

Corporation Purpose Narrative

Part IV of Form 1023

The mission of the Moral Injury Support Network for Servicewomen (MISNS, (acronym pronounced as “missions”) is to provide support and assistance to women veterans suffering from moral injury and its effects. The specific activities of the Corporation shall be:

1. Educate and train ministers, religious organizations, civic groups, the military chaplaincy, and others on the prevalence, effects, and coping mechanisms of moral injury in servicewomen.

This activity will be conducted by staff of the Corporation or volunteers at conferences and when invited by the above groups. These training events will occur at conference venues secured by the Corporation or at the inviting group's property. This activity furthers our tax exempt activity by helping ministers and organizations provided more effective support to servicewomen. Approximately 10% of the Corporation's time will be devoted to this activity. This activity will be funded by direct contributions from the inviting organizations.

2. Help woman service members and veterans get soul care, community support, and tangible benefits through the VA and other support providers.

This activity will be conducted by staff of the Corporation via phone calls, email, or in-person visits to supporting agencies when servicewomen contact the Corporation and say they need help. This activity furthers the Corporation's tax exempt activities by helping ensure that morally injured women veterans get the support they need to recover and experience post-traumatic growth. Approximately 10% of the Corporation's time will be devoted to this activity. This will be funded by sponsorships and grants from governmental and non-governmental agencies and corporations, as well as donations.

3. Organize woman veterans and clergy conferences that brings together women veterans, clergy, and mental health providers for soul care, education, collaboration, and organizing.

This activity will be conducted by the staff of the Corporation, volunteers, and partners with other 501(c)(3) organizations. Conferences will occur approximately four times per year at various regions throughout the United States near military installations. This furthers the Corporation's tax exempt purpose by creating an avenue to further the other activities, such as educating ministers and organizations, teaching servicewomen how to access help, creating collaborative alliances with other supporting organizations, and sharing research. Approximately 20% of the Corporation's time will be devoted to this activity. This activity will be funded by in-kind donations, corporate sponsorships, grants, and exhibitor space purchases.

4. Create alliances with organizations that provide help and support to women veterans.

This activity will be conducted by the staff of the corporation prior to and during conferences. Alliances will include other 501(c)(3) organizations operating in the United States. This activity furthers the Corporation's tax exempt purposes by expanding the Corporation's reach to servicewomen who need help and those organizations who provide help to morally injured servicewomen. Approximately 20% of the Corporation's time will be devoted to this activity. This activity will be funded by sponsorships and grants.

5. Conduct research to fill in knowledge gaps, provide support for initiatives, and supply information for educational activities.

This activity will be conducted by the staff of the Corporation and through partnerships with other researchers and organizations. It will be conducted throughout the United States and furthers the Corporation's tax exempt purpose by increasing the base of scientific knowledge about moral injury. Approximately 10% of the Corporation's time will be devoted to this activity. This activity will be funded by grants from governmental and non-governmental agencies.

6. Develop a donor and sponsorship base that will financially support the conferences and organizational activities.

This activity will be conducted by the staff of the Corporation throughout the year and the United States. This activity furthers the Corporation's tax-exempt purpose by providing funds that can be used to execute the other activities. Approximately 20% of the Corporation's time will be devoted to this activity. This activity will be funded by donors and corporate sponsors.

Corporation Officers

Part V, Line 3 a.

- Dr. Daniel Roberts, President and Secretary

- **Qualifications:** Daniel Roberts is as a member of the U.S. Army chaplain corps with over 17 years of experience in providing pastoral care to servicewomen. Dr. Roberts has been conducting research on women veterans issues and pastoral care for over four years. Daniel has a doctorate in business management.

- **Average hours worked:** 25 hours/week.

- **Duties:** As the President, his duties include general and active management of the business of this Board of Directors, sees that all orders and resolutions of the Board of Directors are brought to the Board of Directors, general superintendence and direction of all other officers of this Corporation and see that their duties are properly performed, submits a report of the operations of the Corporation for the calendar year to the Board of Directors and members at their annual meetings, and Ex-officio member of all standing committees. As the Secretary, his duties include recording all votes and minutes of all proceedings in a book to be kept for that purpose, sending notices of all meetings to the members of the Board of Directors and shall take reservations for the meetings, performing all official correspondence

from the Board of Directors, and submitting reports as required by government agencies. Daniel will serve as Secretary only until a person is found to take those duties.

- Kenneth Kirk (Colonel, ret.), Vice President

- Qualifications: Kenneth served as a U.S. Army Reserve chaplain and civilian pastor for over 30 years. In his capacity as a colonel and the Command Chaplain of the 99th Regional Support Command, Kenneth successfully oversaw a multimillion dollar relationship enrichment and training program for service men and women. Kenneth's staff included three chaplains and 4-5 noncommissioned officers and the churches he pastored were large with many programs.

- Average hours worked: 10 hours/week.

- Duties: serves as chair of certain Corporate committees, is the senior advisor to the President and CEO, a voting member of the Board of Directors, and fills in for the President in the event of his/her absence.

Conflict of Interest Policy

Part V, Line 5a

Conflict of Interest and Compensation

Section 1: Purpose

The purpose of the conflict of interest policy is to protect this tax-exempt Corporation's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or Director of the Corporation or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Section 2: Definitions

a. Interested Person: Any Director, principal officer, or member of a committee with Board of Directors delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

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

- 1) An ownership or investment interest in any entity with which the Corporation has a transaction or arrangement,

- 2) A compensation arrangement with the Corporation or with any entity or individual with which the Corporation has a transaction or arrangement, or

- 3) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Corporation is negotiating a transaction or arrangement.

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

A financial interest is not necessarily a conflict of interest. A person who has a financial interest may have a conflict of interest only if the appropriate Board of Directors or committee decides that a conflict of interest exists.

Section 3. Procedures

a. Duty to Disclose. In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the Directors and members of committees with Board of Directors delegated powers considering the proposed transaction or arrangement.

b. Determining Whether a Conflict of Interest Exists. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the Board of Directors or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

c. Procedures for Addressing the Conflict of Interest

1) An interested person may make a presentation at the Board of Directors or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.

2) The chairperson of the Board of Directors or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

3) After exercising due diligence, the Board of Directors or committee shall determine whether the Corporation can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

4) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board of Directors or committee shall determine by a majority vote of the disinterested Directors whether the transaction or arrangement is in the Corporation's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

d. Violations of the Conflicts of Interest Policy

1. If the Board of Directors or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

2) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the Board of Directors or committee

determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Section 4. Records of Proceedings

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

a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the Board of Directors's or committee's decision as to whether a conflict of interest in fact existed.

b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Section 5. Compensation

a. A voting member of the Board of Directors who receives compensation, directly or indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.

b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.

c. No voting member of the Board of Directors or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Corporation, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Section 6. Periodic Reviews

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

a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.

b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Corporation's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Section 7. Use of Outside Experts

When conducting the periodic reviews as provided for in Article VIII, the Corporation may, but need not, use outside advisors. If outside experts are used, their

use shall not relieve the Board of Directors of its responsibility for ensuring periodic reviews are conducted.

This policy was adopted by resolution of the Board of Directors.

Goods, Services and Funds to Individuals

Part VI, Line 1a.

The following services will be provided to individuals:

- Help woman service members and veterans get soul care, community support, and tangible benefits through the VA and other support providers by calling, e-mailing, and conducting on-site visits with veterans and support providers to conduct consultation and address problems in care.
- Through regional conferences, educate servicewomen and soul care providers on the needs of women veterans and various healing modalities that can be used, connect servicewomen to healers, and teach clergy how to provide support to servicewomen.

The following services will be provided to organizations:

- Educate and train religious organizations, civic groups, and the military chaplaincy on the prevalence, effects, and coping mechanisms of moral injury in servicewomen.

Limits on Goods, Services, and Funds

Part VI, Line 2

The supplying of goods, services, and funds of this Corporation are limited to servicewomen, as well as clergy and agencies that provide support directly or indirectly to servicewomen suffering from moral injury. For this Corporation's purposes, servicewomen are defined as people who self-identify as women and are currently serving in the U.S. military or did serve in the U.S. military. To receive services, a person or organization need only state that they are a servicewoman, a cleric, or an organization that provides support to servicewomen. In the case where assistance in the form of dollars will be provided to a person through travel scholarships or other grants, the person will have to prove her military service status. In the case where assistance in the form of dollars will be provided to organizations through grants, the organization will have to prove through its organizing documents, publicly advertising, or other means (such as its website) that it is an organization that provides direct or indirect support to servicewomen with moral injury.

Fundraising

Part VIII, Line 4b.

The Corporation will develop agreements with other women veteran nonprofit organizations to help fundraise for the conferences described in the purpose narrative.

Agreements with these organizations will stipulate that all funds will go for the execution of the conference and that no commissions or fees will be paid to fundraising organizations. The Corporation and nonprofit allies who fundraise will receive equal billing on promotional material, flyers, etc. as conference co-hosts. It is expected that approximately half of funds listed in Part IX, Line 9 will come from ally organizations.

Part VIII, Line 4d.

The Corporation will conduct fundraising in North Carolina for itself and will develop agreements with women veteran nonprofits in other states to conduct fundraising for the conferences.

Part VIII, Line 10.

The Corporation will conduct scientific research and publish the findings in journals and books. The Corporation will also create materials, such as books, videos and online content to be used for training and educating ministers, religious organizations, civic groups, the military chaplaincy, and others on the prevalence, effects, and coping mechanisms of moral injury in servicewomen. The intellectual property rights will be owned by the Corporation and joint owned by outside authors who contribute significantly to the production of materials. These materials will be sold to organizations, presented at scientific meetings, or available through subscriptions services. Items will be sold at fair market value based on the price of similar products in the marketplace. Most products will be produced and sold on an as-needed basis, except for books. Books will be produced in small runs and reproduced as necessary to meet demand. Profits from the sale of intellectual property will be used to fund the other corporate activities as described in the purpose narrative. The Corporation will use the conferences it executes, social media outlets, and email campaigns to market its materials to the appropriate organizations.

Itemized Expenses

Part IX, Line 23

Item	Oct 2019-Dec 2019	Estimated for Jan - Dec 2020	Estimated for Jan - Dec 2021
Advertising		500	1,000
Licenses/Fees	62	62	62
Insurance		310	310
Software and Web Services		200	200
Transcription Services	86	600	600
Conference Food and Beverages		5,000	10,000
Conference Venue		6,000	10,000

Item	Oct 2019-Dec 2019	Estimated for Jan - Dec 2020	Estimated for Jan - Dec 2021
Printing	32	1,500	3,000
Travel for Research and Conferencing		4,000	6,000
Data Analysis Service		5,000	5,000
Research Interview Service		5,000	5,000
PayPal Fees	9	500	500
Total		28,672	41,672

Private Foundation Determination

Part X, Line 1b

By North Carolina state law, nonprofits are private foundations that satisfy the requirements of Section 508(e), except for those organizations that expressly state in their governing documents that applicable state law does not apply to them. Moral Injury Support Network for Servicewomen, Inc. does not have such provisions in its organizing documents.

Part X, Line 4

The corporate purpose statement, restated here, shows that we are a private operating foundation engaging directly in the active conduct of charitable, educational, and similar activities:

1. Educate and train ministers, religious organizations, civic groups, the military chaplaincy, and others on the prevalence, effects, and coping mechanisms of moral injury in servicewomen.
2. Help woman service members and veterans get soul care, community support, and tangible benefits through the VA and other support providers.
3. Organize woman veterans and clergy conferences that brings together woman veterans, clergy, and mental health providers for soul care, education, collaboration, and organizing.
4. Create alliances with organizations that provide help and support to women veterans.
5. Conduct research to fill in knowledge gaps, provide support for initiatives, and supply information for educational activities.
6. Develop a donor and sponsorship base that will financially support the conferences and organizational activities.