to the thwarted/ disadvantaged lives, and share our common victories of life.

ARTICLE III

MEMBERSHIP

- Section 1. The Christian Ministry membership is composed of all Christian congregations (including their pastoral affiliates) in Buncombe County who have been accepted by the Board of Directors and who are in agreement with the Bylaws and purposes of the Christian Ministry.
- Section 2. Voting membership in the Assembly shall include three representatives from each congregation who support the Mission Statement, whose congregation has made a contribution to the operating budget of the Christian Ministry within the previous twelve months, and who has active volunteers with ABCCM ministries.
- Section 3. The Board of Directors shall review prior to each business Assembly meeting the participation of member congregations to determine those to be designated as voting members.
- Section 4. Affiliate members will constitute those churches, religious organizations and civic groups who regularly support ABCCM through their volunteer support and/or financial contributions.
- Item a) Affiliate members may introduce concerns or issues for consideration through the normal Ministry Action Proposal process.

ARTICLE IV

THE GENERAL ASSEMBLY

Section 1. Governance

- Item a) The basic authority of the Christian Ministry shall be in the General Assembly, hereinafter referred to as "the Assembly".
- Item b) The Assembly shall be composed of the official representatives of member congregations and all elected members of the Board of Directors, hereinafter called "the Board", each of whom is entitled to one vote. No absentee votes will be permitted.
- Item c) Each congregation shall have no more than three official representatives (excluding Board members). These normally shall be a pastor and two lay persons duly elected or appointed by the responsible body in the congregation.
- Item d) The Assembly shall gather for business at an Annual Meeting and at other times as needed, upon proper call.
- Item e) Informational meetings of the Assembly are open to representatives, affiliate members and visitors. Official business meetings of the Assembly will be restricted to voting members (and church pastors). [Refer to Article III, Section 2.]

Section 2. Responsibilities and Authorities

- Item a) To determine and establish the direction, scope and policies of the Christian Ministry.
- Item b) To elect a Board each year at the Annual Meeting, consisting of the officers, committee chairmen and special representatives.
- Item c) To receive and act upon recommendations of the Board and official representatives from member congregations.
- Item d) To adopt a budget for each fiscal year.
- Item e) To receive annual reports from officers and committee chairman of the Board.
- Item f) To hold final authority on matters of purchase of real property, the adoption of major capital improvements, and all actions of the Board.

Section 3. Meetings of the Assembly

- Item a) The Assembly shall meet in November for its Annual business meeting, at which time the Board shall be elected, a budget for the coming year adopted, and all other appropriate items of business shall be considered. Notice shall be mailed by the Secretary to each representative when names and addresses are available, and to all member churches at least 30 days prior to the meeting stating the known agenda.
- Item b) The Assembly shall meet three other times during the year for the purpose of disseminating information about the life and work of the Christian Ministry, and in order to give inspiration to the membership concerning the mission of the Christian Ministry. These meetings shall occur during the months of March, May and September.
- Item c) Special meetings of the Assembly may be called for the purpose of transacting special business, provided that notice shall have been given to all representatives and churches at least ten days prior to the meeting, stating the exact nature of the business. No other business shall be transacted at this time. Such business meetings may be called in conjunction with meetings specified in Item b) provided a set time for the business shall be given.
- Item d) Meetings may be called by the Board, by its Executive Committee, or by written request by official representatives from any five member churches.
- Item e) Meetings may be cancelled and/or rescheduled due to extenuating circumstances by the Executive Committee.

Section 4. Quorum

A quorum for a business Assembly shall consist of all representatives and Board members who are present at a properly called meeting.

ARTICLE V

OFFICERS

Section 1. Number and Titles

- Item a) The officers of the Assembly shall be a President, Vice-President, Secretary and Treasurer.
- Item b) These officers shall serve as officers of the Board of Directors.

Section 2. Duties of Officers

- Item a) President
 - (1) Shall be the chief corporate officer of the Christian Ministry.
 - (2) Shall preside at all meetings of the Assembly and the Board of Directors.
 - (3) Shall be responsible for carrying out directions given by the Assembly and executing the decisions of the Board.
 - (4) Shall report to the Assembly annually and to the Board monthly on the conduct and management of the affairs of the Christian Ministry.
 - (5) Shall have such other powers and perform such other duties as are indicated in these Bylaws or given by the Assembly or the Board.
- Item b) Vice-President
 - (1) In the temporary absence or disability of the President, the Vice-President shall perform the duties of the President. The Vice-President shall have such other powers and perform such other duties as may be assigned by the President.
- Item c) Secretary
 - (1) Shall be responsible for preparing and issuing notices for all meetings of the Assembly and the Board of Directors.

- (2) Shall see that the minutes of these meetings are written, distributed to all appropriate persons and filed promptly.
- (3) Shall be responsible for maintenance of corporate records and files of the Board and Assembly.
- (4) Shall have such other powers and perform such other duties as may be assigned by the Board of Directors or the Assembly.

Item d) **Treasurer**

- (1) Shall be responsible for keeping accurate accounts of monies received and paid out.
- (2) Shall be responsible for the execution of contracts or other duly authorized instruments.
- (3) Shall manage funds of the Christian Ministry in accordance with the direction of the Board of Directors or the Assembly.
- (4) Shall be responsible for the preparation and issuance of financial statements and reports, including a summary report of the financial operation of the Christian Ministry at regular Board of Directors and Assembly meetings and transmission of a complete financial report to the member congregations in February of each year.
- (5) Shall be ex-officio member of the Finance Committee.

ARTICLE VI

BOARD OF DIRECTORS

Section 1. Composition

- Item a) The Board of Directors shall be composed of the Officers of the Assembly, the Committee Chairpersons, and the chairpersons from each of the program or project ministries, and a pastor from one of the member churches. Board members are appointed regardless of age, gender, race or creed. We seek to balance membership between male/female, clergy/laypersons, corporate/volunteers. Minority composition will reflect that of the community's demographics.
- Item b) The Board/Assembly shall have an Executive Committee.
- (1) It shall consist of the President, Vice-President, Secretary, Treasurer, Personnel Chairman* and the Executive Director for the purpose of general planning, preparing the agendas for meetings and filling any other responsibilities assigned to them by the Board/Assembly.
 - (2) The Executive Committee shall act for the Board/Assembly in emergencies.
 - (3) The Executive Committee's actions are subject to review and/or confirmation by the Board/Assembly.

Section 2. Term of Office

- Item a) All Board members shall take office on January 1, following their election.
- Item b) All Board members shall serve three year terms, or until their successors are elected.
- Item c) All Board members shall be eligible to serve two consecutive three-year terms. After six years, a member must go off the Board for a year before being elected to another office.
- Item d) Vacancies shall be filled by the Board to complete the unexpired term.
- Item e) After one year off the Board, persons are eligible for nomination.

Section 3. Responsibilities

- Item a) All Board members shall be voting members of the Assembly, and shall be expected to attend all Board and Assembly meetings unless excused.
- Item b) In relation to Christian Ministry Committees, the Board shall be responsible to:
- (1) Identify, at its September meeting, the Committees deemed necessary for the following year.
 - (2) Prepare written charters for each committee. Include a completion date for the task assigned when deemed advisable. These charters will be submitted to the October Board meeting for approval.

- (3) Supervise and coordinate the work of the committees.
- (4) Insure that committees report regularly to the Board.

Section 4. Functions

- Item a) The Board shall function as an agent of the Assembly and as authorized by the Bylaws and the Articles of Incorporation with the following specific responsibilities:
- (1) Provide support and advice to the Christian Ministry Staff, assist in interpreting the work and concerns of the staff to the Assembly, and insure that the concerns of the Assembly are appropriately interpreted to the staff and maintain in current status the Christian Ministry's official Personnel Policy Manual.
 - (2) Insure the proper management of corporate business, finances and affairs of the Christian Ministry in accordance with the directions of the Assembly and the provisions of these Bylaws and the Christian Ministry Articles of Incorporation.
 - (3) Shall, at least once a year, evaluate the overall performance of the Executive Director and recommend salary adjustment. It shall also be the responsibility of the Board to recommend removal of the Executive Director and shall require a vote for such removal by a majority of the Board.
 - (4) To elect a Search Committee to find and nominate a candidate for Executive Director when the position becomes vacant. The committee shall consist of seven members from at least five different denominations with no two members from any one congregation. The Board shall review and approve the nomination for presentation to an Assembly meeting for election. There shall be no more than three Current Board members on the committee.
- Item b) The Board shall propose new programs for consideration and adoption by the Assembly. This shall not be construed to include expansion of current programs/designations.
- Item c) The Board shall submit to the Assembly any change of direction of the Christian Ministry for approval.
- Item d) The Board shall define and allocate authority in writing with respect to the establishment of bank accounts and signing of checks and other legal papers. These decisions will be routinely reported to the Assembly.
- Item e) The Board shall annually review the membership of ABCCM.
- Item f) The Board shall present a proposed budget to the Annual Assembly meeting for the following fiscal year.
- Item g) The Board shall insure that an annual audit of the financial books and records of the Christian Ministry will be conducted, and that such audit report will be submitted to the Board and to the member congregations. The audit may be conducted by a group of qualified volunteers appointed by the President, or, if deemed necessary, the Board may retain an independent public accountant.
- Item h) The Board shall annually review its roles/responsibilities and maintain a manual outlining its guiding principles, operating principles, personnel policies, conflict of interest policy, etc.
- Item h) The Board shall appoint in March each year a Nominating Committee (with the exception of the chairman) consisting of eight members.

Section 5. Meetings of the Board

- Item a) The Board shall normally meet monthly. Notice shall be mailed by the Secretary to each representative at least 10 days before the meeting.
- Item b) Special meetings of the Board may be called by the President. A special meeting of the Board must be called by the President upon the written request of five Board members. Notice of the time, place and purpose of the meeting shall be mailed to each member of the Board at least five days before the meeting. The notice shall state the purpose of the meeting and no business other than that designated in the notice shall be transacted.
- Item c) Any Board member absent without excuse from two consecutive meetings shall be removed automatically from the membership of the Board and so notified by the Secretary.

Section 6. Quorum.

The majority of the Board shall constitute a quorum.

ARTICLE VII

THE NOMINATING COMMITTEE

Section 1. Number and terms of office

- Item a) The Committee shall consist of nine members, the chairman being elected by the Assembly, and eight others appointed annually by the Board upon recommendation by the President.
- Item b) The Committee shall come from at least five different denominations with no more than two persons from the same congregation. Not more than two members, including the chairperson, shall be current members of the Board.
- Item c) No member shall serve on this Committee for more than three consecutive years.

Section 2. Duties and Responsibilities

- Item a) The Committee shall nominate all candidates for membership to the Board.
- Item b) The Committee shall receive permission from all candidates prior to submitting their names in nomination.
- Item c) The Committee shall submit their nominees for all positions to the Board at its October meeting.
- Item d) The Committee shall mail their nominations to all representatives and churches along with the notice of the annual meeting.
- Item e) The Committee shall submit their list of nominees in writing to the Annual Assembly.

Section 3. Selection of Committee Members

- Item a) Working with the elected Committee Chairpersons after the November meeting, the Nominating Committee shall select those to serve on each committee, and report such selections to the Board for approval no later than the January Board meeting.
- Item b) Committee members should be from a wide range of denominations and congregations.
- Item c) The Board may appoint advisory committees with respect to each official program (ministry) to assist with the recruitment of volunteers and resources.
 - (1) Each advisory committee shall consist of no more than 12 members.
 - (2) The role of an advisory committee is:
 - a) To assist in obtaining resources according to approved policies and operating principles whether these resources be people, in-kind donations, program donations and/or financial support;
 - b) To be a sounding board for ideas and/or issues which impact the program in the community;
 - c) To bring the Executive Director of ABCCM any problem or concern regarding policy and procedures or program so that s/he can channel this to the appropriate committees of the ABCCM Board;
 - d) To fairly represent ABCCM's mission to the community.
 - (3) The Nominating Committee of the Christian Ministry will be responsible for nominations of all advisory committee members and will submit them for approval to the Board of ABCCM at its December meeting.
 - (4) The Chairman of the advisory committee will automatically sit on the Board of the Christian Ministry.
 - (5) The advisory committee may appoint subcommittees to address special needs with respect to their specific program area. Recommendations from the advisory committee will be forwarded to the Board of Directors in consultation with the Executive Director.
 - (6) Advisory Committees are subject to the supplemental committee charter, Guiding Principles, Operating Principles and Personnel Policies.

Section 4. Quorum. The majority of the committee shall constitute a quorum.

ARTICLE VIII

ELECTIONS

Section 1. The election of Executive Director

- Item a) The election of an Executive Director shall be by a two-thirds vote of the Assembly.
- Item b) No more than one candidate for Executive Director shall be submitted at one time.
- Item c) The vote shall be by secret ballot.

Section 2. The Election of the Board of Directors

- Item a) Following the report of the Nominating Committee, the floor will be opened for additional nominations, one office at a time.
- Item b) The person nominated must agree to serve, if elected, before he/she may be presented as a candidate
- Item c) Election shall be by a majority vote. In case there are more than two candidates and no one receives a majority, another vote shall be taken between the two candidates receiving the highest numbers on the previous vote.

ARTICLE IX

EXECUTIVE DIRECTOR

Section 1. Position

- Item a) There shall be the chief executive officer (CEO) known as the Executive Director who shall be responsible to the Board.
- Item b) This shall be a salaried position.
- Item c) His/Her immediate superiors shall be the President and the Board.

Section 2. Duties

- Item a) He/She shall develop strategies that will strengthen and further the work of the Christian Ministry, in consultation with and approval of the Board, and when appropriate, submitted to the Assembly for approval.
- Item b) He/She shall manage the corporate business and day-to-day operations of the Christian Ministry except those retained by action of the Assembly or the Board, or which are otherwise provided in these Bylaws or the Articles of Incorporation.
- Item c) He/She shall administer the Staff according to the Personnel Policies manual.
- Item d) He/She shall be a member of all committees with voice and vote.

ARTICLE X

MISCELLANEOUS

Section 1. Fiscal Year

The fiscal year of the Christian Ministry shall be January 1 -December 31.

Section 2. Contributions

Any contributions, bequests, and gifts made to the Christian Ministry by corporate entities and other organizations shall be received in accordance with policies established by the Board.

Section 3. Board Compensation

The Board and its officers shall receive no recompense for their services, but may be reimbursed for necessary expenses incurred.

Section 4. Legal Counsel

If considered necessary, an independent legal firm may be retained by the Board.

Section 5. Parliamentary Procedure

Robert's Rules of Order, Newly Revised, shall be the parliamentary procedure governing meetings of the Assembly, the Board and all committees, subject to the State Law, the Articles of Incorporation, and these Bylaws.

Section 6. Affiliate Guidelines

The Board may adopt guidelines for affiliate organizations which shall not be in conflict with these Bylaws.

Section 7. Pension Fund Trustees

The following officers shall constitute the trustees for the Pension Fund:

The President, Personnel Chairman, Treasurer, and Executive Director will act to direct and account for these funds.

ARTICLE XI

AMENDMENTS

These Bylaws may be amended during a meeting of the Assembly provided (a) a quorum is present, (b) two thirds of the members present and voting favor the proposed amendment; and (c) a copy of the proposed amendment shall have been mailed to the Christian Ministry congregations thirty (30) days before the meeting at which the proposed amendment is to be considered.

**Asheville Buncombe Community Christian Ministry, Inc.
Operating and In-Kind 2016 Budget**

	2015 Operating Budget	2016 Operating Budget	2016 In-Kind Budget	Total 2016 Budget
Income:				
General Contributions	\$ 932,655	\$ 930,000	\$ 14,385,000	\$ 15,315,000
Designated Contributions	361,250	400,000		400,000
Grant Income	1,536,676	1,179,870		1,179,870
VA Per Diem Income	2,397,370	2,444,540		2,444,540
Revenues, Fees, & Reimbursements	445,320	511,225		511,225
Special Events Income	135,050	95,600		95,600
Donation Center Income	104,980	22,200		22,200
Net Income - Community Pharmacy	-	145,840		145,840
Public Emergency Assistance Income	350,000	345,000		345,000
Other Income	61,900	61,000		61,000
Total Income	\$ 6,325,201	\$ 6,135,275	\$ 14,385,000	\$ 20,520,275
Expenses:				
Crisis Ministries				
Salaries and Benefits	\$ 312,657	\$ 325,737	\$ 890,000	\$ 1,215,737
Crisis Benevolence - Rent, Utilities, Food, Fuel, Transportation, and Miscellaneous	136,950	124,500	1,925,000	2,049,500
Public Emergency Assistance Expense	350,000	345,000		345,000
Crisis Operating Expenses	176,920	212,623		212,623
Total Crisis Ministries	\$ 976,527	\$ 1,007,860	\$ 2,815,000	\$ 3,822,860
Veterans Services of the Carolinas (SSVF, HVRP, and VWIP)				
Salaries and Benefits	\$ 608,938	\$ 541,998	\$ 10,000	\$ 551,998
Participant Benevolence - Rent, Utilities, Tuition, Work Needs, and Transportation	570,995	378,000		378,000
Veterans Services Operating Expenses	163,971	145,364		145,364
Total Veterans Services of the Carolinas	\$ 1,343,904	\$ 1,065,362	\$ 10,000	\$ 1,075,362
Jail Ministry				
Salaries and Benefits	\$ 47,153	\$ 49,137	\$ 42,000	\$ 91,137
Jail / Prison Benevolence (Food, Misc., Birthday Parties and Holiday Events)	200	200	6,000	6,200
Jail Operating Expenses	7,198	4,832		4,832
Total Jail and Prison Ministry	\$ 54,551	\$ 54,169	\$ 48,000	\$ 102,169
Veterans' Restoration Quarters & Industries				
Salaries & Benefits	\$ 1,270,797	\$ 1,315,182	\$ 1,600,000	\$ 2,915,182
Resident Benevolence (Food, Miscellaneous)	134,000	140,500	665,000	805,500
Veterans' Restoration Quarters Operating Expenses	775,957	681,355		681,355
Total Veterans' Restoration Quarters & Industries	\$ 2,180,754	\$ 2,137,037	\$ 2,265,000	\$ 4,402,037

Asheville Buncombe Community Christian Ministry, Inc.
Operating and In-Kind 2016 Budget - Continued

	2015 Operating Budget	2016 Operating Budget	2016 In-Kind Budget	Total 2016 Budget
Steadfast House (Includes Circles)				
Salaries & Benefits	\$ 376,139	\$ 331,965	\$ 210,000	\$ 541,965
Resident Benevolence (Food, Miscellaneous)	21,700	38,200	222,000	260,200
Steadfast House Operating Expenses	210,035	153,180		153,180
Total Steadfast House	\$ 607,874	\$ 523,345	\$ 432,000	\$ 955,345
Donation Center & Thrift Store				
Salaries & Benefits	\$ 299,157	\$ 267,846	\$ 60,000	\$ 327,846
Donation Center Operating Expenses	88,620	105,848		105,848
Total Donation Center & Thrift Store	\$ 387,777	\$ 373,694	\$ 60,000	\$ 433,694
Medical Ministry				
Salaries & Benefits	\$ 776,329	\$ 751,841	\$ 5,060,000	\$ 5,811,841
Reimbursements from Clinic	(759,333)	(729,749)		(729,749)
Prescription, Medical & Dental Benevolence			3,000,000	3,000,000
Clinic Expenses paid by ABCCM	449,267	516,545		516,545
Total Medical Ministry	\$ 466,263	\$ 538,637	\$ 8,060,000	\$ 8,598,637
Leadership Ministry (includes Fundraising)				
Salaries & Benefits	\$ 137,452	\$ 148,893	\$ 135,000	\$ 283,893
Leadership Ministry Operating Expenses	258,399	245,503	560,000	805,503
Total Leadership Ministry	\$ 395,851	\$ 394,396	\$ 695,000	\$ 1,089,396
Total Expenses - All Ministries	\$ 6,413,501	\$ 6,094,500	\$ 14,385,000	\$ 20,479,500
Capital & Debt Service:	\$ 61,700	\$ 90,775	\$ -	\$ 90,775

Volunteer hours are computed at \$23.07 per hour based on Bureau of Labor Statistics data, as indexed by Independent Sector.

Medical Ministry volunteers computed at BCBSNC UCR values for medical services provided.

Crisis Ministry benevolence including South, Hominy Valley, and North Samaritan Ministries is based on the volume of donated food, clothing, furniture, and household items.

Resident benevolence is based on volume of meals, blanket, linens, and toiletries donated.

Medical Ministry benevolence is based on average wholesale price of donated pharmaceuticals disbursed.

Leadership Ministry in-kind expenses are based on the value of donations of equipment, publicity, consultation, education, special event volunteers, and committee efforts.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.
Asheville, North Carolina

Consolidated Financial Statements

For the Years Ended
December 31, 2015 and 2014

Goldsmith Molis  Gray, PLLC

Certified Public Accountants

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.
Asheville, North Carolina

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors
Asheville-Buncombe Community Christian Ministry, Inc.

Report on the Financial Statements

We have audited the accompanying consolidated financial statements of Asheville-Buncombe Community Christian Ministry, Inc. (a nonprofit organization), which comprise the consolidated statements of financial position as of December 31, 2015 and 2014, and the related consolidated statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the consolidated financial position of Asheville-Buncombe Community Christian Ministry, Inc. as of December 31, 2015 and 2014, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Other Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of federal awards and state awards, as required by Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated May 3, 2016, on our consideration of Asheville-Buncombe Community Christian Ministry, Inc.'s internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Asheville-Buncombe Community Christian Ministry, Inc.'s internal control over financial reporting and compliance.

Goldsmith Molis & Gray, PLLC

Goldsmith Molis & Gray, PLLC
Asheville, North Carolina
May 3, 2016

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Consolidated Statements of Financial Position

December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
<u>Assets</u>		
Current assets:		
Cash and cash equivalents	\$ 910,973	\$ 477,360
Investments	70,594	70,657
Note receivable, current portion	-	2,581
Receivables:		
Promises to give, net	69,358	52,940
Grants	267,252	330,391
Bequests	1,300,000	-
Other receivables	33,132	32,228
Prepaid expenses	91,022	72,338
Inventory	1,711,071	1,522,633
Other current assets	5,435	435
Total current assets	<u>4,458,837</u>	<u>2,561,563</u>
Other assets:		
Restricted cash	276,566	664,215
Promises to give, net	88,979	92,510
Property and equipment, net	9,962,823	9,505,711
Property held for resale	990,500	1,702,808
Beneficial interest in assets held by Community Foundation	1,592,202	1,712,825
Total other assets	<u>12,911,070</u>	<u>13,678,069</u>
 Total assets	 <u>\$ 17,369,907</u>	 <u>\$ 16,239,632</u>
 <u>Liabilities and Net Assets</u>		
Current liabilities:		
Current portion of notes payable	\$ 744,394	\$ 291,691
Current portion of capital lease obligation	497	5,776
Accounts payable	222,939	324,243
Accrued expenses	189,183	170,963
Other current liabilities	2,000	7,225
Total current liabilities	<u>1,159,013</u>	<u>799,898</u>
Long-term liabilities:		
Long-term portion of notes payable	1,388,337	2,906,177
Long-term portion of capital lease obligation	-	521
Total liabilities	<u>2,547,350</u>	<u>3,706,596</u>
Net assets:		
Unrestricted	12,437,178	9,631,110
Temporarily restricted	793,177	1,189,101
Permanently restricted	1,592,202	1,712,825
Total net assets	<u>14,822,557</u>	<u>12,533,036</u>
 Total liabilities and net assets	 <u>\$ 17,369,907</u>	 <u>\$ 16,239,632</u>

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Consolidated Statements of Activities
For the Year Ended December 31, 2015

	2015			Total
	Unrestricted	Temporarily Restricted	Permanently Restricted	
Revenues, gains and other support:				
Public support and grants	\$ 2,717,521	\$ 670,500	\$ -	\$ 3,388,021
In-kind support	3,870,545	-	-	3,870,545
Special events	92,510	-	-	92,510
Government grants	-	4,410,829	-	4,410,829
Investment income	2,320	60,430	-	62,750
Gain on sale of assets	950,527	-	-	950,527
Change in beneficial interest	-	-	(120,623)	(120,623)
Other	400,963	-	-	400,963
Total revenue, gains and other support	8,034,386	5,141,759	(120,623)	13,055,522
Net assets released from restrictions	5,537,683	(5,537,683)	-	-
Total revenue, gains and other support	13,572,069	(395,924)	(120,623)	13,055,522
Expenses:				
Program services	10,196,995	-	-	10,196,995
Support services:				
Management and general	362,614	-	-	362,614
Fundraising	206,392	-	-	206,392
Total expenses	10,766,001	-	-	10,766,001
Change in net assets	2,806,068	(395,924)	(120,623)	2,289,521
Net assets, beginning of year	9,631,110	1,189,101	1,712,825	12,533,036
Net assets, end of year	\$12,437,178	\$ 793,177	\$1,592,202	\$14,822,557

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Consolidated Statements of Activities

For the Year Ended December 31, 2014 - Continued

2014

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Revenues, gains and other support:				
Public support and grants	\$ 1,440,354	\$ 1,423,337	\$ -	\$ 2,863,691
In-kind support	4,788,464	-	-	4,788,464
Special events	106,666	-	-	106,666
Government grants	-	4,313,736	-	4,313,736
Investment income	1,668	52,740	-	54,408
Loss on sale of assets	(884)	-	-	(884)
Change in beneficial interest	-	-	2,975	2,975
Other	537,196	-	-	537,196
Total revenue, gains and other support	<u>6,873,464</u>	<u>5,789,813</u>	<u>2,975</u>	<u>12,666,252</u>
Net assets released from restrictions	<u>6,427,419</u>	<u>(6,427,419)</u>	<u>-</u>	<u>-</u>
Total revenue, gains and other support	<u>13,300,883</u>	<u>(637,606)</u>	<u>2,975</u>	<u>12,666,252</u>
Expenses:				
Program services	11,044,639	-	-	11,044,639
Support services:				
Management and general	503,138	-	-	503,138
Fundraising	221,128	-	-	221,128
Total expenses	<u>11,768,905</u>	<u>-</u>	<u>-</u>	<u>11,768,905</u>
Change in net assets	1,531,978	(637,606)	2,975	897,347
Net assets, beginning of year	<u>8,099,132</u>	<u>1,826,707</u>	<u>1,709,850</u>	<u>11,635,689</u>
Net assets, end of year	<u>\$ 9,631,110</u>	<u>\$ 1,189,101</u>	<u>\$ 1,712,825</u>	<u>\$ 12,533,036</u>

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Consolidated Statements of Functional Expenses

For the Year Ended December 31, 2015

2015

	Crisis	Employment Training Services	Jail	Veterans' Restoration Quarters	Steadfast House
Salaries and contract labor	\$ 794,659	\$ 360,388	\$ 32,682	\$ 1,068,824	\$ 250,638
Payroll taxes	59,046	23,713	2,580	79,208	18,490
Group insurance	89,286	49,834	241	118,966	25,024
Retirement	11,717	5,253	847	17,367	6,910
Total salaries and related expenses	954,708	439,188	36,350	1,284,365	301,062
Dental benevolence	-	-	-	-	-
Food benevolence	13,964	156	-	118,053	11,285
Utility assistance benevolence	417,955	-	-	-	-
Medical benevolence	-	-	-	3,615	1,917
Pharmacy benevolence	-	-	-	-	-
Miscellaneous benevolence	26,366	165,911	230	15,629	10,578
Rent/mortgage benevolence	339,192	-	-	-	-
Contributed services - volunteers	-	-	-	-	-
Donated facility usage	-	-	-	-	-
Rent	8,739	-	-	-	-
Utilities	39,330	1,757	-	210,779	24,164
Meals	1,727	174	-	1,546	72
Auto and travel	73,978	35,528	7	20,105	1,400
Office supplies and equipment	18,802	5,498	308	22,036	5,474
IT support, maintenance and equipment	49,126	14,773	-	49,611	25,830
Postage and mailing	4,244	1,301	163	4,552	1,405
Promotion	18,481	5,307	170	1,380	2,370
Repairs and maintenance	29,903	50	-	90,346	15,745
Telephone	15,103	4,272	711	34,969	7,797
Housekeeping	4,240	34	-	21,986	10,405
Insurance	28,087	6,145	1,187	46,016	10,393
Professional fees	65,772	18,270	4,353	179,240	22,606
Dues and subscriptions	11,001	127	23	1,164	2,270
Bad debt expense	-	-	-	-	-
Miscellaneous	8,226	2,627	54	4,815	505
Total expenses before interest, finance charges, taxes, amortization and depreciation	2,128,944	701,118	43,556	2,110,207	455,278
Interest	3,227	-	-	78,872	959
Finance charges	-	-	-	-	-
Taxes	-	-	-	-	-
Amortization	159	-	-	5,672	1,451
Depreciation	84,725	4,609	19	119,741	31,493
Total other expenses	88,111	4,609	19	204,285	33,903
Total expenses	\$ 2,217,055	\$ 705,727	\$ 43,575	\$ 2,314,492	\$ 489,181

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Consolidated Statements of Functional Expenses

For the Year Ended December 31, 2015

2015

	Total Program Services	Management and General	Fundraising	Total Support Services	Total
Medical					
\$ 437,506	\$ 2,944,697	\$ 182,791	\$ 73,601	\$ 256,392	\$ 3,201,089
45,890	228,927	13,836	5,481	19,317	248,244
62,482	345,833	28,570	8,884	37,454	383,287
9,189	51,283	3,682	1,940	5,622	56,905
<u>555,067</u>	<u>3,570,740</u>	<u>228,879</u>	<u>89,906</u>	<u>318,785</u>	<u>3,889,525</u>
3,401	3,401	-	-	-	3,401
-	143,458	-	-	-	143,458
-	417,955	-	-	-	417,955
7,270	12,802	-	-	-	12,802
2,688,991	2,688,991	-	-	-	2,688,991
-	218,714	-	-	-	218,714
-	339,192	-	-	-	339,192
962,279	962,279	-	-	-	962,279
42,413	42,413	-	-	-	42,413
895	9,634	4,490	1,750	6,240	15,874
10,680	286,710	4,826	1,458	6,284	292,994
209	3,728	3,972	6,997	10,969	14,697
736	131,754	949	1,236	2,185	133,939
11,194	63,312	551	4,190	4,741	68,053
48,540	187,880	14,200	4,001	18,201	206,081
450	12,115	355	512	867	12,982
4,475	32,183	340	17,967	18,307	50,490
3,617	139,661	2,104	393	2,497	142,158
7,478	70,330	2,884	462	3,346	73,676
2,082	38,747	157	131	288	39,035
14,034	105,862	8,103	2,341	10,444	116,306
33,630	323,871	71,709	60,529	132,238	456,109
2,541	17,126	24	89	113	17,239
-	-	233	-	233	233
3,798	20,025	1,275	12,360	13,635	33,660
<u>4,403,780</u>	<u>9,842,883</u>	<u>345,051</u>	<u>204,322</u>	<u>549,373</u>	<u>10,392,256</u>
-	83,058	1,126	-	1,126	84,184
-	-	5,563	-	5,563	5,563
-	-	1,108	-	1,108	1,108
-	7,282	489	-	489	7,771
23,185	263,772	9,277	2,070	11,347	275,119
<u>23,185</u>	<u>354,112</u>	<u>17,563</u>	<u>2,070</u>	<u>19,633</u>	<u>373,745</u>
<u>\$ 4,426,965</u>	<u>\$ 10,196,995</u>	<u>\$ 362,614</u>	<u>\$ 206,392</u>	<u>\$ 569,006</u>	<u>\$ 10,766,001</u>

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Consolidated Statements of Functional Expenses - Continued
For the Year Ended December 31, 2014

	2014				
	Crisis	Employment Training Services	Jail	Veterans' Restoration Quarters	Steadfast House
Salaries and contract labor	\$ 751,911	\$ 426,391	\$ 42,177	\$ 1,067,368	\$ 252,230
Payroll taxes	53,809	26,798	3,244	79,149	18,953
Group insurance	67,657	54,066	318	108,388	27,287
Retirement	5,183	4,754	855	10,766	1,952
Total salaries and related expenses	878,560	512,009	46,594	1,265,671	300,422
Dental benevolence	-	-	-	-	-
Food benevolence	14,196	395	-	136,367	10,791
Utility assistance benevolence	446,620	-	-	-	-
Medical benevolence	-	-	-	2,774	2,322
Pharmacy benevolence	-	-	-	-	-
Miscellaneous benevolence	25,350	170,023	100	25,104	2,923
Rent/mortgage benevolence	345,477	-	-	-	-
Contributed services - volunteers	-	-	-	-	-
Donated facility usage	-	-	-	-	-
Rent	-	-	-	-	264
Utilities	37,828	10,059	-	231,239	26,955
Meals	3,017	399	5	634	92
Auto and travel	60,220	35,856	9	20,248	3,901
Office supplies and equipment	20,015	7,838	371	22,840	5,361
IT support, maintenance and equipment	43,835	18,121	-	58,223	18,787
Postage and mailing	3,437	1,278	128	3,396	1,111
Promotion	17,782	6,487	202	5,005	4,640
Repairs and maintenance	29,767	1,653	-	109,087	15,086
Telephone	17,575	4,782	289	34,236	7,287
Housekeeping	3,525	111	-	20,902	8,507
Insurance	23,456	8,080	1,166	47,360	9,656
Professional fees	57,538	28,511	3,872	160,869	19,779
Dues and subscriptions	3,536	1,218	163	4,649	2,147
Bad debt expense	-	-	-	-	-
Miscellaneous	6,859	5,066	31	3,281	689
Total expenses before interest, finance charges, taxes, amortization and depreciation	2,038,593	811,886	52,930	2,151,885	440,720
Interest	9,036	-	-	100,245	3,108
Finance charges	-	-	-	-	-
Taxes	-	-	-	-	-
Amortization	100	-	-	5,673	60
Depreciation	58,632	12,414	15	192,950	30,939
Total other expenses	67,768	12,414	15	298,868	34,107
Total expenses	\$ 2,106,361	\$ 824,300	\$ 52,945	\$ 2,450,753	\$ 474,827

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Consolidated Statements of Functional Expenses - Continued

For the Year Ended December 31, 2014

2014

<u>Medical</u>	<u>Total Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total Support Services</u>	<u>Total</u>
\$ 461,525	\$ 3,001,602	\$ 238,504	\$ 86,043	\$ 324,547	\$ 3,326,149
47,788	229,741	3,089	5,742	8,831	238,572
56,117	313,833	5,545	9,258	14,803	328,636
6,920	30,430	723	1,207	1,930	32,360
<u>572,350</u>	<u>3,575,606</u>	<u>247,861</u>	<u>102,250</u>	<u>350,111</u>	<u>3,925,717</u>
3,711	3,711	-	-	-	3,711
-	161,749	-	-	-	161,749
-	446,620	-	-	-	446,620
12,508	17,604	-	-	-	17,604
<u>3,375,497</u>	<u>3,375,497</u>	-	-	-	<u>3,375,497</u>
-	223,500	-	-	-	223,500
-	345,477	-	-	-	345,477
1,007,189	1,007,189	-	-	-	1,007,189
22,500	22,500	-	-	-	22,500
-	264	4,380	7,020	11,400	11,664
10,492	316,573	5,129	1,407	6,536	323,109
240	4,387	1,954	9,425	11,379	15,766
519	120,753	860	1,546	2,406	123,159
6,244	62,669	551	1,893	2,444	65,113
27,720	166,686	14,912	3,299	18,211	184,897
918	10,268	202	337	539	10,807
6,072	40,188	337	18,611	18,948	59,136
4,206	159,799	2,412	332	2,744	162,543
5,668	69,837	2,602	867	3,469	73,306
2,436	35,481	88	88	176	35,657
13,947	103,665	12,428	2,267	14,695	118,360
28,512	299,081	60,636	55,540	116,176	415,257
2,360	14,073	172	592	764	14,837
-	-	121,266	-	121,266	121,266
3,894	19,820	2,900	12,689	15,589	35,409
<u>5,106,983</u>	<u>10,602,997</u>	<u>478,690</u>	<u>218,163</u>	<u>696,853</u>	<u>11,299,850</u>
-	112,389	3,649	-	3,649	116,038
-	-	5,033	-	5,033	5,033
-	-	3,763	-	3,763	3,763
-	5,833	320	-	320	6,153
28,470	323,420	11,683	2,965	14,648	338,068
<u>28,470</u>	<u>441,642</u>	<u>24,448</u>	<u>2,965</u>	<u>27,413</u>	<u>469,055</u>
<u>\$ 5,135,453</u>	<u>\$ 11,044,639</u>	<u>\$ 503,138</u>	<u>\$ 221,128</u>	<u>\$ 724,266</u>	<u>\$11,768,905</u>

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Consolidated Statements of Cash Flows
For the Years Ended December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
Cash flows from operating activities:		
Change in net assets	\$ 2,289,521	\$ 897,347
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:		
Depreciation and amortization	282,890	344,221
Unrealized (gains) losses on investments	384	(35)
(Gain) loss on sale of assets	(950,527)	884
Non-cash contributions	(4,000)	(74,962)
Contributions restricted for long-term purposes	(163,736)	(880,471)
Present value adjustment on long-term promises to give	(1,454)	6,254
Provision for bad debt	233	121,266
Forgiveness of debt	(66,667)	(66,667)
Change in beneficial interest in assets held by Community Foundation	120,623	(2,975)
Change in operating assets and liabilities:		
Grants receivable	63,139	19,343
Bequests receivable	(1,300,000)	-
Other receivables	(904)	2,859
Prepaid expenses	(18,684)	2,894
Inventory	(188,438)	(314,841)
Other current assets	(5,000)	15
Accounts payable	(101,304)	153,056
Accrued expenses	18,220	(96,815)
Other liabilities	(5,225)	1,625
Net cash provided (used) by operating activities	<u>(30,929)</u>	<u>112,998</u>
Cash flows from investing activities:		
Proceeds from note receivable	2,581	2,472
Purchase of property and equipment	(583,299)	(1,597,661)
Proceeds from sale of property and equipment	2,010,132	1,545
Purchase of investments	(53,158)	(52,920)
Proceeds from sale of investments	52,837	52,517
Sale of assets restricted to investment in property and equipment	387,649	-
Purchase of assets restricted to investment in property and equipment	-	(153,605)
Net cash provided (used) by investing activities	<u>1,816,742</u>	<u>(1,747,652)</u>
Cash flows from financing activities:		
Collection of contributions restricted for long-term purposes		
Investment in property and equipment	152,070	1,453,021
Payments on notes payable	(1,498,470)	(222,860)
Payments on capital lease	(5,800)	(5,521)
Net cash provided (used) by financing activities	<u>(1,352,200)</u>	<u>1,224,640</u>
Change in cash and cash equivalents	433,613	(410,014)
Cash and cash equivalents, beginning of year	<u>477,360</u>	<u>887,374</u>
Cash and cash equivalents, end of year	<u>\$ 910,973</u>	<u>\$ 477,360</u>
Supplemental disclosure of cash flow information:		
Cash paid during the year for interest	<u>\$ 89,430</u>	<u>\$ 116,128</u>
Non-cash investing and financing activities:		
Disposal of fully depreciated property	\$ 861,298	\$ 26,680
Construction in progress capitalized	<u>\$ 1,629,405</u>	<u>\$ 247,690</u>
Purchase of property with issuance of note payable	<u>\$ 500,000</u>	<u>\$ -</u>

The accompanying notes are an integral part of these financial statements.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 1 – Summary of Significant Accounting Policies

Organization

Asheville-Buncombe Community Christian Ministry, Inc. (the "Ministry") is a nonprofit entity established for the purpose of offering opportunities for individual members of various Christian congregations to minister to the needy of the Buncombe County area and western North Carolina, beyond the reaches of their own congregations, through volunteers and a selected number of professional staff. The Ministry is supported primarily through churches, donor contributions, and grants.

Principal Programs of the Ministry include:

Crisis Ministry - provides counseling, food, clothing, furniture and household items and financial assistance for rent/mortgage, utilities, and transportation.

Employment Training Services - emphasizes education, training, and job placement. Our veterans services cover 26 counties in western North Carolina.

Jail Ministry - operates a comprehensive program in the local jail including visitation, education, library services, counseling, and coordination of religious activities and services.

Homeless Ministry- two transitional housing facilities: The Veterans' Restoration Quarters offers 246 beds to homeless men with 148 beds designated for veterans in transitional housing, 50 for veterans in permanent supportive housing, 36 for veterans/civilians in nightly emergency shelter, and 12 for civilians in a six-month housing program. The Steadfast House is a 43 bed facility that houses 26 single women and up to 7 moms with children. Ten of these beds are designated for female veterans.

Medical Ministry- provides essential access to care for the uninsured, along with appropriate referral and follow-up to the primary care network and preventative education. A licensed pharmacy provides access to prescriptions and medical supplies. The dental clinic provides extractions.

ABCCM Doctors' Medical Clinic, Inc. (the "Clinic"), is a nonprofit entity established by the two members (Asheville-Buncombe Community Christian Ministry, Inc. and Mission Hospital, Inc.) for the purpose of (a) increasing the access to basic health care services for the underserved/indigent populations in the City of Asheville and in Buncombe County, North Carolina; (b) providing health coverage, focusing on serving acute/urgent care needs and assisting when reasonably possible those who require care management in accessing the appropriate private or institution-based service; and (c) augmenting the safety net by supporting existing primary care and specialty care providers to promote the well-being of underserved/indigent patients. Each of the corporate members has one vote on matters submitted to and voted on by the membership. The twelve members of the Board of Directors are appointed as follows:

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 1 – Summary of Significant Accounting Policies - continued

Asheville-Buncombe Community Christian Ministry, Inc.	6 members
Mission Hospital, Inc.	6 members

The Clinic is funded primarily through member support and donor contributions.

Basis of Accounting

The financial statements of the organization have been prepared utilizing the accrual basis of accounting and in accordance with accounting principles generally accepted in the United States of America.

Principles of Consolidation

The consolidated financial statements are comprised of the Ministry's activities; the activities of its affiliated organization, ABCCM Doctors' Medical Clinic, Inc. (the "Clinic"); and of its for-profit training school, Advance Trucking Institute, LLC, which is wholly-owned and operated by the Ministry. All material intercompany accounts and transactions have been eliminated in consolidation.

Financial Statement Presentation

The Ministry has presented its financial statements in accordance with generally accepted accounting principles for not-for-profit organizations. Under this guidance, the Ministry is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. In addition, the Ministry is required to present a statement of cash flows.

Contributions

Under generally accepted accounting principles for not-for-profit organizations, contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support depending on the existence and/or nature of any donor restrictions.

Donor restricted support is reported as an increase in temporarily or permanently restricted net assets, depending on the nature of the restriction. When a restriction expires (that is, when a stipulated time restriction ends or the purpose of the restriction is accomplished), temporarily restricted net assets are reclassified to unrestricted net assets and reported in the Statement of Activities as net assets released from restrictions.

Use of Estimates

Preparation of financial statements in accordance with generally accepted accounting principles requires the Ministry's management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Fair Value of Financial Instruments

The Ministry discloses for each class of financial instruments the methods, and when a valuation technique is used, the significant assumptions applied in determining the fair values of financial assets and liabilities. If there is a change in the valuation technique, then the Ministry discloses both the change and the reasons for the change.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 1 – Summary of Significant Accounting Policies - continued

The Ministry estimates that the fair value of all financial instruments does not differ materially from the aggregate carrying values of its financial instruments recorded in the accompanying statements of financial position. The estimated fair value amounts have been determined by the Ministry using available market information and appropriate valuation methodologies. The Ministry's financial instruments consist primarily of cash and investments, promises to give, notes and other receivables, prepaid expenses, other current assets, accounts payable and other accrued expenses and debt.

Cash and Cash Equivalents

For purposes of reporting the statement of cash flows, the Ministry includes all cash investments which are not subject to withdrawal restrictions or penalties and certificates of deposits with a maturity of three months or less in cash and cash equivalents.

The Ministry maintains its cash in financial institutions insured by the Federal Deposit Insurance Corporation ("FDIC"). Deposit accounts, at times, may exceed federally insured limits; however, the Ministry has not suffered any such losses as of December 31, 2015 and 2014.

Investments

The Ministry reports its investments in accordance with generally accepted accounting principles for not-for-profit organizations. The guidance prescribes that covered investments be reported in the statement of financial position at fair value with any realized or unrealized gains or losses reported in the statement of activities. Investment income is recognized as revenue in the period it is earned and gains and losses are recognized as changes in net assets in the accounting period in which they occur. At December 31, 2015 the Ministry had investments held in certificates of deposit totaling \$64,216 and interest in a limited partnership totaling \$6,378. At December 31, 2014 the Ministry had investments held in certificates of deposit totaling \$63,895 and interest in a limited partnership totaling \$6,762.

Promises to Give

Unconditional promises to give are recognized as revenues or gains in the period received and as assets, decreases of liabilities, or expenses depending on the form of the benefits received. Unconditional promises to give to be received in more than one year are estimated based on cash flows discounted at 2.85%. Conditional promises to give are not recognized, as they do not meet the criteria for recognition. The Ministry uses the allowance method to determine uncollectible promises to give. The allowance is based on prior years' experience and management's analysis of specific promises made.

Inventory

Inventory is composed of pharmaceuticals purchased by and donated to the Clinic and are stated at fair value on a first-in, first-out basis. The fair value is based on Average Wholesale Price (AWP), a widely used benchmark for pricing and reimbursement of prescription drugs for both government and private payers. Values are continuously revalued through pharmaceutical industry database software to which the Clinic subscribes. Any changes in valuation are absorbed through the pharmacy expense account. At December 31, 2015 and 2014, the Clinic had inventory totaling \$1,711,071 and \$1,522,633, respectively.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 1 – Summary of Significant Accounting Policies - continued

Property and Equipment

Expenditures for land and improvements, buildings, and equipment are capitalized at cost. Expenditures for capital assets of less than \$1,500 are expensed in the year incurred. Donations of property and equipment are recorded as support at their estimated fair market value. Such donations are reported as unrestricted support unless the donor has restricted the donated assets to a specific purpose. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted support. Absent donor stipulations regarding how long those donated assets must be maintained, the Ministry reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Ministry reclassifies temporarily restricted net assets to unrestricted net assets at that time. Property and equipment are depreciated using the straight-line method.

Donated Services, Materials and Facilities

A substantial number of volunteers have donated a significant amount of time to the Ministry's operations and program services. Contributed professional services that create or enhance nonfinancial assets or require specialized skills and are provided by individuals possessing those skills are recognized as support. Contributed services of \$962,278 and \$1,007,189 (management's estimate of the fair value) have been reflected in the accompanying financial statements as in-kind contributions for services contributed by medical/dental/pharmacy professionals at the Ministry for the years ended December 31, 2015 and 2014, respectively. Other contributed services totaling \$41,820 and \$1,500 have also been included as part of in-kind support for the years ended December 31, 2015 and 2014, respectively. Numerous other volunteers have donated significant amounts of time to the Ministry for which no amounts have been reflected in these statements because they did not meet the criteria for recognition.

Donated materials, etc. are reflected as in-kind contributions in the accompanying financial statements. Contributed pharmacy drugs of \$2,815,968 and \$3,666,341 have been included in the financial statements as in-kind support, and as inventory and pharmacy expense for the years ended December 31, 2015 and 2014, respectively. Contributed food of \$4,067 and \$15,972 has been included as in-kind support and food expense for the years ended December 31, 2015 and 2014, respectively. Contributed equipment and property totaling \$4,000 and \$74,962 has been included as in-kind support and property and equipment for the years ended December 31, 2015 and 2014, respectively.

A portion of ABCCM's medical ministry operates in a facility owned 25% by Mission Hospital, Inc. The estimated fair rental value of the donated space is \$22,500 and \$22,500 for the years ended December 31, 2015 and 2014, respectively, and is reported as both in-kind support and rent expense in the financial statements.

A portion of ABCCM's medical ministry's pharmacy operates in a facility owned by Buncombe County, subject to a lease beginning September 1, 2015 with rent of \$1 per year. The estimated fair value of the space for the year ended December 31, 2015 was \$19,912 and is reported as both in-kind support and rent expense in the financial statements.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 1 – Summary of Significant Accounting Policies - continued

Income Taxes

The Ministry is established as a not-for-profit entity and has been recognized as an organization exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code.

FASB ASC 740, "Accounting for Uncertainty in Income Taxes", clarifies the accounting for the recognition and measurement of uncertainties in income taxes recognized in an entity's financial statements and prescribes a threshold of more-likely-than-not for recognition of tax positions taken or expected to be taken in a tax return. The Ministry's policy is to evaluate the likelihood that its uncertain tax positions will prevail upon examination based on the extent to which those positions have substantial support within the Internal Revenue Code and Regulations, Revenue Rulings, court decisions and other evidence.

As of December 31, 2015 and 2014, the Ministry had no uncertain tax positions that qualify for either recognition or disclosure in the financial statements.

The Ministry's income tax returns are subject to examination by taxing authorities for a period of three years from the date they are filed. As of December 31, 2015, years subject to examination include 2012, 2013, and 2014.

Functional Expenses

The Ministry allocates its expenses on a functional basis among its various programs and support services. Expenses that can be identified with a specific program or support service are allocated directly according to their nature and expenditure classification. Other expenses that are common to several functions are allocated between management and general or the appropriate program based on evaluations of the related benefits. Management and general expenses include those expenses that are not directly identifiable with any other specific function but provide for the overall support and direction of the Ministry.

Advertising and Promotion

The costs of advertising and promotion are shown as part of promotion expenses on the statement of activities and are expensed as incurred. Advertising and promotion costs totaled \$50,490 and \$59,136 for the years ended December 31, 2015 and 2014, respectively.

Reclassifications

Certain accounts in the December 31, 2014 financial statements have been reclassified to conform to the current year presentation.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 2 – Promises to Give

Promises to give consist of promises from various individuals, companies and foundations designated for building expansion. The unconditional promises to give at December 31, 2015 and 2014 are as follows:

	2015	2014
Receivable in less than one year	\$ 70,773	\$ 54,020
Receivable in one to five years	95,693	100,780
Total promises to give before discount	166,466	154,800
Less: allowance for present value discount	4,800	6,254
Less: allowance for uncollectible promise	3,329	3,096
	<u>\$ 158,337</u>	<u>\$ 145,450</u>

The Ministry has been awarded a Federal Home Loan Bank grant for Transformation Village in the amount of \$500,000, which has not been recorded in the consolidated financial statements as of December 31, 2015. The grant is conditional and will be recorded upon meeting the requirements of the grant conditions.

Note 3 - Property and Equipment

The following is a summary of property and equipment:

	2015	2014
Land	\$ 4,004,543	\$ 3,067,476
Building and fixtures	7,678,966	7,553,692
Furniture and fixtures	1,025,746	1,031,617
Vehicles	169,688	162,188
Construction in progress	106,536	1,656,217
Financing fees	78,986	75,086
Leasehold improvements	10,509	-
Total cost	<u>13,074,974</u>	<u>13,546,276</u>
Less: accumulated depreciation and amortization	<u>3,112,151</u>	<u>4,040,565</u>
Property and equipment, net	<u>\$ 9,962,823</u>	<u>\$ 9,505,711</u>

Depreciation and amortization expense was \$282,890 and \$344,221 for the years ended December 31, 2015 and 2014, respectively.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 4 – Fair Value Measurements

The Financial Accounting Standards Board (“FASB”) issued a statement that defines fair value and establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Organization has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs that are derived principally from or corroborated by observable market data

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurements. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2015 and 2014.

Beneficial Interest

Beneficial interest in assets held by the Community Foundation is determined by the fair values of the assets held by the community foundation, which are determined by reference to quoted market prices and other relevant information generated by market transactions and are classified within Level 3 of the valuation hierarchy.

Limited Partnership

Interest in the limited partnership is income derived from rental real estate, which is recognized at fair market value and is classified within Level 2 of the valuation hierarchy.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future values. Furthermore, although management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 4 – Fair Value Measurements – continued

The following table sets forth by level, within the fair value hierarchy, the Ministry's assets at fair value as of December 31, 2015:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Fair Value</u>
Beneficial interest in assets held by the Community Foundation	\$ -	\$ -	\$ 1,592,202	\$ 1,592,202
Interest in limited partnership	-	6,378	-	6,378
Total assets	<u>\$ -</u>	<u>\$ 6,378</u>	<u>\$ 1,592,202</u>	<u>\$ 1,598,580</u>

The following table sets forth by level, within the fair value hierarchy, the Ministry's assets at fair value as of December 31, 2014:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Fair Value</u>
Beneficial interest in assets held by the Community Foundation	\$ -	\$ -	\$ 1,712,825	\$ 1,712,825
Interest in limited partnership	-	6,762	-	6,762
Total assets	<u>\$ -</u>	<u>\$ 6,762</u>	<u>\$ 1,712,825</u>	<u>\$ 1,719,587</u>

The following table sets forth a summary of changes in the fair value of the Ministry's Level 3 assets for the years ended December 31, 2015 and 2014:

	<u>2015</u>	<u>2014</u>
Balance, beginning of year	\$ 1,712,825	\$ 1,709,850
Change in beneficial interest	(120,623)	2,975
Balance, end of year	<u>\$ 1,592,202</u>	<u>\$ 1,712,825</u>

Note 5 – Interest in Assets Held by Others

The Ministry maintains a Charitable Fund with the Community Foundation of Western North Carolina (the "Foundation"). In accordance with FASB ASC 958-20, *Transfers of Assets to a Not-for-Profit Organization or Charitable Trust that Raises or Holds Contributions for Others*, the Charitable Fund balance is recognized as an asset at fair market value on the financial statements of the Ministry. The Foundation has no variance power over the funds.

Amounts are distributed to the Ministry yearly based on the funds' average market value. Amounts subject to distributions are 4.5%. The balance in the Charitable Fund at December 31, 2015 and 2014 was \$1,592,202 and \$1,712,825, respectively.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 6 – Line of Credit

The Ministry has an unsecured line of credit, in the amount of \$500,000. Advances include interest at the bank’s prime rate, plus 1.0%. The line of credit expires on August 23, 2016. At December 31, 2015 and 2014, the balance outstanding on this line of credit was \$0 and \$0, respectively.

Interest expense related to the line of credit for the years ended December 31, 2015 and 2014 was \$0 and \$0, respectively.

Note 7 – Long-Term Debt

Long-term debt is described as follows:

	<u>2015</u>	<u>2014</u>
Note payable to a bank, payable in monthly installments of \$3,882 including interest at the bank's prime rate, with any unpaid balance due June 24, 2008, secured by real estate. The note was refinanced on June 6, 2008 along with an additional \$200,000. The new note was refinanced again on June 20, 2013 and is payable in monthly installments of \$3,749 including interest at 4.05%. The note was paid in full in May 2016.	\$ -	\$ 145,927
Note payable to a bank, payable in monthly installments of \$1,505 including interest at the bank's prime rate plus .75%, with any unpaid balance due November 2011, secured by real estate. The note was refinanced on July 27, 2011 and is payable in monthly installments of \$1,336, including interest at 5%. The note was paid in full in May 2016.	-	174,815
Note payable to a bank, monthly interest payments, principal balance due in one balloon payment on September 8, 2016, including interest at 2.852%, secured by real estate.	500,000	-
Note payable to a bank, payable in 9 semi-annual payments of \$88,864, starting June 2013, with interest at 4.05%, due December 2017, secured by real estate.	1,132,731	2,310,460
Note payable to a bank, due in one balloon payment with no interest on June 2023, secured by real estate.	<u>500,000</u>	<u>566,666</u>
	2,132,731	3,197,868
Less: current portion	<u>744,394</u>	<u>291,691</u>
Long-term debt, less current portion	<u>\$ 1,388,337</u>	<u>\$ 2,906,177</u>

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 7 – Long-Term Debt - continued

Future minimum payments as of December 31, 2015 are as follows:

2016	\$ 744,394
2017	1,021,671
2018	66,667
2019	66,667
2020	66,667
Thereafter	166,665
	<u>\$ 2,132,731</u>

Interest expense was \$84,028 and \$115,604, for the years ended December 31, 2015 and 2014, respectively. Interest capitalized totaled \$4,555 for the year ended December 31, 2015.

Note 8 – Capital Lease

In March 2011, the Ministry entered into a vehicle lease agreement which has been recorded in the accompanying financial statements as a capital lease. The obligation under capital lease is recorded at the present value of future minimum lease payments, discounted at an effective annual rate of approximately 4.921%. The lease includes monthly payments of \$496 is secured by equipment and matures in January 2016. The balance for the years ended December 31, 2015 and 2014 was \$497 and \$6,297, respectively.

The capitalized cost and accumulated amortization of the equipment at December 31, 2015 are as follows:

Capitalized cost	\$ 27,065
Less: accumulated amortization	<u>26,163</u>
Equipment under capital lease, net	<u>\$ 902</u>

Future minimum payments for the year ended December 31, 2015 is \$497.

Interest expense on capital lease obligation for the years ended December 31, 2015 and 2014 totaled \$156 and \$434, respectively. Included in depreciation expense is amortization totaling \$5,413 and \$5,413 for the years ended December 31, 2015 and 2014, respectively.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 9 - Restrictions on Net Assets

Temporarily restricted net assets are contributions restricted by donors and grants to be used for a particular purpose. Funds received but not spent as of year-end and outstanding pledges receivable at December 31, 2015 and 2014 have been classified as temporarily restricted assets on the face of the statements. When the time restriction stipulation ends or when the purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Temporarily restricted net assets consist of contributions restricted by the donor for a specific purpose including the following:

	2015	2014
Hominy Valley Ferguson Charitable Center - capital campaign	\$ 14,138	\$ 18,130
Transformation Village - capital campaign	379,892	697,526
Other capital campaign projects	35,066	166,758
Veterans employment and training	55,280	138,581
Non-veteran employment and training	4,672	-
Womens employment and training	80,451	61,278
Crisis intervention program	140,727	16,542
Energy Neighbor and HEMC program	1,273	5,787
Heating benevolences	36,219	50,395
Food benevolences	14,280	19,604
Miscellaneous benevolences	948	6,944
VRQ special projects and programs	10,176	-
VRQ kitchen equipment	7,555	7,556
Veterans Treatment Court	12,500	-
	<u>\$ 793,177</u>	<u>\$ 1,189,101</u>

Permanently restricted net assets consist of a beneficial interest in assets held by the Community Foundation (see Notes 4 and 5). Only the income from investments thereof may be expended either for general purposes (unrestricted) or for purposes specified by the donor (temporarily restricted). The balance at December 31, 2015 and 2014 was \$1,592,202 and \$1,712,825, respectively.

Note 10 – Operating Leases

The Ministry leases office equipment and a vehicle under non-cancelable operating leases with varying monthly rental payments. Total rent expense was \$64,313 and \$58,496 for the years ended December 31, 2015 and 2014, respectively.

Future minimum payments as of December 31, 2015 are as follows:

2016	\$ 60,613
2017	20,170
2018	14,183
2019	5,454
2020	990
Total	<u>\$ 101,410</u>

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 11 – Related Party Transactions

The Clinic receives a significant portion of its support from the corporate members described in Note 1. This support included \$430,000 and \$407,500 in contributions from Mission Hospital, Inc. for the years ended December 31, 2015 and 2014, respectively, in addition to facility usage and pharmacy drugs.

Note 12 – Commitments

The Ministry has an agreement dated October 31, 2015 with its affiliated organization, (the Clinic), as described in Note 1, whereby the Ministry furnishes support service staff to the Clinic. The terms of the agreement provide for a monthly billing from the Ministry to the Clinic for the direct personnel expense of those assigned to the Clinic plus \$6,250. This agreement supersedes an earlier agreement dated October 1, 2012, which contained similar terms for support services. The Clinic reported \$75,000 and \$75,000 in administrative fees and \$713,116 and \$704,546 in personnel service expenses under this agreement for the years ended December 31, 2015 and 2014, respectively, both of which have been eliminated in the consolidated financial statements. The Clinic operates in a facility owned by its members, the Ministry (a 75% interest) and Mission Hospital, Inc. (a 25% interest).

The Ministry has another agreement signed November 25, 2015 for the purchase of property totaling \$550,000, which is scheduled to close in December 2016. The Ministry is renting the property for \$1 per month until closing.

Note 13 – Contingency

Under the VA Homeless Providers Grant awarded in 2007, the VA is entitled to recover from the Ministry a prorated portion of the \$1,600,000 capital grant if the Ministry ceases to provide services for which the grant was made or withdraws from the Program prior to the year 2020.

In June 2008, the Ministry received a \$1,000,000 subsidy as part of a Federal Home Loan Bank Affordable Housing Program (the "Program") for the purposes of renovating the Veterans Restoration Quarters located at 1329 Tunnel Road in Asheville, North Carolina.

As part of the Program, the Ministry was required to execute a promissory note and deed of trust on the property as collateral. The note carries zero interest and does not amortize. It will be forgiven at the end of fifteen years as long as the Ministry remains in compliance with the Program requirements. If at any time prior to maturity, the Ministry falls out of compliance with the Program regulations or sells, transfers or refinances the project, they may be required to repay a portion or the entire amount of the initial award.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Notes to the Consolidated Financial Statements
For the Years Ended December 31, 2015 and 2014

Note 13 – Contingency - continued

Management believes that the possibility of repayment occurring is remote and that the appropriate treatment of the note is to recognize it as long-term debt that is amortized into revenue over the life of the agreement. For the years ended December 31, 2015 and 2014, \$500,000 and \$566,666, respectively (see Note 7), was reflected on the consolidated statements of financial position as long-term debt. During the years ended December 31, 2015 and 2014, \$66,667 and \$66,667, respectively, was reflected as forgiveness of debt and included on the consolidated statements of activities and changes in net assets.

Note 14 – Concentration of Support

One granting agency provided more than 10% of the Ministry's total revenue and support for the years ended December 31, 2015 and 2014. Revenue and support from the U.S. Department of Veterans Affairs totaled \$3,187,179 or 24% and \$3,236,037 or 25% for the years ended December 31, 2015 and 2014, respectively.

Two granting agencies made up more than 10% of the Ministry's total grant receivable for the years ended December 31, 2015 and 2014. Grant receivables from one federal government agency totaled \$227,905 or 85% for the year ended December 31, 2015. Grant receivables from two federal government agencies totaled \$282,969 or 86% for the year ended December 31, 2014.

Promises to give from three donors totaled \$104,381 or 67% for the year ended December 31, 2015. Promises to give from two donors totaled \$90,000 or 58% for the year ended December 31, 2014.

One bequest totaled \$1,300,000 or 100% of the bequest receivable and 38% of public support income for the year ended December 31, 2015.

Note 15 – Subsequent Events

The Ministry evaluated the effect that all subsequent events would have on the financial statements through May 3, 2016, which is the date the financial statements were available to be issued.

INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

The Board of Directors
Asheville-Buncombe Community Christian Ministry, Inc.
Asheville, North Carolina

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Asheville-Buncombe Community Christian Ministry, Inc. (a nonprofit organization), which comprise the consolidated statement of financial position as of December 31, 2015, and the related consolidated statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated May 3, 2016.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Asheville-Buncombe Community Christian Ministry, Inc.'s internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Asheville-Buncombe Community Christian Ministry, Inc.'s internal control. Accordingly, we do not express an opinion on the effectiveness of Asheville-Buncombe Community Christian Ministry, Inc.'s internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. *A material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. *A significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Asheville-Buncombe Community Christian Ministry, Inc.'s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Goldsmith Molis & Gray, PLLC

Goldsmith Molis & Gray, PLLC
Asheville, North Carolina
May 3, 2016

**INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR EACH MAJOR PROGRAM AND
ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE**

The Board of Directors
Asheville-Buncombe Community Christian Ministry, Inc.
Asheville, North Carolina

Report on Compliance for Each Major Federal Program

We have audited Asheville-Buncombe Community Christian Ministry, Inc.'s compliance with the types of compliance requirements described in the *OMB Compliance Supplement* that could have a direct and material effect on each of Asheville-Buncombe Community Christian Ministry, Inc.'s major federal programs for the year ended December 31, 2015. Asheville-Buncombe Community Christian Ministry, Inc.'s major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

Management's Responsibility

Management is responsible for compliance with federal statutes, regulations and the terms and conditions of its federal awards applicable to its federal programs.

Auditor's Responsibility

Our responsibility is to express an opinion on compliance for each of Asheville-Buncombe Community Christian Ministry, Inc.'s major federal programs based on our audit of the types of compliance requirements referred to above. We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Those standards and the Uniform Guidance require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major federal program occurred. An audit includes examining, on a test basis, evidence about Asheville-Buncombe Community Christian Ministry, Inc.'s compliance with those requirements and performing such other procedures as we considered necessary in the circumstances.

We believe that our audit provides a reasonable basis for our opinion on compliance for each major federal program. However, our audit does not provide a legal determination of Asheville-Buncombe Community Christian Ministry, Inc.'s compliance.

Opinion on Each Major Federal Program

In our opinion, Asheville-Buncombe Community Christian Ministry, Inc. complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended December 31, 2015.

Report on Internal Control Over Compliance

Management of Asheville-Buncombe Community Christian Ministry, Inc. is responsible for establishing and maintaining effective internal control over compliance with the types of compliance requirements referred to above. In planning and performing our audit of compliance, we considered Asheville-Buncombe Community Christian Ministry, Inc.'s internal control over compliance with the types of requirements that could have a direct and material effect on each major federal program to determine the auditing procedures that are appropriate in the circumstances for the purpose of expressing an opinion on compliance for each major federal program and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of Asheville-Buncombe Community Christian Ministry, Inc.'s internal control over compliance.

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Goldsmith Molis & Gray, PLLC

Goldsmith Molis & Gray, PLLC
Asheville, North Carolina
May 3, 2016

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Schedule of Findings and Questioned Costs

For the Year Ended December 31, 2015

A. Summary of Audit Results:

Financial Statements

Type of auditor's report issued: Unqualified

Internal control over financial reporting:

1. Material weakness(es) identified? yes no
2. Significant deficiency(s) identified that are
not considered to be material weaknesses? yes none reported

Noncompliance material to financial
statements noted?

yes no

Federal Awards

Internal control over major federal program:

1. Material weakness(es) identified? yes no
2. Significant deficiency(s) identified that are
not considered to be material weaknesses? yes none reported

Type of auditor's report issued on compliance for major federal program: Unmodified.

Any audit findings disclosed that are required
to be reported in accordance with Section
2CFR200.516(a)

yes no

Identification of major federal programs:

CFDA Numbers

64.033
17.805

Names of Federal Program or Cluster

VA Supportive Services for Veteran Families Program
Homeless Veterans Reintegration Project

Dollar threshold used to distinguish between Type A
and Type B Programs:

\$ 750,000

Auditee qualified as low-risk auditee?

yes no

State Awards

There were no major state awards.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.
Schedule of Findings and Questioned Costs - Continued
For the Year Ended December 31, 2015

B. Findings – Financial Statement Audit:

None.

C. Findings and Questioned Costs – Major Federal Awards Program Audit:

None.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Schedule of Expenditures of Federal and State Awards

For the Year Ended December 31, 2015

Federal Grantor/ Pass-through Grantor/ Program Title	Federal CFDA Number	Federal Expenditures	State Expenditures
Federal Awards:			
<u>U.S. Department of Agriculture</u>			
Passed-through N.C. Department of Agriculture: Food Distribution Programs	10.569	\$ 4,067	\$ -
<u>U.S. Department of Health and Human Services</u>			
Passed-through N.C. Department of Health and Human Services: Passed-through Buncombe County, Department of Health and Human Services: Low Income Home Energy Assistance: Crisis Intervention	93.568	290,459	-
<u>U.S. Department of Homeland Security</u>			
Emergency Food and Shelter National Board Program	97.024	29,781	-
<u>U.S. Department of Housing and Urban Development</u>			
Passed-through N.C. Department of Health and Human Services: Passed-through the City of Asheville: Community Development Block Grants	14.218	9,409	-
HOME Investment Partnerships Program	14.239	5,745	-
Total U.S. Department of Housing and Urban Development		15,154	-
<u>U.S. Department of Labor</u>			
Homeless Veterans Reintegration Project	17.805	221,252	-
Veterans Workforce Investment Program	17.802	226,151	-
Young Parents Demonstration	17.261	127,433	-
Total U.S. Department of Labor		574,836	-
<u>U.S. Department of Veterans Affairs</u>			
VA Homeless Providers Grant and Per Diem Program	64.024	2,397,199	-
VA Supportive Services for Veteran Families Program	64.033	789,980	-
Total U.S. Department of Veterans Affairs		3,187,179	-
Total federal awards		4,101,476	-
State Awards:			
<u>N.C. Department of Health and Human Services</u>			
Office of Rural Health and Community Care		-	31,100
Smoky Mountain LME/MCO		-	128,240
Passed-through Buncombe County, Department of Health and Human Services: Energy Neighbor Program		-	20,202
Helping Each Member Cope Program		-	7,891
Passed-through Buncombe County Sheriff's Office: Chaplaincy Program		-	31,060
Total state awards		-	218,493
Total expenditures of federal and state awards		\$ 4,101,476	\$ 218,493

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.
Schedule of Expenditures of Federal and State Awards
For the Year Ended December 31, 2015

Notes to the Schedule of Expenditures of Federal and State Awards:

Note 1: Basis of Presentation

The accompanying schedule of expenditures of federal and state awards (the "Schedule") includes the federal and state award activity of Asheville-Buncombe Community Christian Ministry, Inc. under programs of the federal and state governments for the year ended December 31, 2015. The information in this Schedule is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of Asheville-Buncombe Community Christian Ministry, Inc. it is not intended to and does not present the financial position, changes in net assets, or cash flows of Asheville-Buncombe Community Christian Ministry, Inc.

Note 2: Summary of Significant Accounting Policies

Expenditures reported on the Schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Asheville-Buncombe Community Christian Ministry, Inc. has elected not to use the 10-percent de minimis indirect cost rate allowed under the Uniform Guidance.

ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.
Summary Schedule of Prior Audit Findings
For the Year Ended December 31, 2015

Findings – Financial Statement Audit:

None.

Findings and Questioned Costs – Major Federal Awards Program Audit:

None.

**VA Homeless Providers
Per Diem Payment Voucher**

The Per Diem Payment Voucher is to be used after the recipient is determined eligible for per diem payments and should be submitted monthly to the VA Liaison. Who in turn will forward it to the GPD Field Office.

PROGRAM NAME AND ADDRESS	DATE
	PROJECT NUMBER
PO NUMBER:	BILLING PERIOD: <i>(mm/dd/yy to mm/dd/yy)</i>

BILLING AMOUNTS - Complete the appropriate sections below

Supportive Housing: The rate of per diem payments for each veteran in supportive housing shall be the lesser of (i) The daily cost of care estimated by the per diem recipient minus other sources of payments to the per diem recipient for furnishing services to homeless veterans that the per diem recipient certifies to be correct (other sources include payments and grants from other departments and agencies of the United States, from departments of State and local governments, from private entities or organizations, and from program participants), or (ii) The current VA State Home Program per diem rate for domiciliary care.

TOTAL NUMBER OF BED DAYS OF CARE	MULTIPLIED BY THE RATE OF PER DIEM	EQUALS	TOTAL AMOUNT REQUESTED	AMOUNT PAID BY VAMC
		=		

Service Centers: The per diem amount for service centers shall be one eighth of the lesser of the amounts in paragraphs (i) and (ii) for supportive housing above, not to exceed eight hours in any day (e.g., State Home Rate is \$34.40 then hourly rate is \$4.30).

TOTAL NUMBER OF 1 HOUR VISITS	MULTIPLIED BY 1/8 RATE OF PER DIEM	EQUALS	TOTAL AMOUNT REQUESTED	AMOUNT PAID BY VAMC
		=		

VALIDATION - Complete the appropriate sections below:

SERVICE PROVIDER AUTHORIZED AGENT SIGNATURE: To the best of my ability I certify the billing requested is accurate, based on actual costs, and when divided does not exceed 100% of the daily cost of care, per veteran, per day.

NAME	TITLE	DATE
SIGNATURE		

VA GPD LIAISON VALIDATION SIGNATURE: To the best of my ability I certify the billing is accurate and the funds paid are for the services and/or housing that have been provided.

NAME	TITLE	DATE
SIGNATURE		

After Completion Fax to: **VA Homeless Providers Grant and Per Diem Program**
@ (813) 979-3569

NOTE: Liaisons, when faxing completed voucher to GPD Office the daily census should not be included.

Form **990-T**

Exempt Organization Business Income Tax Return
(and proxy tax under section 6033(e))

OMB No 1545-0687

2015

For calendar year 2015 or other tax year beginning and ending
Information about Form 990-T and its instructions is available at www.irs.gov/form990.
Do not enter SSN numbers on this form as it may be made public if your organization is a 501(c)(3).

Open to Public Inspection for 501(c)(3) Organizations Only

Department of the Treasury
Internal Revenue Service

A Check box if address changed

B Exempt under section

501(c)(3) 220(e) 530(a)

408(e) 408A 529(a)

Name of organization (Check box if name changed and see instructions)
ASHEVILLE-BUNCOMBE COMMUNITY CHRISTIAN MINISTRY, INC.

Number, street, and room or suite no. If a P.O. box, see instructions
30 CUMBERLAND AVE

City or town, state or province, country, and ZIP or foreign postal code
ASHEVILLE NC 28801

D Employer identification number (Employees' trust, see instructions)
56-0945001

E Unrelated business activity codes (See instructions)
611600 721000

C Book value of all assets at end of year
17,369,907

F Group exemption number (See instructions) ▶

G Check organization type ▶ 501(c) corporation 501(c) trust 401(a) trust Other trust

H Describe the organization's primary unrelated business activity
▶ **SEE STATEMENT 1**

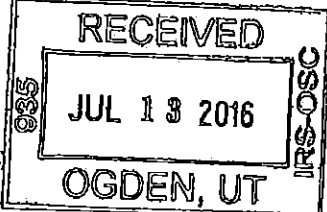
I During the tax year, was the corporation a subsidiary in an affiliated group or a parent-subsidiary controlled group? If "Yes," enter the name and identifying number of the parent corporation
▶ Yes No

J The books are in care of ▶ **SCOTT ROGERS** Telephone number ▶ **828-259-5300**

Part I Unrelated Trade or Business Income		(A) Income	(B) Expenses	(C) Net
1a	Gross receipts or sales 119,696			
b	Less returns and allowances			
c	Balance ▶	119,696		
2	Cost of goods sold (Schedule A, line 7)	4,411		
3	Gross profit Subtract line 2 from line 1c	115,285		115,285
4a	Capital gain net income (attach Schedule D)			
b	Net gain (loss) (Form 4797, Part II, line 17) (attach Form 4797)			
c	Capital loss deduction for trusts			
5	Income (loss) from partnerships and S corporations (attach statement)			
6	Rent income (Schedule C)			
7	Unrelated debt-financed income (Schedule E)	99,766	73,761	26,005
8	Interest, annuities, royalties, and rents from controlled organizations (Schedule F)	57,000	215,641	-158,641
9	Investment income of a section 501(c)(7), (9), or (17) organization (Schedule G)			
10	Exploited exempt activity income (Schedule I)			
11	Advertising income (Schedule J)			
12	Other income (See instructions, attach schedule) SEE STMT 2	180,500		180,500
13	Total. Combine lines 3 through 12	452,551	289,402	163,149

Part II Deductions Not Taken Elsewhere (See instructions for limitations on deductions.) (Except for contributions, deductions must be directly connected with the unrelated business income.)

14	Compensation of officers, directors, and trustees (Schedule K)			
15	Salaries and wages			3,895
16	Repairs and maintenance			
17	Bad debts			
18	Interest (attach schedule)			
19	Taxes and licenses			
20	Charitable contributions (See instructions for limitation rules)			
21	Depreciation (attach Form 4562)	33,065		
22	Less depreciation claimed on Schedule A and elsewhere on return			
22a		33,065		0
23	Depletion			
24	Contributions to deferred compensation plans			
25	Employee benefit programs			
26	Excess exempt expenses (Schedule I)			
27	Excess readership costs (Schedule J)			
28	Other deductions (attach schedule) SEE STATEMENT 3			160,521
29	Total deductions. Add lines 14 through 28			164,416
30	Unrelated business taxable income before net operating loss deduction Subtract line 29 from line 13			-1,267
31	Net operating loss deduction (limited to the amount on line 30)			
32	Unrelated business taxable income before specific deduction Subtract line 31 from line 30			-1,267
33	Specific deduction (Generally \$1,000, but see line 33 instructions for exceptions)			1,000
34	Unrelated business taxable income. Subtract line 33 from line 32. If line 33 is greater than line 32, enter the smaller of zero or line 32			-1,267



SCANNED JUL 28 2016

DAA For Paperwork Reduction Act Notice, see instructions. Form 990-T (2015)

Part III Tax Computation

35 Organizations Taxable as Corporations. See instructions for tax computation. Controlled group members (sections 1561 and 1563) check here... 36 Trusts Taxable at Trust Rates. See instructions for tax computation... 37 Proxy tax. See instructions... 38 Alternative minimum tax... 39 Total. Add lines 37 and 38 to line 35c or 36, whichever applies

Part IV Tax and Payments

40a Foreign tax credit (corporations attach Form 1118, trusts attach Form 1116)... 41 Subtract line 40e from line 39... 42 Other taxes. Check if from Form 4255, Form 8611, Form 8697, Form 8868, Other (att sch)... 43 Total tax. Add lines 41 and 42... 44a Payments: A 2014 overpayment credited to 2015... 45 Total payments. Add lines 44a through 44g... 46 Estimated tax penalty (see instructions) Check if Form 2220 is attached... 47 Tax due. If line 45 is less than the total of lines 43 and 46, enter amount owed... 48 Overpayment. If line 45 is larger than the total of lines 43 and 46, enter amount overpaid... 49 Enter the amount of line 48 you want Credited to 2016 estimated tax

Part V Statements Regarding Certain Activities and Other Information (see instructions)

1 At any time during the 2015 calendar year, did the organization have an interest in or a signature or other authority over a financial account (bank, securities, or other) in a foreign country? If YES, the organization may have to file FinCEN Form 114, Report of Foreign Bank and Financial Accounts... 2 During the tax year, did the organization receive a distribution from, or was it the grantor of, or transferor to, a foreign trust? If YES, see instructions for other forms the organization may have to file... 3 Enter the amount of tax-exempt interest received or accrued during the tax year

Schedule A - Cost of Goods Sold. Enter method of inventory valuation COST METHOD

1 Inventory at beginning of year... 2 Purchases... 3 Cost of labor... 4a Additional sec 263A costs (attach schedule)... 4b Other costs (attach schedule)... 5 Total. Add lines 1 through 4b... 6 Inventory at end of year... 7 Cost of goods sold. Subtract line 6 from line 5. Enter here and in Part I, line 2... 8 Do the rules of section 263A (with respect to property produced or acquired for resale) apply to the organization?

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge

Sign Here Signature of officer: [Signature] Date: 7/7/16 Title: Executive Director

May the IRS discuss this return with the preparer shown below (see instructions)? [X] Yes [] No

Paid Preparer Use Only Print/Type preparer's name: JAMES A LEE, CPA Preparer's signature: [Signature] Date: 7-6-2016 Check if self-employed [] PTIN: P00548231 Firm's name: CRAWLEY, LEE & COMPANY, P.A. Firm's EIN: 56-1391615 Firm's address: PO BOX 5595 ASHEVILLE, NC 28813-5595 Phone no: 828-274-5524

Schedule C – Rent Income (From Real Property and Personal Property Leased With Real Property)
(see instructions)

1 Description of property		2 Rent received or accrued		3(a) Deductions directly connected with the income in columns 2(a) and 2(b) (attach schedule)
(1)	(2)	(a) From personal property (if the percentage of rent for personal property is more than 10% but not more than 50%)	(b) From real and personal property (if the percentage of rent for personal property exceeds 50% or if the rent is based on profit or income)	
(1)	ACTS BUILDING			
(2)				
(3)				
(4)				
Total		Total	Total	(b) Total deductions. Enter here and on page 1, Part I, line 6, column (B) ▶

(c) Total income. Add totals of columns 2(a) and 2(b). Enter here and on page 1, Part I, line 6, column (A) ▶

Schedule E – Unrelated Debt-Financed Income (see instructions)

1 Description of debt-financed property		2 Gross income from or allocable to debt-financed property	3 Deductions directly connected with or allocable to debt-financed property	
			STMT 4 (a) Straight line depreciation (attach schedule)	STMT 5 (b) Other deductions (attach schedule)
(1)	VETERANS' RESTORATION QUA	255,091	33,065	155,533
(2)				
(3)				
(4)				
4 Amount of average acquisition debt on or allocable to debt-financed property (attach schedule)	5 Average adjusted basis of or allocable to debt-financed property (attach schedule)	6 Column 4 divided by column 5	7 Gross income reportable (column 2 x column 6)	8 Allocable deductions (column 6 x total of columns 3(a) and 3(b))
(1)	1,917,884	4,903,582	39.11%	99,766
(2)			%	
(3)			%	
(4)			%	
SEE STATEMENT 7 SEE STATEMENT 8			Enter here and on page 1, Part I, line 7, column (A) ▶	Enter here and on page 1, Part I, line 7, column (B) ▶
Totals			99,766	73,761

Total dividends received deductions included in column 8 ▶

Schedule F – Interest, Annuities, Royalties, and Rents From Controlled Organizations (see instructions)

1. Name of controlled organization	2. Employer identification number	Exempt Controlled Organizations				
		3 Net unrelated income (loss) (see instructions)	4 Total of specified payments made	5 Part of column 4 that is included in the controlling organization's gross inc	6 Deductions directly connected with income in column 5	
(1)	ADVANCE TRUCKING INS	45-4679312				
(2)						
(3)						
(4)						
Nonexempt Controlled Organizations		7 Taxable income	8 Net unrelated income (loss) (see instructions)	9 Total of specified payments made	10 Part of column 9 that is included in the controlling organization's gross income	11 Deductions directly connected with income in column 10
				57,000	57,000	215,641
(1)						
(2)						
(3)						
(4)						
Totals					▶ Add columns 5 and 10. Enter here and on page 1, Part I, line 8, column (A)	▶ Add columns 6 and 11. Enter here and on page 1, Part I, line 8, column (B)
					57,000	215,641

SEE STATEMENT 6

Schedule G – Investment Income of a Section 501(c)(7), (9), or (17) Organization (see instructions)

1. Description of income	2. Amount of income	3. Deductions directly connected (attach schedule)	4. Set-asides (attach schedule)	5. Total deductions and set-asides (col 3 plus col 4)
(1) N/A				
(2)				
(3)				
(4)				
Totals	Enter here and on page 1, Part I, line 9, column (A)			Enter here and on page 1, Part I, line 9, column (B)

Schedule I – Exploited Exempt Activity Income, Other Than Advertising Income (see instructions)

1. Description of exploited activity	2. Gross unrelated business income from trade or business	3. Expenses directly connected with production of unrelated business income	4. Net income (loss) from unrelated trade or business (column 2 minus column 3) If a gain, compute cols 5 through 7	5. Gross income from activity that is not unrelated business income	6. Expenses attributable to column 5	7. Excess exempt expenses (column 6 minus column 5, but not more than column 4)
(1) N/A						
(2)						
(3)						
(4)						
Totals	Enter here and on page 1, Part I, line 10, col (A)	Enter here and on page 1, Part I, line 10, col (B)				Enter here and on page 1, Part II, line 26

Schedule J – Advertising Income (see instructions)

Part I Income From Periodicals Reported on a Consolidated Basis

1. Name of periodical	2. Gross advertising income	3. Direct advertising costs	4. Advertising gain or (loss) (col 2 minus col 3) if a gain, compute cols 5 through 7	5. Circulation income	6. Readership costs	7. Excess readership costs (column 6 minus column 5, but not more than column 4)
(1) N/A						
(2)						
(3)						
(4)						
Totals (carry to Part II, line (5))						

Part II Income From Periodicals Reported on a Separate Basis (For each periodical listed in Part II, fill in columns 2 through 7 on a line-by-line basis.)

1. Name of periodical	2. Gross advertising income	3. Direct advertising costs	4. Advertising gain or (loss) (col 2 minus col 3) if a gain, compute cols 5 through 7	5. Circulation income	6. Readership costs	7. Excess readership costs (column 6 minus column 5, but not more than column 4)
(1) N/A						
(2)						
(3)						
(4)						
Totals from Part I	Enter here and on page 1, Part I, line 11, col (A)	Enter here and on page 1, Part I, line 11, col (B)				Enter here and on page 1, Part II, line 27
Totals, Part II (lines 1-5)						

Schedule K – Compensation of Officers, Directors, and Trustees (see instructions)

1. Name	2. Title	3. Percent of time devoted to business	4. Compensation attributable to unrelated business
(1) N/A		%	
(2)		%	
(3)		%	
(4)		%	
Total. Enter here and on page 1, Part II, line 14			

Federal Statements**Statement 1 - Form 990-T - Primary Unrelated Business Activity**Description

RESIDENCE FEES
CATERING
TRUCKING INSTITUTE

Statement 2 - Form 990-T, Part I, Line 12 - Other IncomeDescriptionAmount

ADVANCE TRUCKING INSTITUTE	\$ 180,500
TOTAL	\$ 180,500

Statement 3 - Form 990-T, Part II, Line 28 - Other DeductionsDescriptionAmount

ADVERTISING & PROMOTION	\$ 3,298
AUTO AND TRAVEL	15,050
CLASSROOM SUPPLIES	490
CONTRACT SERVICES	80,052
INSURANCE	1,003
MISCELLANEOUS	421
OFFICE SUPPLIES & POSTAGE	274
RENT	57,000
TRAVEL	2,782
LICENSES	151
TOTAL	\$ 160,521

Statement 4 - Form 990-T, Schedule E, Column 3a - Straight Line DepreciationDescriptionDeduction

VETERANS' RESTORATION QUART DEPRECIATION	33,065
TOTAL	33,065

Statement 5 - Form 990-T, Schedule E, Column 3b - Other DeductionsDescriptionDeduction

VETERANS' RESTORATION QUART	\$ 23
BENEVOLENCE	1,099
HOUSEKEEPING	6,657
INSURANCE	9,982
INTEREST EXPENSE	25,443
MAINTENANCE	47,623
NET SALARIES & CONTRACT S	619
OFFICE	7,667
PROFESSIONAL FEES	45,919
UTILITIES	

Federal Statements**Statement 5 - Form 990-T, Schedule E, Column 3b - Other Deductions (continued)**

Description	Deduction
TELECOMMUNICATIONS	\$ 9,894
TRAVEL	607
TOTAL	155,533

Statement 6 - Form 990-T, Schedule F, Column 11 - Deductions

Description	Deduction
ADVANCE TRUCKING INSTITUTE, UTILITIES, MAINTENANCE, INSURANCE, I BAD DEBT	35,141 180,500
TOTAL	215,641

Statement 7 - Form 990-T, Schedule E, Column 4 - Average Acquisition Debt

Description	Deduction
VETERANS' RESTORATION QUART SUM OF DEBT OUTSTANDING AT FIRST OF EACH MONTH DIVIDED BY TOTAL NUMBER OF MONTHS PROPERTY HELD	23,014,604 12
AVERAGE ACQUISITION DEBT	1,917,884

Statement 8 - Form 990-T, Schedule E, Column 5 - Average Adjusted Basis

Description	Deduction
VETERANS' RESTORATION QUART ADJUSTED BASIS ON FIRST DAY PROPERTY WAS HELD ADJUSTED BASIS ON LAST DAY PROPERTY WAS HELD	4,939,360 4,867,804
	9,807,164
DIVIDED BY 2	2
AVERAGE ADJUSTED BASIS	4,903,582

Federal Statements**Form 990-T - Other Deductions Not Taken Elsewhere**

<u>Description</u>	<u>Amount</u>
ADVERTISING & PROMOTION	\$ 3,298
AUTO AND TRAVEL	15,050
CLASSROOM SUPPLIES	490
CONTRACT SERVICES	80,052
INSURANCE	1,003
MISCELLANEOUS	421
OFFICE SUPPLIES & POSTAGE	274
RENT	57,000
TRAVEL	2,782
LICENSES	151
TOTAL	\$ 160,521

Last Name/Business Name: abccm

First Name:

Search Parcels -

Displaying 01 to 17 of 17 records

Parcel	Owner Names	Situs	Value
9731-66-0079-00000	ABCCM INC	403 WEAVERVILLE RD	303,300
9648-24-0222-00000	ASHEVILLE BUN COMM CHRIST MIN ETAL AKA ABCCM	155 LIVINGSTON ST	936,100
9649-21-2555-00000	ASHEVILLE BUNCOMBE CHRISTIAN AKA ABCCM	CUMBERLAND AVE	297,500
8697-73-4449-00000	ASHEVILLE BUNCOMBE CHRISTIAN MIN AKA ABCCM	1914 SMOKEY PARK HWY	38,600
8697-73-6467-00000	ASHEVILLE BUNCOMBE CHRISTIAN MIN AKA ABCCM	1912 SMOKEY PARK HWY	1,004,800
9628-54-1044-00000	ASHEVILLE BUNCOMBE CHRISTIAN MIN AKA ABCCM	8 20TH ST	865,600
9668-94-7987-00000	ASHEVILLE BUNCOMBE CHRISTIAN MIN AKA ABCCM	1401 TUNNEL RD	1,418,400
9668-95-3062-00000	ASHEVILLE BUNCOMBE CHRISTIAN MIN AKA ABCCM	1329 TUNNEL RD	7,126,900
9626-79-5844-00000	ASHEVILLE BUNUNCOMBE CHRISTIAN MIN AKA ABCCM	ROCKY RIDGE RD	0
9626-79-6415-00000	ASHEVILLE BUNUNCOMBE CHRISTIAN MIN AKA ABCCM	ROCKY RIDGE RD	554,600
9627-70-5169-00000	ASHEVILLE BUNUNCOMBE CHRISTIAN MIN AKA ABCCM	ROCKY RIDGE RD	687,900
9627-70-5251-00000	ASHEVILLE BUNUNCOMBE CHRISTIAN MIN AKA ABCCM	ROCKY RIDGE RD	0
9627-70-6507-00000	ASHEVILLE BUNUNCOMBE CHRISTIAN MIN AKA ABCCM	ROCKY RIDGE RD	0
9649-34-3718-00000	ASHEVILLE BUNUNCOMBE CHRISTIAN MIN AKA ABCCM	141 HILLSIDE ST	1,017,400
9649-21-2614-00000	ASHEVILLE COMM CHRIST MIN AKA ABCCM	24 CUMBERLAND AVE	176,900
9649-21-3457-00000	ASHEVILLE COMM CHRIST MIN AKA ABCCM	109 CHERRY ST N	168,900
9654-41-1791-00000	ASHEVILLE COMM CHRIST MIN AKA ABCCM	10 BUCK SHOALS RD	199,300

[Map](#)
[Buildings](#)
[Photos](#)
[Parcel History](#)
[Archive Card](#)
[Property Card](#)
 New Parcel ID:

Parcel Information: 9648-37-2533-00000

Property Location		Status	Appraisal Area / Appraiser		Acres
207 COXE AVE		Active	1 - Jessica Erwin - (828) 250-4956		1.44
Deed Book/Page		Deed Date	Legal Reference		Plat Book/Page
5330 / 0252		7/2/2015	TRANSFER BY DEED		0144 / 0168
Class		Neighborhood		Mortgage Company	
W/HOUSE/STRG		CENTRAL BUS. FRINGE			
County	City	Fire	School	Township	Authority
Buncombe County	ASHEVILLE		ASHEVILLE SCHOOL		

Owner Information

Last Name	First Name	Third Name	Suffix Name	Address	City / State / Zip
EAST WEST COXE LLC				28 SCHENCK PKWY 2B200	ASHEVILLE NC 28803-0000

Ownership History

Transfer Date	Price	Legal Reference	Deed Book/Page	Seller Names
07/02/15	\$1,400,000	TRANSFER BY DEED	5330 / 0252	ABCCM INC
01/05/06	\$0	NON WARRANTY DEED	4161 / 1854	BUNCOMBE COUNTY RECYCLING UNLIMITED

Approved Values as of 3/19/2017

Land +	Building +	Improvements -	Deferment -	Exemptions =	Total
1,630,900	154,000	0	0	0	1,784,900

Assessment History

Tax Year	Owners	Acres	Land Value	Building Value	Improvement Value	Exempt Value	Taxable Value
2017	EAST WEST COXE LLC	1.43	1,630,900	154,000	0	0	1,784,900
2016	EAST WEST COXE LLC	0.00	1,442,700	157,900	0	0	1,600,600
2015	ABCCM INC	1.44	1,442,700	2,128,400	0	3,571,100	0
2014	ABCCM INC	1.44	1,442,700	2,128,400	0	3,571,100	0
2013	ABCCM INC	1.44	1,442,700	2,128,400	0	3,571,100	0
2012	ABCCM INC	1.44	1,440,000	1,718,900	0	3,158,900	0
2011	ABCCM INC	1.44	1,440,000	1,718,900	0	3,158,900	0
2010	ABCCM INC	1.44	1,440,000	1,718,900	0	3,158,900	0
2009	ABCCM INC	1.44	1,440,000	1,718,900	0	3,158,900	0
2008	ABCCM INC	1.44	1,440,000	1,718,900	0	3,158,900	0
2007	ABCCM INC	1.44	1,440,000	1,718,900	0	3,158,900	0

Bills

Bill	Owner Names	Value	Due
0000768048-2016-2016-0000-00	EAST WEST COXE LLC	1,600,600	\$0.00

[Map](#)
[Buildings](#)
[Photos](#)
[Parcel History](#)
[Archive Card](#)
[Property Card](#)
 New Parcel ID:

Parcel Information: 9649-21-1741-00000

Property Location		Status	Appraisal Area / Appraiser		Acres	
30 CUMBERLAND AVE		Active	A - Erik Simes - (828) 250-4935		0.52	
Deed Book/Page		Deed Date	Legal Reference		Plat Book/Page	
5503 / 1830		12/21/2016	TRANSFER BY DEED		0000 / 0000	
Class		Neighborhood		Mortgage Company		
GRP HOME		HISTORIC MONTFORD				
County		City	Fire	School	Township	Authority
Buncombe County		ASHEVILLE		ASHEVILLE SCHOOL		

Owner Information

Last Name	First Name	Third Name	Suffix Name	Address	City / State / Zip
SABA HOLDING GROUP LLC				ATTN:THOMAS WOLFE 5 RAVENCROFT DR STE 103	ASHEVILLE NC 28801-3685

Ownership History

Transfer Date	Price	Legal Reference	Deed Book/Page	Seller Names
12/21/16	\$422,500	TRANSFER BY DEED	5503 / 1830	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM

Approved Values as of 3/19/2017

Land +	Building +	Improvements -	Deferment -	Exemptions =	Total
238,900	230,600	0	0	0	469,500

Assessment History

Tax Year	Owners	Acres	Land Value	Building Value	Improvement Value	Exempt Value	Taxable Value
2017	SABA HOLDING GROUP LLC	0.52	238,900	230,600	0	0	469,500
2016	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	90,100	209,300	0	299,400	0
2015	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	90,100	209,300	0	299,400	0
2014	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	90,100	209,300	0	299,400	0
2013	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	90,100	209,300	0	299,400	0
2012	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	121,700	216,700	0	338,400	0
2011	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	121,700	216,700	0	338,400	0
2010	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	121,700	216,700	0	338,400	0
2009	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	121,700	216,700	0	338,400	0
2008	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	121,700	216,700	0	338,400	0
2007	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	121,700	216,700	0	338,400	0
2006	ASHEVILLE BUN COMM CHRIST MINISTRY AKA ABCCM	0.52	46,800	242,300	0	289,100	0

Case 1:17-cv-00150-MR-DLH Document 5-9 Filed 06/12/17 Page 3 of 3

ABCCM Strategic Directions for 2015

ABCCM's by-laws call for the member churches to set the direction of our ministries each year at our annual meeting in November. At the May meeting, we request Ministry Action Proposals. In September, we report on the proposals for those new directions. This year, our churches are challenging us to complete our plans to expand our Crisis Ministry, grow into a new role in our Medical Ministry, expand employment and training services, and capture the vision for a new family shelter that takes care of all of our women and children; and female veterans on the streets.

Listening and Caring

We appreciate our churches that “go” out into the community as their local missionaries. We offer some of the best ministry when people are greeted with dignity and respect in a clean, safe facility. Listening and caring with warmth are the first steps toward hope; offering God’s love and grace – plus bringing the “Good News” as we share our common strengths and find solutions together.

Guiding Principles for all ABCCM Ministries

- Build on core Ministry volunteers + services.
- Continue focus as the primary provider of safety net services for our congregations.
- Expand Homeless Prevention and Rapid ReHousing and Supportive Services for Veteran Families (SSVF).
- Monitor changing roles in health and human services and adapt services to fill gaps as needed; as funding and volunteers are available.
- Carry out our \$10.5M capital campaign for essential expansion of services.
- Serve others in the Name of Christ!

Crisis Ministry

This Ministry provides emergency assistance to over 13,000 families each year through our main office, ABCCM South, ABCCM Hominy Valley and ABCCM North Samaritan Ministries. In Asheville, the 2010 census report showed 15% of our population lives below the poverty line which is up from 14.3% and is 15.1% in Buncombe County and now includes over 12,952 households. These numbers skyrocketed with the economic crisis and growing unemployment which is now 9.8% nationally and 7.9% locally.

This Ministry keeps families from becoming homeless. We are glad to be one of the agencies continuing to receive funds for the Homeless Prevention and Rapid Re-Housing Program. We are partnering with homeless providers through a coordinated assessment process. Our role will focus on rapid rehousing for women and families.

With more families on the edge, providing food, clothes and furniture is a vital part of helping our families stay intact. We need more volunteers to offer a listening ministry that also helps them strategize on solutions about eviction, loss of utilities, heating assistance, etc. Last year, we provided over \$700,000 in financial assistance for benevolence.

- We have expanded the capacity of ABCCM South, ABCCM Hominy Valley and ABCCM North Samaritan Ministry to distribute more food, clothing, furniture plus education and training. Our new hours are: Mon-Fri, 8:30-4:30 for South and Hominy Valley; ABCCM North Samaritan will operate Mon.-Fri. from 10-2.
- Maintain our role in filling gaps for families.
- Sustain BEACON's year-round funding strategy for federal/state emergency assistance funding.
- Build on our successful Homeless Prevention and Rapid Rehousing services with a focus on Rapid Rehousing for Families.
- Continue promoting collection centers at each Crisis Ministry site
- Our client data base, Charity Tracker, has improved our reporting and inputting. We will continue to encourage our partner emergency agencies to access and input in Charity Tracker. Salvation Army has begun inputting.
- Promote food and blanket drives with local businesses and schools.
- Build and maintain relationships with current and prospective donors i.e. Wal-Mart, Green Life, Whole Foods, Fresh Market etc.
- Sustain our Christmas Angel program.
- Churches and businesses will continue to enhance equipment at the warehouses at ABCCM.

Donation Center/Thrift Store

The Donation Center receives and distributes furniture, blankets, and clothing in coordination with the Crisis Center voucher system. This creates a community partnership assisting those in our community that are moving into public housing or section 8 housing. In addition to maintaining Crisis inventory, we maintain storage for the Steadfast House, Veterans Restoration Quarters, and Medical Ministry. The Donation Center fleet of trucks along with our contemporary recycling program provides greater ongoing training opportunities for the veterans we employ.

The primary objective of the Thrift Store is to create an on-the-job-training environment for our veterans while generating revenue to assist ABCCM endeavors. The store itself serves the community by providing affordable clothing, furniture and household items to those reluctant to seek assistance at any of the human resource agencies. Veterans employed at the Donation Center and Thrift Store participate in a comprehensive thousand-hour program equipping them with the resources and skills needed to obtain meaningful employment elsewhere. The practical experience they gain provides résumé stability and life skill development opportunity.

With the sale of 207/217 Coxe Avenue, we will relocate the warehouse and thrift store, but not necessarily in the same building.

Strategies for 2015:

1. Develop ongoing organization of Donation Center inventory to best utilize our space as we meet the increasing storage demands of the various ABCCM ministries.
2. Develop a schedule and agenda for retail sales that clears Thrift Store inventory in a consistent, timely, and profitable manner.
3. Continue expansion of the vocational training efforts in conjunction with the Veterans Restoration Quarters and the Steadfast House.

Jail Ministry

The Jail Ministry is a listening ministry that offers meaning and direction to inmates at the Buncombe County Detention Center. This Ministry offers Bible study groups, along with personal skill building groups, such as the Disciple Bible Study; and recovery, such as Overcomers, to assist inmates in choosing new a direction in their lives. They also provide Bibles, religious and other reading materials.

The average daily census at the BCDF is about 400 inmates at the jail, with another 60 inmates in the county annex.

Strategies for 2015

- Encourage churches to provide more volunteer as Bible study leaders. – goal 53
- Orient new Bible study leaders who have completed their jail orientation and who are about to be assigned to a mentor before going on the floor for ministry on their own. – goal 5
- Recruit more volunteers to work in the book library. – goal 2
- Encourage churches to develop an adoption ministry for those who have been incarcerated and ministered to by their congregation and who are looking for a place where they and their families can grow after they are released. – goal 5
- Encourage congregations to develop a ministry whereby former inmates can be integrated into their congregation and community as productive citizens who will be motivated to continue their fresh walk with the Lord instead of returning to a lifestyle of crime.
- Encourage churches to provide large-print Bibles, especially modern and Spanish translations, and other spiritual reading materials.
- Encourage churches to include ABCCM Jail Ministry in their annual budget.

Encourage benevolence account for occasional help with a bus ticket when an inmate is released, to go to their home.

Homeless Ministry

ABCCM Homeless Services

Veterans' Restoration Quarters & Steadfast House

Homeless Services is made up of both the Veterans Restoration Quarters for men and The Steadfast House for women and children. Both of these programs provide housing, food, case management, education and connection to both mental and physical health providers to their residents. All residents are supplied three meals per day and have access to a nurse, computer lab, gym and laundry room privileges. They also receive transportation services to the VA Medical Center and downtown Asheville. The goal of these programs is to move the resident from a state of homelessness to a position of self-sustainability.

Veterans Restoration Quarters (VRQ) is a 246 bed facility that serves 166 veterans in transitional housing, 50 veterans in permanent supportive housing, 18 veterans/civilians in nightly emergency shelter and 12 civilians in a 6 month housing program. The point-in-time count taken on 1/29/2014 showed that there were only 6 male veterans and 1 female that were unsheltered in Buncombe County. The impact of the VRQ in our community has essentially eradicated homelessness for male veterans since it opened its doors in 2008.

Steadfast House is a 43 bed facility that houses 26 single women and 7 moms with children. 10 of these beds for women are designated for veterans. The need for more beds continues to increase. In September of 2013 the waiting list to get in to Steadfast House was 144. The current waiting list exceeds 300. This need is driving the goal of implementing Transformation Village which will be discussed separately.

In 2014, these two ministries came together under one operations plan. The purpose of doing this was to standardize programs, policies and procedures, where applicable, to provide efficiency, with effectiveness and create more volunteer opportunities across the ministries.

Strategies for 2015: Homeless Services Combined:

- Improve case management through the implementation of:
 - Contracts for Success based on S.M.A.R.T. goals (Specific, Measurable, Attainable, Relevant, Timely)
 - Case files that are better organized and audited by Sr. Case Managers, Asst. Director and the Director throughout the year
 - Case Management that is focused on helping the residents achieve the goals on their Contracts for Success in a timely effective way. Documentation that supports the activities with and progress of our residents toward contract goals.
- Implement an education curriculum that create volunteer opportunities and supports each resident's goals with their Contracts for Success in the areas of: Stabilization, Life Skills, Job Skills, Social Support and Spirituality; plus, Reintegration as productive/sustainable households.
- Implement the Self-Sufficiency Matrix tracking system for each resident that measures performance outcomes as they progress through the program. The measures track their progress over five levels of growth, from Crisis to Vulnerable to Stable to Safe to Thriving, in various areas of life and income (e.g. housing, food, transportation, finances, mental health, physical health, etc.)
- Continue to strengthen and build community collaborations and partnerships with the VA, A-B Tech, Goodwill, and qualified volunteers to bring new classes on and off the campuses for our residents that support our new curriculum
- Further expand our volunteer mentoring program for men and women that will provide one on one support and guidance in all areas of a resident's life

- Update policies and standardize procedure manuals to aid in training of our employees (e.g. Front Desk Manual) and our residents (e.g. Resident's Handbook, Permanent Supportive Housing) and volunteer training classes that support our residents in their self-determination, career-level jobs, healthy relationships, spiritual connections, permanent homes
- Implement a Resident's Council at each location that recommends/evaluates potential changes to policies, reviews grievances, and makes recommendations for improvements to programs.
- Continue to engage our local congregations and volunteers to offer spiritual formation and discipleship training that encourages our residents to voluntarily engage with congregations in the community
- Continue to honor our volunteers and recruit new ones. Maintain a system for recruitment, orientation, training, nurture and recognition. Develop new ways to show appreciation for all the volunteers that serve
- Develop improved outreach programs to attract both male and female veterans into our transitional housing programs. Update marketing strategies to better tell our stories of success to volunteers, agencies, churches, and media outlets.
- Improve staff competencies in the areas of addiction/recovery and mental health skills with PTSD, depression, anger, anxiety, through in-services training and continuing education.

Strategies for 2015: Specifically for Veterans Restoration Quarters:

- Reorganize our rooming plan to better reflect our incentives for residents as they progress in their goals
- Increase the number of spiritual leaders to work and pray with our men seven days a week
- Focus on team building dynamics
- Seek funding to upgrade carpets in the transitional housing units, dining room, lobby and hallway
- Support the capital campaign to reduce our mortgage

Strategies for 2015: Specifically for The Steadfast House:

- Secure scholarships that will provide training and employment services to put more of our women back into the work force in full and part-time positions
- Develop stronger collaboration with Helpmate and counseling centers to transition domestic violence victims from crisis into our transitional housing program, and into permanent homes
- Establish partnerships with Genesis Alliance and PEO International who have awarded scholarships and low interest loans to our women
- Build relationships with other women's groups in congregations
- Raise needed funds for education and vocational training of our women.
- Work to transition from Steadfast House to establish Transformation Village

Transformation Village

- Transformation Village is a facility for women, children and intact families that is modeled after the VRQ.
- The goal is to have a motel with at least 150 units to enable us to reach 200 to 250 people in need. This need is supported by our current waiting list of 300+ women and children. It is also supported by the statistic that homeless women veterans is growing at a rate of 26%
- Expand our continuum of care model for emergency shelter, transitional housing, permanent supporting housing; and utilize the Housing First model, with Rapid Rehousing to create a system of care for every homeless woman, child and family

Foodservice Operations

VRQ

1. Continue to develop culinary staff and promote to placement employment.
2. Continue Inventory Control and Standards of Operations as laid out in the Kitchen Policy and Procedures Manual.
3. Increase training and awareness of sanitation guidelines and equipment operations through the use of you tube videos being emailed to cook team volunteers and staff.
4. Increase organization by inventory reduction and rotation.

Crisis Ministries

1. Increase organization of storage areas by use of proper rotation of inventory and usage.
2. Develop and maintain standards of operations by use of Kitchen Policies and Procedures being written and implemented for all Crisis Ministry sites.
3. Develop and grow a food-sharing network among all the Ministries areas so that when one is heavy on product, they can deliver to other areas with specific needs between South, Cumberland, North and Hominy as well as VRQ and Steadfast. Emails and phone calls to be utilized to increase communication and coordination of delivery.
4. Implement a 20 hour/week OJT position to Crisis Cumberland to manage food donations and rotation of stock.
5. Crisis Ministry Food services will look into the acquisition of a pickup truck to use for redistribution of product.
6. Crisis Ministry Food Services will pick up TFAP product from Manna on VRQ's Flatbed to restock at North on a monthly basis.
7. Shelving units will at Crisis Cumberland to be replaced in refrigeration units to allow for better product storage and rotation of stock.
8. Implement a better recycling/refuse plan at the Crisis Ministry - Cumberland.
9. Overabundance that cannot be used at ABCCM locations are to be shared with other outside agencies as to not let product go to waste i.e., BEACON agencies and safety net providers.

Steadfast House

1. Continue development of cook teams to achieve the standard of execution currently in place at the VRQ through education, open and honest communication, and leadership.
2. Develop the “whiteboard” approach to production standards.
3. Increase resident education by enrollment into Basic Culinary Skills class.
4. Increase “Hot Breakfast” to twice per week through cook team volunteers.
5. Implement children’s meal guidelines to be healthier and readily available at any time.

Transformation Village

1. “Mirror-Image” Standards of Operations of VRQ within TV, including Operational Guidelines, Sanitation and Organization, “Whiteboard Approach” to managing production and volunteer expectations, scheduling, product ordering and receiving, and Inventory Control.
2. Staffing through strategic placement moves and an initial “Basic Culinary Class.”
3. Initial setup and layout of kitchen with equipment procurement and placement.
4. Initial meals prior to kitchen being established can be prepared at VRQ and brought to TV for reheating and service. Cold food to be served can be produced at TV under Servsafe guidelines. Hot meal can be prepared up to three days in advance and stored under Servsafe guidelines.
5. If kitchen is to be finished and up fitted before occupancy, training of new service hours staff can begin as soon as possible. A condensed syllabus of the current education program could be taught to help bring TV staff up to expected execution levels.

Staffing Plans for Transformation Village

To ensure a “mirror-image” set up of operations at Transformation Village, we will need to make strategic staffing changes to the VRQ. Our plan currently is to develop a lead cook position (possibly a current employee) and two part time cooks’ positions to cover days off and holidays.

After an initial “Basic Culinary Skills” class is offered at Transformation Village through HVRP/VWIP and Veterans Employment and Training Services, we will then compliment the staff with an On the Job Training Service program similar to that of the VRQ. These classes will be open to both male and female residents of TV, both civilian and veteran. Civilian Scholarships have already been pledged through the endowment funding with a commitment of 6 civilian scholarships.

We will continue to “promote out” as the OJT Services at both locations comes to a close.

Maintaining a pipeline of potential employees will be necessary as these clients move forward in their careers.

Asheville Buncombe Technical Community College

We will continue to utilize our cooperative arrangement with AB Tech to offer training at both the VRQ and Transformation Village. We will consider alternating locations each semester for basic classes and then combing graduates to form an advanced class. We will continue to search for funding for both classes through several resources at AB Tech as well as utilizing a student’s qualifiers for financial aid.

Catering

We will continue our catering program on a restricted basis, keeping operations similar to how they are currently and managing labor, food cost and inventory controls as we have done in the past.

ABCCM Our Circle

The ABCCM Our Circle Program has been assisting families since 2009, and working intensively since 2011 with young parents ages 16 – 24 to build their own bridges out of poverty. Volunteers aid under-resourced families by offering their encouragement, friendship and wisdom. The primary participant, called the Circle Leader, is a family working to build a bridge into a healthy lifestyle, good job and a safe home. Each Leader is matched with two to four volunteer “Allies” to form a Circle which meets monthly to discuss ways to help eliminate barriers, access education with professional skills to qualify for living wage employment.

Our track record has seen employment increase from 22% to 74% of participants. This is leading us into expanded collaboration with Steadfast House/Transformation Village, Buncombe County Human Services (DSS) and the Asheville Housing Authority.

Strategies for 2015

- Engage the Guiding Coalition in “Tier 3 Strategies” to overcome barriers and assist families in “moving to the middle” as the county’s lead agency.
- Continue follow-up and case management to the young parents still engaged as Circle Leaders ensuring compliance with the US-DOL: Young Parent Demonstration Grant.
- Merge ABCCM Our Circle with mentoring efforts at Steadfast House. Pursue opportunities to expand sites at the Asheville Housing Authority properties such as the Pisgah View Apartments, Deaverview, and Livingston/Walton/Erskine communities.
- Our Circle will recruit 150 – 300 volunteer Allies.
- Pursue Circle Leader with Steadfast House and HPRP; network with agencies throughout Buncombe County such as the Department of Social Services, Mission Hospital, Mount Zion Community Development (Project NAF), Big Brothers/Big Sisters, Buncombe Housing and the school systems.
- Continue utilizing the national mentoring program called Circles® along with a career readiness module created for this program
- Provide the social and spiritual support that our Allies and Circle Leaders need through weekly Community Meetings

Veterans Services of the Carolinas

Overview

On June 1, 2014, we began integrating the Veterans Employment and Training Services (VETS) and the Supportive Services for Veteran Families (SSVF) into a single organization named the “Veterans Services of the Carolinas.” On the surface, these programs may not seem compatible—one focuses on employment, the other on housing. Specifically, VETS is tasked with assisting veterans obtain

employment, or keep employment and increase their income. SSVF helps veterans and their families by providing housing opportunities, case management, access to public benefits and other services to veterans that are either homeless or at risk of becoming homeless. However, they both share the vision of ending veteran homelessness, improving housing stability, and increasing household income. Our plan in bringing these programs together is that we can demonstrate a new 'best practice' model to serve veteran households by improving their housing or employment situation. We will create a model that is more efficient and responsive to the needs of veterans throughout western North Carolina.

Employment Services

Our teams of specialists reach out to veterans all across western North Carolina, utilizing a common intake/assessment process, to provide access to work preparedness, education, training and employment. Our staff and volunteers diligently provide training and job placement in a dynamic job market as unemployment is so variable in this part of the state. We prepare them for integration into the workforce through on-the-job training (OJT) in warehouse management, culinary arts, maintenance, hospitality, retail operations/customer service and transportation services. We are broadening our employer relationships to open more doors. We currently partner with the Charles George VA Medical Center, the Department of Social Services, Workforce Solutions, Asheville Career Center, Goodwill and many others across North Carolina. Many participants will be trained in partnership with AB Tech and other community colleges in culinary arts, health care, retail and transportation jobs in the truck driving industry, while some positions include on-the-job trainings. Last grant year, we placed 181 veterans in employment with an average wage of \$12.65/hr. In the coming year, we plan to place 273 veterans into sustainable employment.

Supportive Housing Services (SSVF)

Our goal is to help end homelessness for veterans through a Homeless Prevention and Rapid Rehousing strategy modeled after Housing First; a program focused on placing the veteran household into permanent housing and then working to address the issues that threaten their housing stability. We serve 26 counties in western North Carolina from Charlotte to Murphy; Boone to Tryon. We completed our 2014 grant year serving over 315 households and plan to serve at least 330 veteran households in the coming FY15 grant year. By providing rapid re-housing, the plan is to stop many veterans from becoming homeless and aid those already homeless in obtaining their own housing.

Strategies for 2015

- Strengthen veteran training opportunities with Goodwill, who has received a training/education grant. Their training facilities have increased skill levels and professional certification through continuing education. We continue to explore opportunities with AB Tech for additional classes and new funding sources.
- Continue to raise funds through Operation Welcome Home and other sources so that we can provide even more training with the coming Transformation Village, and explore additional training that we can provide at our various sites.
- Maintain our OJT at the Donations Center, VRQ & Steadfast House to include all aspects of finding and maintaining employment, and develop new training strategies as ABCCM continues to grow with the development of Transformation Village.

- Expand opportunities for volunteers to serve as teachers, mentors, job coaches and allies in success. The need will be growing for anyone that would like to assist a veteran in learning how to gain and keep employment. Of particular need is for volunteers who can work with the community to develop job resources.
- Expand our outreach efforts, especially in the lower-income counties and the counties with the highest ratio of veterans with the lowest ratio of services. This will include informational materials in places that veterans frequent, and talking with any agency that might have contact with veterans.
- Further expand our relationships with community providers (i.e., OnTrack Financial, Council on Aging, etc.) with the capacity to partner with the ministry through financial assistance and other supportive services, providing for a greater range and length of services to veteran households.
- Develop a database of housing resources (i.e., landlords and other housing resources) that will permit a quicker response to various types of housing crises experienced by veteran households.

Medical Ministry

The clinic is a partnership between Mission Hospital and ABCCM to provide acute and primary medical care for the uninsured. In Buncombe County, 18% are uninsured, which translates into over 18,000 men, women and children between the ages of 18 and 64. In 2013, we served about 6,500 patients, or approximately one half of the uninsured through the Medical Ministry. The goal is to provide medical care to those who cannot pay and fill the gaps for medical, dental and pharmaceutical services.

Our dental ministry provides extractions clinics two nights per week. The county sub-contracts with WNC Community Health Services to provide dental care for adults who are uninsured. Currently, there are only 16 slots available each week at ABCCM and 16 slots a week available at WNC Community Health Services to serve the entire adult uninsured dental population. The need is truly overwhelming. Compared to the available services, “drinking from the fire hose” is the only apt metaphor.

The licensed pharmacy has been very successful in continuing to recover medicines from physician offices, nursing homes and pharmaceutical companies. Thanks again to our partners at Mission Hospital; they are working with us to implement new purchasing policies and develop strategies and resources to continue to provide community access to pharmaceuticals. Through the Office of Rural Health and NC MedAssist, we’re offering help to those on Medicare who fall into the “donut hole” with no subsidy for their medicines until they meet a new level of deductible and uninsured patients unable to obtain chronic medications. We fill prescriptions from our stock of sample and donated medications for those discharged from the emergency room with no way to have them filled, and we assist mission teams with basic medical supplies. We’ve partnered with Smoky Mountain Center with mental health agencies to provide access to bridge medications for uninsured patients during the medication assistance application period.

The new federal rules preclude ABCCM from purchasing medicine through Mission Hospital. The loss of purchasing medicine at their preferred pricing has created a \$50,000 hole in our budget. We will seek additional support to raise funds.

The clinic services are financially supported by the generous gift of \$430,000 from Mission Hospital and \$430,000 from ABCCM. Our clinic is sustained through volunteer health professionals, provided in large part by the Buncombe County Medical Society, the Buncombe County Dental Society, churches and dedicated community volunteers.

Strategies for 2015

- The clinic will continue to serve the uninsured of Buncombe County for urgent and ongoing healthcare needs in the six weekly sessions.
- The pharmacy will provide services for the 6 weekly sessions and continue to provide medication assistance programming for those patients who need medications that are not currently on the formulary.
- The Clinic pharmacy is partnering with Smokey Mtn. LME to expand its coverage for those patients referred from local mental health agencies who need to bridge the gap with medications; from the point of discharge until their medication assistance plan engages. ABCCM is also expanding its pharmacy to serve mental health agencies. ABCCM will establish a retain pharmacy specific to serving mental health providers like RHA*
- The dental clinic will continue two weekly sessions to provide emergency extraction services.
- The Medical Ministry will partner with MAHEC, WNCCHS, WCMS and Mission Hospital to explore and expand patient services. The new Teaching Free Clinic is housed at the clinic on Monday, Tuesday, and Thursday afternoons, serving up to 150 homeless persons with primary care. We are developing plans for additional medical sessions each week as new resources become available.
- The clinic will continue to partner with colleges and universities (currently 9 schools) to provide a community site for students to actively care for uninsured patients. This will include nursing pharmacy, dental hygiene and assistant, medical and medical records students.

Volunteers & Special Events

Volunteers are the lifeblood of the ministry of ABCCM. Without all the wonderful volunteers who put in thousands of hours ABCCM would not be able to serve all those in need who come to ABCCM. These volunteers offer compassion and hope to those hurting and in need of someone who will listen to their stories and needs. In 2013 ABCCM had over 5,000 volunteers, including 1000 students who donated nearly 100,000 hours of service. We have recognition for all the volunteers who come in on a regular basis. We have on-going recruitment because volunteers age out and are unable to continue volunteering. Youth volunteers engage in service projects throughout the summer. Our dedicated volunteers love their neighbors by serving with grace and mercy ~ plus giving hope.

2015 Goals

- 1) Keep growing the number of regular volunteers for each of the Ministry sites. Conduct two volunteer recruitment drives to our member churches in Jan/Feb and Sept.
- 2) Maintain monthly Volunteer Coordinator Meetings
- 3) Have each ministry submit a project list that groups can fund and complete to reduce repairs/ replacement costs.

- 4) Attend ministry fairs, school fairs and church events to promote ABCCM and our need for volunteers

ABCCM holds a number of Special Events each year. The major events include: Mountain Classic Golf Benefit, Veterans' Benefit with the Asheville Tourists, the Sharing Affair Auction, the Mountain Classic Car Show and Return to Bethlehem. These events are held as both friend-raisers and fund-raisers. Also, throughout the year we hold a number of events that some of our churches and businesses conduct for food, blankets, heat, coats/gloves, job scholarships, Holiday Angel/Christmas toys.

In 2014, we have two new events in conjunction with Veteran's Day: A Salute to Veterans benefit concert on November 14th and the 5k Dog Tag Dash "Run for a Veteran" both at the Crowne Plaza.

2015 Goals

- 1) Continue to build strong committees for each of the major events
- 2) Utilize the Marketing Committee's strong leadership with a market plan and fund-raising strategies to showcase ABCCM's churches, volunteers and community impact.
- 3) Operation Inasmuch United for churches to come together to serve their neighbors next April 17-26th
- 4) Develop the 5k Dog Tag Dash into a major annual event

Leadership Ministry

The Board of Directors has continued to grow the Leadership Ministry at ABCCM.

Our Leadership Ministry is committed to strong public accountability as well as increasing our education of the community about the many facets of ABCCM through marketing and special events. We utilize Blackbaud financial and fund-raising software to sustain our system of accountability. ABCCM's visionary leadership continues to help fill the gaps for emerging community needs both in response to individual requests or agency requests or through collaborative efforts. ABCCM's leadership will continue to participate in organizations like the Buncombe Emergency Assistance Co-Ordinating Network (BEACON), the Asheville Homeless Coalition and Homeless Initiative, safety-net providers and various other city, county, state and national collaborations.

Summary

We ask our congregations to prayerfully support these plans. Share these opportunities with church, business, friends and neighbors and support this work financially with increased giving by your church, business or personal giving.