

Annual Report 2024-2025



Executive Director's Message

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

2024 marked the 40th anniversary of the C.O.P.S. organization. In the past four decades, C.O.P.S. has grown from 10 surviving spouses sharing their experiences to now over 85,000 survivors nationwide. A retreat is now open to every surviving family member and co-worker of our fallen heroes so that no survivor is left to navigate their grief and healing alone.

We hosted a formal celebration during National Police Week 2024. Those pioneers who helped grow the organization to what it is today were present. Stories were told of what it took to build the pillars of the organization so that survivors can be served for many more decades to come. Thank you to all who supported us during this monumental year.

We have added new fundraising efforts to help offset the costs associated with our growing membership and attendance at events. If it were not for our dedicated and generous donors, C.O.P.S. simply could not fulfill our mission of rebuilding shattered lives. We continue to be proud of ensuring that 94 cents of every dollar donated goes towards the healing services and vital trainings for law enforcement survivors and those who wear the badge.

In 2024, both Siblings Retreat and Spouses Retreat moved to Estes Park (CO) to accommodate unprecedented growth. The move was well received, however, costs more than doubled for both events. As attendance at all events rise, we anticipate more changes to occur in the next few years. Attendance for events during the 2024-2025 fiscal year are reflected in this report.

The mission of C.O.P.S. remains strong and unwavering. Your continued support and dedication is beyond appreciated and vital to meet the needs of our survivors. Thank you on behalf of the C.O.P.S. National Board, Staff, and entire membership.

Dianne Bernhard
Dianne Bernhard



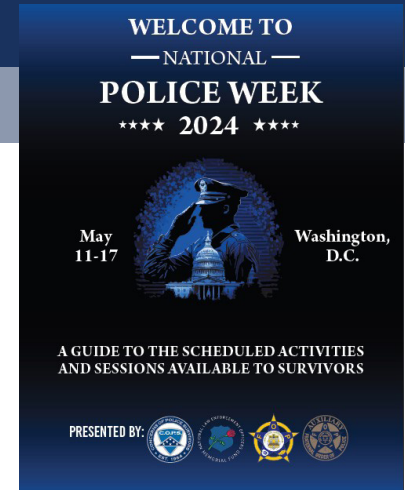
**Rebuilding the shattered lives of surviving family members
and co-workers affected by a line-of-duty death.**

National Police Week

National Police Survivors' Conference

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 mental health professionals to address grief issues that may keep them from proceeding through the grief process.

May 2024 marked the 40th anniversary for C.O.P.S. We celebrated with 4,142 survivors and honored 222 fallen officers at the National Peace Officers' Memorial Service.



Survivor Weekends and Camps

Survivor Weekends and Camps (formerly known as Hands-On Programs) continued to grow in attendance, especially at Spouses Weekend (attendance doubled) and Siblings Weekend as they moved to Estes Park, CO. Due to a political event in Wisconsin, Kids Camp was moved to June and Adult Children's Weekend was moved to August. Outward Bound® returned for the first time since 2020.

C.O.P.S. 2024 Survivor Weekends and Camps Attendance:

- ◆ ***Co-Workers for Couples Weekend - April 19-22, 2024***
Attendance: 66 Survivors / 3 Staff Members / 6 Counselors
- ◆ ***Suicide Survivors Summer Weekend - June 7-10, 2024***
Attendance: 11 Survivors / 2 Staff Members / 2 Counselors
- ◆ ***Kids Camp - June 15-20, 2024***
Attendance: 244 Survivors / 6 Staff Members / 15 Counselors / 30 Mentors
- ◆ ***Outward Bound Adventure - July 7-13, 2024***
Attendance: 18 Survivors / 3 Mentors
- ◆ ***Young Adults Camp - July 29 - August 2, 2024***
Attendance: 82 Survivors / 4 Staff Members / 7 Counselors / 13 Mentors
- ◆ ***Adult Children's Weekend - August 9-12, 2024***
Attendance: 76 Survivors / 5 Staff Members / 6 Counselors
- ◆ ***Fiances & Significant Others Weekend - August 16-19, 2024***
Attendance: 12 Survivors / 2 Staff Members / 2 Counselor



- ◆ ***Siblings Weekend - September 13-16, 2024***
Attendance: 165 Survivors / 6 Staff Members / 9 Counselors
- ◆ ***Spouses Weekend - September 20-23, 2024***
Attendance: 257 Survivors / 7 Staff Members / 11 Counselors
- ◆ ***Co-Workers Weekend - October 4-7, 2024***
Attendance: 101 Survivors / 5 Staff Members / 8 Counselors
- ◆ ***Extended Family Weekend - October 11-14, 2024***
Attendance: 24 Survivors / 2 Staff Members / 2 Counselors
- ◆ ***Suicide Survivors Fall Weekend - October 18-21, 2024***
Attendance: 16 Survivors / 2 Staff Members / 3 Counselors
- ◆ ***Parents Weekend - October 25-28, 2024***
Attendance: 173 Survivors / 5 Staff Members / 8 Counselors
- ◆ ***Spouses for Couples Weekend - March 21-24, 2025***
Attendance: 48 Survivors / 4 Staff Members / 4 Counselors

Starting in 2025, the name “Hands-On Programs” was changed to “Survivor Weekends and Camps.” Feedback was received that the term “hands-on” is tied to intervention, which has deterred some survivors from attending. The National Board voted in January 2025 to change the name of all adult programs to “Weekends” to sound more inviting and fun. The change has resulted in a positive reception.



Other Services for Survivors

Educational Assistance

During this fiscal year, C.O.P.S. awarded 144 scholarships to 97 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 1993, the date of the inception of this program, scholarships awarded total \$2,804,112.



Counseling for C.O.P.S. Kids



Financial assistance is available to surviving families whose dependent-aged children require psychological care from professionals on a routine basis. 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 Counseling” program paid \$29,896 for counseling services for surviving children.

Grief Peer Support

Through email newsletters, HOPE magazine, anniversary cards, and personal contacts from National Board members, National C.O.P.S. reaches each surviving family on our mailing lists at least 6 times a year. Additionally, 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.

During the first year following the death of the an officer, a memorial coin is sent to each surviving family member, including spouses, children, parents, siblings, and fiances/significant others.



Chapter Support and Training

The National Board voted to move Board/Chapter Trainings to a virtual format, but host them quarterly instead of annually. Each quarterly training is 90 minutes long and allows for chapter representatives to attend and interact.

Not only was this change cost effective for the organization, it also allows chapters the opportunity to engage more often to have their questions addressed and be able to refer back to the recorded trainings. The decreased time commitment and travel has seemed to appeal to more survivors who are interested in serving at the chapter and/or national level, which is a benefit to succession planning.



Outreach

Publications

C.O.P.S. produces newsletters three times a year that are mailed to over 23,000 surviving family member households. Nearly 54,000 surviving co-workers and supporters receive the newsletter in a digital version that is emailed to them.

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 to over 45,000 survivors.

The Rap Sheet publication is in a digital format and is sent out every other month to 37,000 law enforcement contacts.



For Agencies

Traumas of Law Enforcement Trainings



During the fiscal year ending March 31, 2025, C.O.P.S. presented and taught seven regional training sessions to law enforcement.

Locations in 2024-2025 included: Boise (ID), Indianapolis (IN), Des Moines (IA), San Antonio (TX), Savannah (GA), Bentonville (AR), and St. Louis (MO). In the 30 years that C.O.P.S. has been sponsoring these trainings, 220 sessions have been held.

With law enforcement officers, chaplains, law enforcement spouses, etc., C.O.P.S. has had over 21,000 people attend these training sessions since their inception. C.O.P.S. hires experts in the field of police wellness and trauma to conduct the sessions. The resource manual, presenters, and the entire training have been highly praised by participants year after year.

National Conference on Law Enforcement Wellness & Trauma

The C.O.P.S. 10th annual National Conference on Law Enforcement Wellness & Trauma was held October 31 - November 3, 2024, in Orlando (FL). A special anniversary logo was created for the conference to celebrate the 40th anniversary of the organization.

This conference had sessions with topics covering Mastering Mentorship, Raising Cop Kids, Leveraging Emotional Intelligence, Trauma-Informed Leadership, Burnout Breakthrough, iRest Meditation, Outside the Box Chaplaincy, Walking with the Wounded, Yoga for First Responders, and more. Nearly 1,000 people were in attendance.





JOIN US IN
ORLANDO!

**OCTOBER 31 -
NOVEMBER 3, 2024**

- TOP-RATED KEYNOTE SPEAKERS
- IMPACTFUL AND ENGAGING PRESENTERS
- LIFE-CHANGING SESSIONS
- NETWORKING WITH THE LAW ENFORCEMENT COMMUNITY
- DISCOUNTS ON AREA ACTIVITIES

EMPOWERED BY




Featuring Special
Guest Keynote Speaker
**PINAL COUNTY (AZ)
SHERIFF MARK LAMB!**

C.O.P.S. invites all active and retired law enforcement officers, peer support, counselors, police chaplains, and spouses/significant others, to attend this weekend of education, networking, healing and entertainment.

This conference focuses on trauma and wellness, proactively addressing the cumulative stressors that can occur throughout an officer's career. When you attend this conference, you not only get three days of over 25 incredible speakers, you also get the peer support and networking with your fellow law enforcement community members and supporters!

Conference and Hotel Location:
Rosen Shingle Creek
9609 Universal Blvd., Orlando, FL
Room Rate is \$159.00/night (Single/Doubles)
\$30 Additional Person

A link to book a hotel room is available on the C.O.P.S. website. A link will also be included in the confirmation email once a registration is submitted.

**CONFERENCE FEE ONLY
\$350 PER PERSON!**

\$175 for Spouses/Significant Other if attending with paid participant.

Fee includes access to all classes, general sessions, law enforcement appreciation night reception/dinner, and 2 tickets!



SCAN ME

REGISTRATION DEADLINE
OCTOBER 4, 2024



SPECIAL EVENTS!
REGISTERED ATTENDEES ARE INVITED TO ATTEND THESE SPECIAL EVENTS DURING THE CONFERENCE!

INFORMATION TO NOTE:

Official Conference Dates - October 31 - November 3
Rosen Shingle Creek Hotel

Room Block deadline is September 30th!

Silent Auction Items*
Bring an item from your state to donate to the Silent Auction. Items can be general (gift cards, etc.), law enforcement, or department-specific. Bring your items on October 31st when checking in.



C.O.P.S. Central
New this year is C.O.P.S. Central where you can visit the COPS SHOP, Exhibitors, and enjoy your lunch all in one place!

FRIDAY, NOVEMBER 1ST -
C.O.P.S. Live @ 8 Sponsored by 
Join us for a social/networking event located at the host hotel. This event is FREE to registered attendees.

SATURDAY, NOVEMBER 2ND -
C.O.P.S. Trot & Race (8:30 AM Start - Griffin Terrace)
Open to registered conference attendees before sessions begin. Race registration is required via the QR Code below.

Yoga Class (morning)
Law Enforcement Appreciation Night (5:30 PM - Ballroom)
• Dinner Buffet
• Music/Dancing
• Games/Prizes
• Entertainment by Mentalist Keith Kong

SUNDAY, NOVEMBER 3RD -
Yoga Class (morning)



5K Registration

Or visit: <https://lqco.de/hthtd4>





**OCT. 31 - NOV. 3
ORLANDO, FLORIDA**

KEYNOTE ANNOUNCEMENT!

**PINAL COUNTY (AZ)
SHERIFF MARK LAMB**

[CONCERNSPOLICESURVIVORS.ORG](#)

REGISTER TODAY!



REGISTER TODAY!



**OCT. 31 - NOV. 3
ORLANDO, FLORIDA**

SPEAKER ANNOUNCEMENT!

**Antonio Zarzoza
"Instructor Z"**

Training to Reducing Traumatic Injuries
Episode 2

[CONCERNSPOLICESURVIVORS.ORG](#)

REGISTER TODAY!



General Public Awareness

Law Enforcement Appreciation Day (L.E.A.D.)

On January 9, 2025, C.O.P.S. and partnering organizations in support of law enforcement officers nationwide promoted the 11th Annual National Law Enforcement Appreciation Day (L.E.A.D.). Our nation's citizens were called to action in support of law enforcement. C.O.P.S. began this initiative in 2015, which fell on the heels of the civil unrest in Ferguson (MO) in August 2014. Citizens all across the nation were encouraged to take time on January 9, to show their support in various ways each year. Events were held across the country, including Blue Blood Drives, 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.



"No Parole" Support



Concerns of Police Survivors (C.O.P.S.)

Published by Sara Prunte Slone · July 22, 2024 ·

...

We request your "No Parole" letters on behalf of the family of Essex County (NJ) Police Officer, Daniel J. Smith, EOW 9/17/1984. His killer was sentenced to life plus 40 years, but is up for parole in September this year. Please send your letters to help DENY his release!

Send them to:
N.J. State Parole Office
Parole Victim Services Unit
P/O Box 862
Trenton, NJ 08625

In the matter of: Douglas Parsons, SBI# 000225817B



19

8 shares

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.

When we are notified of a parole hearing, we announce instructional steps for survivors and the general public to send letters to the parole board.

Project Blue Light

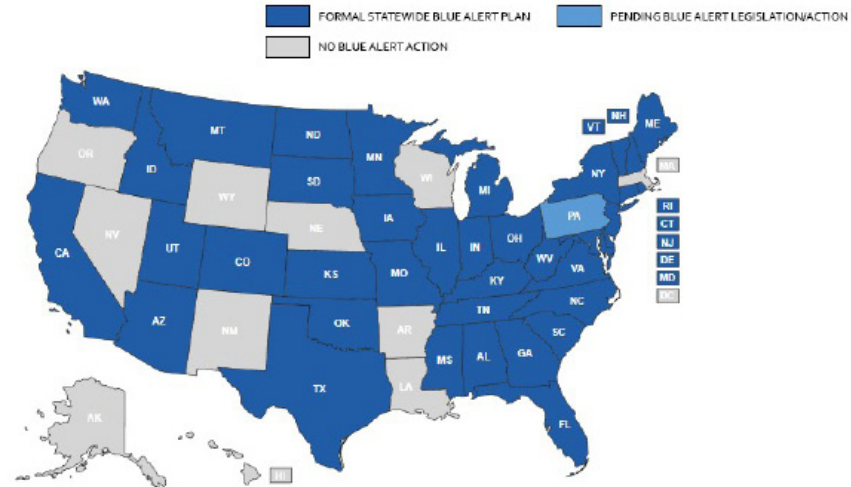
Every Christmas holiday season, C.O.P.S. continues to promote its “Project Blue Light” campaign, asking citizens, law enforcement families, and survivors to shine blue lights in their residence windows to salute the officers who work the streets during the holidays and to remember the families whose officers have made the ultimate sacrifice.



Blue Alert Program



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 38 states and pending legislation in Pennsylvania. C.O.P.S. has been working closely with the DOJ to help implement this alert in every state.

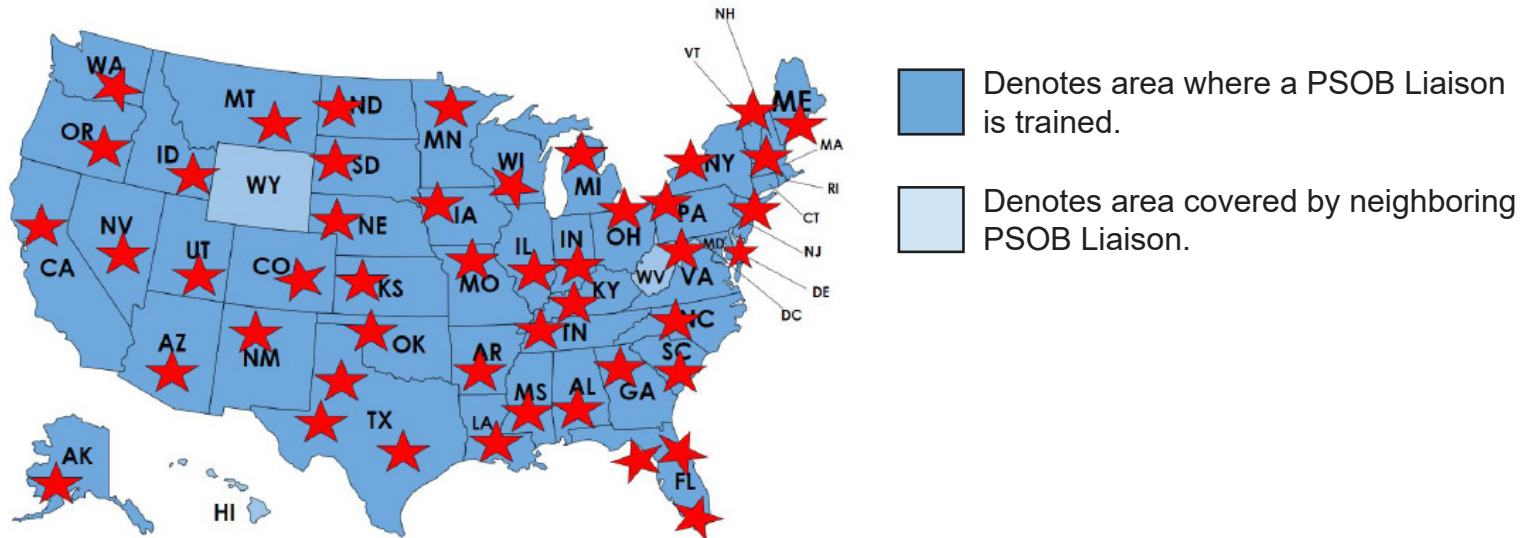


Benefits

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 available to surviving families.

C.O.P.S. works directly with law enforcement agencies and survivors to assist them with completing benefits applications. 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 have trained National Law Enforcement Liaisons as of 2020, who are available to assist.



General Support

The C.O.P.S. National Staff, Board Members, and Chapters receive requests for information and support daily. Such requests include help finding local professional resources, survivor benefits, program/event information, and general support to simply talk.

Support provided by C.O.P.S.' volunteers is like no other support, founded 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, 2025, include:***



Connie Moyer *National President*

Surviving Spouse of Lancaster (OH) Police Department
Patrolman M. Scott Moyer, EOW 5/26/2017

Patricia Carruth *Immediate Past President*

Surviving Mother of Alexandria (LA) Police Department
Police Officer Jeremy "Jay" Carruth, EOW 2/20/2003

Jeff Hancher *Atlantic Region Trustee*

Surviving Father of Myrtle Beach (SC) Police Department
Officer Jacob W. Hancher, EOW 10/3/2020

Staci Brakhage *Central Plains Region Trustee*

Surviving Sibling of Riverside (MO) Police Department
Master Patrolman Jeff Taylor, EOW 6/3/2011

Andrea Arrington *Midwest Region Trustee*

Surviving Sibling of Detroit (MI) Police Department
Officer Scott Stewart, EOW 8/11/2002

Kyle McCallister *Northeast Region Trustee*

Surviving Grandchild of Somerset (MA) Police Department
Patrolman Roy Stout, EOW 5/15/1972

Debbie Jacobs *Northwest Region Trustee*

Surviving Adult Child of Spokane (WA) Police Department
Detective Brian F. Orchard, EOW 7/20/1983

Dave Wallace *South Central Region Trustee*

Surviving Sibling of Stanislaus County (CA) Sheriff's Office
Deputy Sheriff Dennis Wallace, EOW 11/13/2016

Virginia Coates Ricks *Southeast Region Trustee*

Surviving Spouse of Orange County (FL) Sheriff's Office
Deputy Brandon Coates, EOW 12/8/2010

Cathy Hobbs *Southwest Region Trustee*

Surviving Spouse of Phoenix (AZ) Police Department
Detective John Hobbs, EOW 3/3/2014

Dani Story-Stinson *Western Region Trustee*

Surviving Spouse of Arlington (TX) Police Department
Officer Craig Story, EOW 1/13/2010

Dianne Bernhard *Executive Director*

Surviving Co-Worker of Columbia (MO) Police Department
Officer Molly Thomas-Bowden, EOW 2/10/2005 (Non Voting Position)

Suzie Sawyer *Executive Director Emeritus*

(Non Voting Position)

National Office Staff

Executive Director

Dianne Bernhard

Deputy Director

Barbie Squires

Administrative Director

Amy Hadfield

Chapter & Survivor Support Director

Laurie Putnam

Outreach Director

Sara Slone

Services Director

Erin Barnett

Training Director

Bob Currier

Communications Manager

Blake Haynes

Programs Manager

Blair Sien

Training Manager

Lisa Valverde

Financial Specialist

Kim Capps

IT Specialist

Robby Robinson

Merchandise Specialist

Nicole Dupree

Multimedia Specialist

Clint Schaffnit

Programs Specialist

Haley Owens

Survivor Specialist

Alyssa Starnes

Development Coordinator

Nicholas Geiger

Training Coordinator

Emily Debert

Development Assistant

Angel Welch

Merchandise Assistant

Tieha Roberts

Programs Assistant

Madi Custer

Programs Assistant

Bri Lizotte

Receptionist

Pari Moody

Executive Partner Liaison

Lauren Crisman

Survivor Outreach Specialist

Shelley Jones

Survivor Support Assistant

Erin Gisselbeck

Custodian

Dave Heimerl

Financials

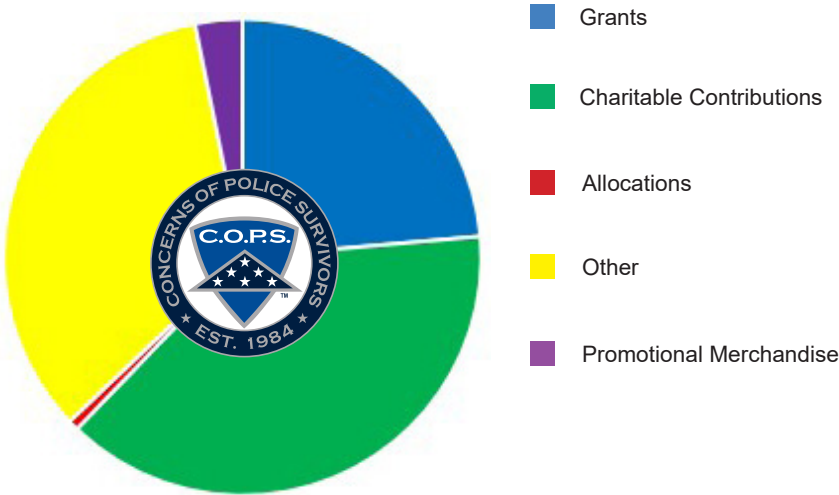
Concerns of Police Survivors' fiscal year ends March 31. Following is a summary of key variables taken from our audited financial statements for the period ending March 31, 2025:

Revenues

Grants	
\$1,699,771	23.6%
Charitable Contributions	
\$2,775,781	38.6%
Allocations by Federated and Non-Federated Campaigns	
\$49,044	0.7%

* Other Revenue	
\$2,441,290	33.9%

Promotional Merchandise	\$463,060	
Cost of Goods Sold	(\$229,675)	
Gross Margin on Sales	\$233,385	3.2%



Total Revenue: \$7,199,271

* Conference fees, corporate donations, sponsorships, investment income and special event income.

Expenses

Program Services*

Hands-On Program Services:

\$4,677,165 60.9%

Peer Support and Benefits Assistance:

\$1,368,768 17.8%

Public Relations:

\$738,263 9.6%

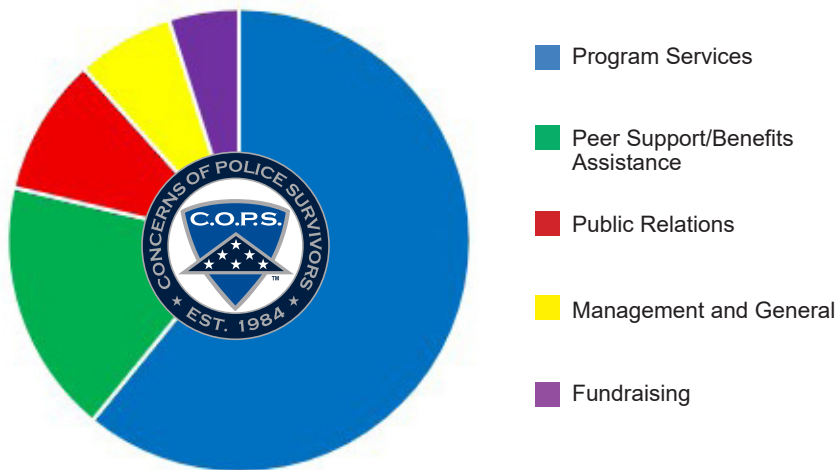
Supporting Services

Management and General:

\$518,996 6.8%

Fundraising:

\$375,377 4.9%



Total Expenses: \$7,678,569

Net Assets at the beginning of the year: \$13,686,270

Changes in net assets: (\$481,160)

Net assets at the end of the year: \$13,205,110

**Program Services are those activities of C.O.P.S. that provide direct benefits for the families that comprise our membership.*

\$25,000+ Donors

(These donors gave \$25,000 or more between 4/1/2024 and 3/31/2025.)

Law Enforcement United	\$500,000.00
Point 27 / Shields of Strength*	\$466,287.00
Motorola Solutions Foundation	\$160,000.00
JUSTIS (Previously JAFLEF)	\$145,000.00
Streamlight, Inc.	\$143,845.75
City of Overland Park	\$128,468.01
McDavid Group Charities, Inc.	\$100,000.00
Michael Levy Trust	\$100,000.00
Northeast Florida C.O.P.S.	\$87,169.61
Off-Road United	\$80,000.00
Justice Federal Credit Union	\$74,332.01
FBI National Academy	\$67,248.00
Karen Mathwig (Saint Paul and Minnesota Foundation)	\$55,000.00
GLOCK, Inc.	\$51,000.00
PORAC Peace Officers Research Assoc. of CA	\$51,000.00
Illinois C.O.P.S.	\$50,582.21
American Services Group of California	\$50,000.00
Blair Damson Family Foundation	\$50,000.00
MHM Resources	\$50,000.00
Ride4COPS	\$50,000.00
Mantra Band, LLC*	\$49,600.00
Missionsquare Memorial Scholarship Foundation	\$41,251.78
Mission BBQ	\$40,062.75
Zox*	\$35,040.00
Verizon	\$35,000.00
Ina Kay Foundation	\$32,000.00
Maryland C.O.P.S.	\$27,780.00
Southeast Police Motorcycle Rodeo	\$25,000.00

* Value includes in-kind donation.

Fundraisers



C.O.P.S. National Golf Tournament

(August 4, 2024)

Net Amount Raised \$21,215



Suzie Sawyer Golf Classic

(June 10, 2024)

Net Amount Raised \$10,848



COPS Walk Harpers Ferry

(October 11-13, 2024)

Raised \$32,668



COPS Walk Southwest

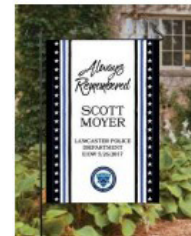
(February 21-23, 2025)

Raised \$52,332



The 2024 C.O.P.S. Holiday Ornament

Annual Appeal raised \$36,227.



The 2024 Memorial Flags raised \$45,958.



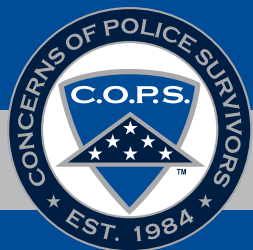
C.O.P.S.' strong financial health and commitment to accountability and transparency have earned a 4-star rating from Charity Navigator, America's largest independent charity evaluator. 2024 marked the 13th consecutive year of earning this top distinction, with an overall score of 100 out of 100.



BJA

Bureau of Justice Assistance
U.S. Department of Justice

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 law enforcement survivors.



846 Old South 5 - PO Box 3199, Camdenton, Missouri 65020 (573) 346-4911

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