Executive Director’s Message

Dear Friends of C.O.P.S.,

First and foremost, thank you for supporting C.O.P.S. through another successful year of helping law enforcement survivors rebuild their shattered lives. All the Hands-On Programs were back to being held in person. Due to the continued delay from COVID restrictions, we hosted National Police Week in October, where we saw record attendance. This event was incredible, and we turned around six months later to host it again in May 2022. It feels good to get back to the regular schedule of activities. This report gives you a snapshot of those C.O.P.S. activities during our fiscal year ending March 31, 2022.

Membership has now reached over 65,000 survivors and we sadly don’t see that slowing down, especially with the continued line-of-duty deaths caused by COVID-19. C.O.P.S. continues to grow at an unprecedented rate, which impacts all of our event attendance, costs, and future planning. Ensuring the mission of rebuilding shattered lives remains our priority, regardless of the changes thrown our way.

Your continued support and dedication has created a constant for survivors during these difficult times, as the service C.O.P.S. provides has not wavered. Thank you on behalf of the C.O.P.S. National Board, Staff, and entire membership.

Dianne Bernhard

Dianne Bernhard
Rebuilding shattered lives of survivors and co-workers affected by line-of-duty deaths.
Each May since 1984, C.O.P.S. has provided survivors from all across the nation the opportunity to come together at the National Police Survivors’ Conference to learn about the grief process, receive healing peer-support from other survivors, learn about and get assistance with filing for Public Safety Officers’ Benefits, and have access to professional counselors to address grief issues that may keep them from proceeding through the grief process.

National Police Week was held virtually in May 2021, with the in-person events being rescheduled until October 2021.
Hands-On Programs were back in person for 2021, with additional virtual connection calls being held in between for each survivorship. Attendance was still a bit lower than usual due to COVID restrictions and travel.

C.O.P.S. 2021 Hands-On Programs Attendance:

- **Spouses for Couples Retreat // March 12-15, 2021**
  Attendance: 16 Survivors // 3 Staff Members // 2 Counselors

- **Co-Workers for Couples Retreat // April 16-19, 2021**
  Attendance: 53 Survivors // 3 Staff Members // 4 Counselors

- **Adult Children’s Retreat // June 11-14, 2021**
  Attendance: 64 Survivors // 6 Staff Members // 4 Counselors

- **Extended Family Retreat // June 18-21, 2021**
  Attendance: 13 Survivors // 2 Staff Members // 2 Counselors

- **Kids Camp // July 10-16, 2021**
  Attendance: 174 Survivors // 5 Staff Members // 12 Counselors // 22 Mentors
◆ **Outward Bound Adventure**  
Cancelled due to COVID-19 restrictions. Participants were encouraged to attend Young Adults Camp.

◆ **Young Adults Camp // July 26-30, 2021**  
Attendance: 53 Survivors // 6 Staff Members // 5 Counselors // 8 Mentors

◆ **Fiances & Significant Others Retreat // August 13-16, 2021**  
Attendance: 6 Survivors // 2 Staff Members // 1 Counselor

◆ **Siblings Retreat // September 10-13, 2021**  
Attendance: 80 Survivors // 5 Staff Members // 8 Counselors

◆ **Spouses Retreat // September 24-27, 2021**  
Attendance: 79 Survivors // 5 Staff Members // 8 Counselors

◆ **Co-Workers Retreat // October 1-4, 2021**  
Attendance: 77 Survivors // 4 Staff Members // 5 Counselors

◆ **Parents Retreat // October 22-25, 2021**  
Attendance: 119 Survivors // 5 Staff Members // 6 Counselors
During this fiscal year, C.O.P.S. awarded $140,461.82 in scholarships to 67 surviving children and spouses of law enforcement officers who died in the line of duty. These scholarships were given to survivors who do not receive tuition-free education as a line-of-duty death benefit in their state.

Since December 1994, the date of the inception of this program, scholarships awarded total $2,091,289.39.

Financial assistance is available to surviving families whose dependent-aged children require psychological care from professionals on a routine basis at the grass roots level. With survivors often needing to finance their own affordable medical coverage, which often times eliminates coverage for mental health, C.O.P.S. is able to fund these much needed counseling sessions for the children.

During the past fiscal year, the “C.O.P.S. Kids” program paid $23,338.92 for counseling services for surviving children.
Grief Peer Support

Through newsletters, anniversary cards, personal contacts from National Board members and 55 state/regional chapters, C.O.P.S. reaches each surviving family on our mailing lists at least 6 times a year. Contact from Board and chapter representatives can provide invaluable support to survivors during traumatic or trying times and is much more personal than newsletters or written communications from the National Office.

“In Memory” Gifts

National C.O.P.S. continues with its program to send “Comfort Candles” to new surviving spouses and parents of fallen officers to help them understand that their grief is being shared with the entire membership of an organization that understands their pain and loss.

Chapter Support and Training

Each July, National C.O.P.S. provides a 2-day training/ team-building session for chapter representatives and the C.O.P.S. National Board. Policies, procedures of the organization, and Public Safety Officers’ Benefit Training are always topics for discussion at these trainings.

Chapter representatives had the option to attend in-person or virtually. All sessions were provided via Zoom. A total of 166 chapter representatives, from 55 different chapters, 7 staff members, and 11 board members were in attendance. At the end of March 2022, C.O.P.S. had 55 chapters nationwide and an affiliate in the United Kingdom.
C.O.P.S. produces newsletters three times a year that are mailed to over 23,000 surviving family members. Beginning in 2021, surviving co-workers now receive the newsletter in a digital version that is emailed to them. This cut back on postage on over 12,000 pieces.

The newsletter announces various C.O.P.S. programs, police memorials, reports news on cop-killer trials, and many other issues of interest to the membership of C.O.P.S. Included in the newsletter is information on how to contact the C.O.P.S. National Board, the National Office, and C.O.P.S. Chapters nationwide should survivors be in need of information, help with filing for benefits, or emotional support.

C.O.P.S. also sends monthly email correspondence regarding special events, trainings, and general information.

The Rap Sheet publication moved to digital and is sent out every other month to 33,000 law enforcement contacts.
During the fiscal year ending March 31, 2022, C.O.P.S. presented and taught nine regional training sessions to law enforcement.

Locations in 2021-2022 included: Madison (WI), Savannah (GA), Fairbanks (AK), Greenville (SC), Providence (RI), Albuquerque (NM), Birmingham (AL), New York (NY), Nashville (TN), and San Antonio (TX). In the 27 years that C.O.P.S. has been sponsoring these trainings, 195 sessions have been held.

With law enforcement officers, chaplains, law enforcement spouses, etc., C.O.P.S. has had over 18,000 people attend these training sessions since their inception. C.O.P.S. hires leaders in the field of police trauma to conduct the sessions. The resource manual, PowerPoint presentations, and the entire training have been highly praised by participants year after year.
The C.O.P.S. 7th annual National Conference was held on November 12-14th, 2021, in Oklahoma City (OK).

This conference had sessions with topics covering Resilient Leadership, Building Financial Strength in First Responders, Suicide Prevention, Holistic Nutrition, Managing Adversity, and more. Over 600 people were in attendance.

Highlighting the keynote speakers and session presenters early and often was important when marketing the National Conference. Several promo videos were also created that highlighted the location of Oklahoma City, OK.
On January 9, 2022, C.O.P.S. and partnering organizations in support of law enforcement officers nationwide promoted the 8th Annual National Law Enforcement Appreciation Day (L.E.A.D.). Our nation’s citizens were called to action in support of law enforcement. In the midst of the negative attention being given to law enforcement, citizens all across the nation were encouraged to take time on January 9, to show their support in various ways. Events were held across the country, including rallies, card-making by school children, food deliveries to law enforcement, and many others. C.O.P.S. partnered with nearly every major law enforcement organization in support of law enforcement.

C.O.P.S. continues with its effort to educate the general public about the organization, its goals, and the issues that C.O.P.S. addresses for survivors. Issues such as cop-killer paroles, and the number of officers who die in the line of duty are all information that each and every citizen in this country should know.
Additionally, every Christmas holiday season C.O.P.S. continues to promote its “Project Blue Light” campaign, asking citizens, law enforcement families, and survivors to shine blue lights in their residence windows to salute the officers who work the streets during the holidays and to remember the families whose officers have been called on to make the supreme sacrifice.

Eight years ago, C.O.P.S., its chapters and membership, and the Department of Justice (DOJ) took steps to promote implementation of “The Blue Alert”, requesting support from the general public to help locate suspects wanted for injuring or killing a law enforcement officer. The Blue Alert is now operable in 37 states and pending legislation in New York, Pennsylvania, Massachusetts, Arkansas, and Nebraska. C.O.P.S. has been working closely with the DOJ to help start up this alert in every state.
C.O.P.S. continues to maintain a state-by-state compilation of death benefits so survivors and agencies will know what benefits are afforded surviving families when an officer dies in the line of duty. These documents have become invaluable to state law enforcement organizations that are seeking information on the benefits paid to surviving families.

C.O.P.S. works directly with law enforcement agencies and survivors on benefits paperwork they may need assistance to produce. C.O.P.S. works closely with the Public Safety Officers Benefits’ Program (PSOB) of the U.S. Department of Justice and offers to assist both survivors and PSOB in getting the benefits to eligible families.

This map shows the states that currently have trained National Law Enforcement Liaisons available to you.
Requests from survivors to simply talk, to find local professional resources, to learn about survivor benefits, to have support during an upcoming trial, to ask for letters discouraging parole of cop-killers, and to vent frustrations, are received daily by C.O.P.S. Board Members, the National Office, or through Chapters.

Support received through C.O.P.S.' volunteers is like no other support, focusing on survivors helping survivors, relying heavily on people who have also lost a loved one to help newer survivors along the grief process.
National Board Members

Voting members of the C.O.P.S. National Board are all law enforcement survivors. There are two non-voting board members whose input is valued by the organization; the Executive Director and the Executive Director Emeritus.

Officers of Concerns of Police Survivors for fiscal year ending March 31, 2022, include:

Emilio Miyares  Immediate Past President
Surviving Adult Child of Hialeah (FL) Police Officer Emilio F. Miyares, EOW 11/6/1986

Lynne Parry  Atlantic Region Trustee
Surviving Spouse of Baltimore County (MD) Police Sergeant Mark Parry, EOW 1/21/2002

Dana Evans  Central Plains Region Trustee
Surviving Adult Child of Indianapolis (IN) Metro Police Officer Dave Sandler, EOW 6/4/1986

Connie Moyer  Midwest Region Trustee
Surviving Spouse of Lancaster (OH) Police Patrolman Marvin Moyer, EOW 5/26/2017

Kyle McCallister  Northeast Region Trustee

Joyce Kramer  Northwest Region Trustee
Surviving Mother of West Yellowstone (MT) Police Officer Patrick Kramer, EOW 10/22/2006

Mary Carmikle  South Central Region Trustee
Surviving Spouse of Arkansas Game & Fish Commission (AR) Sergeant Darrell “Monty” Carmikle, EOW 11/16/2008

Virginia Coates Ricks  Southeast Region Trustee
Surviving Spouse of Orange County (FL) Sheriff’s Deputy Brandon Coates, EOW 12/8/2010

Max Morgan  Southwest Region Trustee
Surviving Co-Worker of Utah County Sheriff’s Deputy Cory Wride, EOW 1/30/2014

Cheryl Railsback  Western Region Trustee
Surviving Mother of Chambers County (TX) Sheriff’s Deputy Shane Detwiler, EOW 7/13/2009

Dianne Bernhard  Executive Director
Surviving Co-Worker of Columbia (MO) Police Officers Molly Thomas-Bowden, EOW 2/10/2005 (Non Voting Position)

Suzie Sawyer  Executive Director Emeritus
(Non Voting Position)
Executive Director
Dianne Bernhard

Executive Liaison
Barbie Squires

Training Director
Kwabena Asante

Services Director
Erin Barnett

Director of Development
Lauren Crisman

Administrative Director
Amy Hadfield

Director of Chapter/Survivor Support
Katrina Old

Communications Director
Sara Slone

Merchandise Manager
Nicole Dupree

Programs Manager
Shanna Rizer

Multi Media Manager
Tony Williams

Chapter Specialist
Emily Debert

Multimedia Specialist
Blake Haynes

Outreach Specialist
Chris Kahmke

IT Specialist
Robby Robinson

Survivor Specialist
Nikki Sparrow

Development Coordinator
Samantha Braumann

Website/Graphic Designer
Chris Kersten

Special Events Coordinator
Lacey Crowe

Training Coordinator
Lisa Valverde

Programs Coordinator
Blair Sien

Programs Assistant
Haley Owens

Training Assistant
Melissa Shepherd

Merchandise Assistant
Hope Johns

Development Assistant
Paula Schlager

Receptionist
Pari LaFrance

Data Entry
Erin Gisselbeck
Concerns of Police Survivors' fiscal year ends March 31. Following is a summary of key variables taken from our audited financial statements for the period ending March 31, 2022:

### Revenues

- **Grants**: $1,525,584 (24.1%)
- **Charitable Contributions**: $2,881,956 (45.6%)
- **Allocations by Federated and non-Federated Campaigns**: $73,607 (1.2%)
- **Other Revenue**: $1,720,119 (27.2%)

*Other revenue includes conference fees, corporate donations, sponsorships, investment income and special event income.*

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Total revenue</td>
<td>$6,321,754</td>
<td>100%</td>
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<tr>
<td>Grants</td>
<td>$1,525,584</td>
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</tr>
</tbody>
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**Promotional Merchandise**: $353,927
**Cost of Goods Sold**: $(233,439)

**Gross Margin on Sales**: $120,488 (1.9%)
**Expenses**

**Program Services***

Hands-On Program Services:
$3,383,738  58.8%

Peer Support and Benefits Assistance:
$1,111,277  19.3%

Public Relations:
$617,439  10.7%

**Supporting Services**

Management and General:
$347,575  6.1%

Fund-Raising:
$289,791  5.1%

**Total Expenses:**  $5,749,820  100%

Net Assets at the beginning of the year:  $13,340,023
Changes in net assets:  $691,607
Net assets at the end of the year:  $14,031,630

*Program Services are those activities of C.O.P.S. that have direct benefit on the families that comprise our membership.*
$25,000+ Donors
(These donors gave $25,000 or more between 4/1/2021 and 3/31/2022.)

Point 27 / Shields of Strength  $439,437.00
JUSTIS (Previously JAFLEF)  $300,000.00
Law Enforcement United  $300,000.00
McDavid Group Charities, Inc.  $175,000.00
Motorola Solutions Foundation  $161,194.06
State of New York Department of Law  $150,658.79
Streamlight, Inc.  $141,369.59
Off-Road United  $100,000.00
Sergey Brin Family Foundation  $90,000.00
Justice Federal Credit Union  $80,360.48
GLOCK, Inc.  $50,719.00
Ride4COPS  $50,000.00
Verizon  $50,000.00
Northeast FL C.O.P.S.  $46,074.25
Illinois C.O.P.S.  $40,660.99
Cellebrite  $40,000.00
Veterans United  $39,250.00
Mission BBQ  $36,116.83
Ina Kay Foundation  $30,000.00
Michael Moore  $30,000.00
Arizona C.O.P.S.  $29,927.27
Wisconsin C.O.P.S.  $25,377.79

* Value includes in-kind donation.

Fundraisers

C.O.P.S. National Golf Tournament
(August 1, 2021)
Raised over $18,000

Suzie Sawyer Golf Classic
(June 9, 2021)
Raised over $17,000

C.O.P.S. Why In July
(July 2021)
Raised over $52,300

COPS Walk Harpers Ferry
(October 8-10, 2021)
Raised over $80,500

COPS Walk Southwest
(February 18-20, 2022)
Raised over $79,700

C.O.P.S.’ strong financial health and commitment to accountability and transparency have earned a 4-star rating from Charity Navigator, America’s largest independent charity evaluator. 2021 marked the 10th consecutive year of earning this top distinction, with an overall score of 100 out of 100.
C.O.P.S. thanks the Bureau of Justice Assistance, a component of the Department of Justice, for providing a cooperative agreement to assist families which allows C.O.P.S. to continue their mission of rebuilding the shattered lives of America’s surviving law enforcement survivors.