

CITY OF CHARLOTTESVILLE, VIRGINIA  
CITY COUNCIL AGENDA



Agenda Date:	September 20, 2021
Action Required:	First Reading of Resolution to Appropriate Funds
Presenter:	Chip Boyles, City Manager
Staff Contacts:	Chip Boyles, City Manager
Title:	<b>Proposed Charitable Donation to Support Community Civilian Policing</b>

**Background and Discussion:**

On September 8, 2021 Brothers United to Cease the Killing (BUCK) Squad, submitted a request to the City for support to their efforts to reduce the cycle of gun related crimes by implementing a community policing program that will provide assistance of crisis management in “conflict mediation, mentorship, and economic development” through proactive civilian patrols within predominately black communities with low-income households, in high crime areas.

On February 16, 2021 Council made a \$20,480.00 donation to “Guns Down, Inc.”, a charitable corporation that holds IRS 401(c)(3) tax exempt status. At that time the BUCK Squad had not yet fully organized as a charitable organization within the Commonwealth of Virginia. The materials submitted by the BUCK Squad for the current request document that they now have an organizational status. Staff believes that the attached documentation demonstrates that the BUCK Squad is eligible to receive funding directly from City Council pursuant to Va. Code 15.2-953(A), because it appears to be a charitable institution providing services to residents of the City of Charlottesville.

The BUCK Squad is registered with the US IRS with a federal EIN registration number and registered with the Virginia State Corporation Commission as of April 15, 2021 including the Virginia Department of Agriculture and Consumer Services for solicitation of funds to Five or Fewer Contiguous Cities and Counties.

**Alignment with City Council’s Vision and Strategic Plan:**

The services and projects proposed to be funded contributes to Goal 1 of the Strategic Plan, to be an inclusive community of self-sufficient residents through intentionally addressing issues of race of equity; Goal 2 to be a healthy and safe City through reducing adverse impact from sudden injury and illness; meeting safety needs of victims and reducing the risk of re-occurrence / re-victimization; improving community health and safety outcomes by connecting residents with effective resources; and reducing the occurrence of crime, traffic violations and accidents in the community; and Goal 5 to be a well-managed and responsive organization through fostering effective community

engagement.

**Community Engagement:**

The BUCK Squad has unofficially been operating in the Charlottesville Community since late 2020 and adopted its official bylaws on April 15, 2021. Numerous news articles and community discussions have occurred bringing public engagement to The BUCK Squad. This funding consideration is being conducted during a public meeting of Council open to public input.

**Budgetary Impact:**

Should City Council vote to make this a charitable donation, the donation will come from the funds which have been appropriated to Council's budget department line item for Strategic Initiatives. The current balance that is available in this fund is \$222,507.00

**Recommendation:**

Should City Council desire to make this a charitable donation, the recommendation is that the donation be made to The BUCK Squad.

**Alternatives:**

City Council may elect not to appropriate funding for these purposes at this time.

**Attachments:**

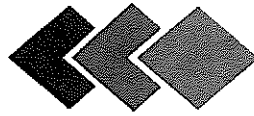
Resolution for the Appropriation of funds.

**RESOLUTION**  
**ALLOCATING CITY COUNCIL STRATEGIC INITIATIVES FUNDING TO SUPPORT**  
**A “COMMUNITY CIVILIAN POLICING” PROGRAM PROVIDED TO**  
**CITY RESIDENTS BY THE BUCK SQUAD, A CHARITABLE ORGANIZATION**

**BE IT RESOLVED** by the City Council of the City of Charlottesville, Virginia, pursuant to authority set forth within Virginia Code §15.2-953, THAT a charitable donation is hereby approved to be made to The Brothers United to Cease the Killing (BUCK) Squad, a charitable institution or organization that provides services to residents of the City of Charlottesville, in the amount of **\$50,000.00**, said donation of funds to be used exclusively for and in support of the Community Civilian Policing” services to be provided by The BUCK Squad for residents of the City of Charlottesville to reduce the cycle of gun related crimes by implementing a program that will provide assistance of crisis management in conflict mediation, mentorship, and economic development through proactive civilian patrols within the City of Charlottesville.

**BE IT FURTHER RESOLVED** that the aforesaid amount shall be paid to The BUCK Squad from currently-appropriated funds in the City Council Strategic Initiatives account in the General Fund, in support of the local Community Civilian Policing Program, as follows:

\$ 50,000.00    Fund: 105 Cost Center: 10110010000



**B.U.C.K. SQUAD**  
Brothers United to Cease the Killing

September 8, 2021

Charlottesville City Council  
Charlottesville, VA

Dear Councilors:

The Buck Squad is requesting funding from the City of Charlottesville to support the City of Charlottesville in achieving its goals to reduce the cycle of gun related crimes by implementing a community policing program that will provide assistance of crisis management in "conflict meditation, mentorship, and economic development" through proactive civilian patrols within predominantly Black communities with low-income households, in high crime areas such as - South First Street Housing Project 900 Block of South First Street, Green stone on 5th Street (Prospect 700-722 Prospect Ave and West Haven Housing Project 800 block of Hardy Drive. Currently, we are focusing solely on the South First Street area.

Toward the end of 2020 we faced trying times across the nation and specifically in Charlottesville as gun violent killings sparked the serious and dangerous reality in which we face. A national health crisis, and economic downturn has led to extreme unemployment, and a spike in shootings and violent crimes throughout the City. During a five-week time period between Thanksgiving 2020 and the first week in 2021, there were four murders. In January 2021, the crime statistics, released on [www.charlottesville.gov](http://www.charlottesville.gov), displayed a spike of shooting related incidents in one week (1/4/2021 to 1/11/2021) of 4 shooting and 2 assaults reported. This was one week after the murder of Mr. Jamarcus Washington which sparked the birth of The B.U.C.K. SQUAD initiative. Our work has led to a dramatic decrease in 2021 in shooting incidents in the South First Street area.

The problems are further complicated with protests of police brutality and social injustice due to the deaths and mistreatment of black and brown people such as George Floyd, Eric Garner, Breonna Taylor, Jacob Blake and so many others at the hands of police across the nation. This has resulted in a lack of trust in law enforcement by the individuals they are sworn to protect.

**BOARD OF DIRECTORS**

*BOARD CHAIR*  
KIM HAYES

*EXECUTIVE DIRECTOR*  
HERB DICKERSON

**MEMBERS**

REV. ALVIN EDWARDS

JAY TURNER

KEVIN McDONALD

KRISTEL TOWNSEND

MARILU THOMAS

DR. SHARON  
BECKMAN-BRINDLEY

## Charlottesville Conditions of Eligibility Report Form

To submit a funding application, an organization must meet these criteria/answer these questions:

**ORGANIZATION NAME:** THE BUCK SQUAD

1. Is the organization organized, qualified, and recognized as nonprofit and tax-exempt as defined by the Internal Revenue Service under 26 U.S.C. 501(c)(3)?  Yes  No *APPLIED FOR*  
*If yes, please provide a copy of your IRS status letter* *SEE FORM 1023 ATTACHED*
2. Does the organization provide services that directly benefit human beings?  Yes  No
3. Does the organization have a direct and substantial presence in the City of Charlottesville?  Yes  No
4. Is the organization incorporated as defined by the State Corporation Commission?  Yes  No  
Date of agency incorporation: *\*\* Please include a copy of Articles of Incorporation*
5. Is the organization registered completely with the Virginia Department of Agriculture and Consumer Services, Division of Consumer Affairs, Charitable Solicitation Section?  Yes  No
6. Is the organization directed by a volunteer Board of Directors that meets at least quarterly?  Yes  No
7. a. If the organization's annual budget is over \$200,000, is the organization audited by an independent certified public accountant each year?  Yes  No *IF REQUIRED, YES*  
b. If the organization's annual budget is under \$200,000, is the organization audited by an independent certified public accountant at least every three years?  Yes  No
8. Did this organization request funding for this specific program during the budget cycle?  Yes  No

*Herbert D. Dickerson*

Signature of Chief Professional Officer

HERBERT DICKERSON

*9/8/2021*

Date

### Off Budget Funding Request City of Charlottesville

Organization Name: THE BUCKSQUAD (TBS)

Chief Professional Officer: HERBERT DICKERSON

Address: P.O. BOX 2616 CHARLOTTESVILLE, VA 22902

Telephone: 434-242-2851

E-mail: BUCKSQUAD911@gmail.com

Amount Requested: \$50,000

BUT WOULD CERTAINLY APPRECIATE MORE

Briefly describe the program for which funding is requested (25 words or less).

TO REDUCE GUN VIOLENCE IN CHARLOTTESVILLE

Briefly state the organization's mission.

TO REDUCE GUN VIOLENCE IN OUR NEIGHBORHOODS

Why is this funding needed outside of the City's normal funding cycle?

NEW ORGANIZATION

**Signatures:**

Herbert W. Dickerson  
Executive Director

Kimberly Hayes  
Board Chair

Date Submitted: 9/8/2021

**Program Narrative to be completed by all programs requesting operational funding.**

- 1. Need:** Indicate which Council Vision Area(s) and goal(s) in the City's Strategic Plan ([www.charlottesville.org/strategicplan](http://www.charlottesville.org/strategicplan)) the program addresses. Describe the local needs the program addresses. Who are the beneficiaries (include number served and relevant demographic information) GUN VIOLENCE SPIKED IN LATE 2020 WHICH INCLUDED 4 MURDERS IN CHARLOTTESVILLE. TBS WAS FORMED TO HELP INTERVIEW BEFORE GUNFIRE BEGAN. ALL MEMBERS RESIDENTS OF CHARLOTTESVILLE WILL BENEFIT FROM REDUCED GUN VIOLENCE.
- 2. Strategies:** Explain what strategies the program uses to effectively address the identified needs. RECEIVE CALLS FROM EMERGENCY HOT LINE & CANVAS NEIGHBORHOODS TO IDENTIFY POTENTIAL ISSUES. MEET & COUNSEL POTENTIAL OFFENDERS TO SOLVE CONFLICT WITHOUT GUNS.
- 3. Evaluation:** What specific outcomes are expected as a result of the requested funding? Describe how the program is evaluated. REDUCE GUN VIOLENCE. RESULTS ARE MADE AFTER EACH INTERVENTION

Activities and Outcomes Plan and Report

<p><b>1. Strategic Plan Alignment</b> (<a href="http://www.charlottesville.org/strategicplan">www.charlottesville.org/strategicplan</a>)</p>	<p><u>Indicate which Council Vision Area(s) and goal(s) of the City's Strategic Plan the program addresses</u></p> <p>CVA: ENHANCE THE SOCIAL FABRIC GOALS: HEALTHY ; SAFE CITY</p>
<p><b>2. The indicators this project addresses are...</b></p>	<p><u>Provide at least two meaningful indicators that this project will address.</u></p> <p>① MAKE CITY SAFER BY REDUCING GUN VIOLENCE ② PROMOTE COMMUNITY SAFETY</p>
<p><b>3. The goal of this project is to produce/provide... (products or services, output)</b></p>	<p><u>Describe what you provide, to whom, how many, and time frame</u></p> <p>TEAMS PROVIDE CANVASING ; VIOLENCE INTERUPTION IN NEIGHBORHOODS OF INNSB CITY, ON CALL 24/7 WITH A MIN. OF 2 TEAM MEMBERS AVAILABLE</p>
<p><b>4. To accomplish...</b></p>	<p><u>Explain what you expect accomplish</u></p> <p>REDUCE COMMUNITY STRIFE ; GUN VIOLENCE</p>
<p><b>5. So that participants/beneficiaries can...</b></p>	<p><u>Describe what changes you expect</u></p> <p>SAFER NEIGHBORHOODS ; REDUCE VIOLENT CRIME</p>
<p><b>6. Resulting ultimately in...</b></p>	<p><u>Describe projected FY 18 outcomes with numbers and percentages, as well as methods of measurement</u></p> <p>NEW ORGANIZATION JUST FORMED IN JANUARY 2021</p>
<p><b>7. Current outcomes</b></p>	<p><u>Provide FY 16 or FY 17 actual results</u></p> <p>REDUCED GUN VIOLENCE IN SOUTH FIRST STREET AREA SIGNIFICANTLY IN 2021</p>





The BUCK Squad  
Profit & Loss Budget Overview

07/21/21

Accrual Basis	March through December 2021										TOTAL
	Mar 21	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21	Mar - Dec 21
<b>Ordinary Income/Expense</b>											
<b>Income</b>											
Direct Public Support											
Indirect Business Contributions	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	333,333.30
<b>Total Direct Public Support</b>	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	333,333.30
Indirect Public Support											
United Way, CFC Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Indirect Public Support</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Income</b>	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33	333,333.30
<b>Expense</b>											
Bank Service Charges	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Business Expenses											
Business Registration Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Business Expenses</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Clothing Merchandise	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Contract Services	833.00	833.00	833.00	833.00	833.00	833.00	833.00	833.00	833.00	833.00	8,240.30
Facilities and Equipment											
Rent, Parking, Utilities	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	20,000.00
<b>Total Facilities and Equipment</b>	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	20,000.00
Office Supplies											
Operations	115.00	115.00	115.00	115.00	115.00	115.00	115.00	115.00	115.00	115.00	1,150.00
Postage, Mailing Service	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	2,000.00
Printing and Copying	217.00	217.00	217.00	217.00	217.00	217.00	217.00	217.00	217.00	217.00	2,170.00
Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Telephone, Telecommunications	375.00	375.00	375.00	375.00	375.00	375.00	375.00	375.00	375.00	375.00	3,750.00
<b>Total Operations</b>	792.00	792.00	792.00	792.00	792.00	792.00	792.00	792.00	792.00	792.00	7,920.00
Other Types of Expenses											
Insurance - Liability, D and O	3,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,000.00
<b>Total Other Types of Expenses</b>	3,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,000.00
Payroll Expenses											
Payroll Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FICA/Medicaid Expense	3,750.00	3,750.00	3,750.00	3,750.00	3,750.00	3,750.00	3,750.00	3,750.00	3,750.00	3,750.00	37,500.00
FUTA Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salary/Wages	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	250,000.00
Payroll Expenses - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Payroll Expenses</b>	28,750.00	28,750.00	28,750.00	28,750.00	28,750.00	28,750.00	28,750.00	28,750.00	28,750.00	28,750.00	287,500.00
Special Events	475.00	475.00	475.00	475.00	475.00	475.00	475.00	475.00	475.00	475.00	4,750.00
Vehicle Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Website Design/Maintenance	400.00	373.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	773.00
<b>Total Expense</b>	38,365.00	33,338.00	32,965.00	32,965.00	32,965.00	32,965.00	32,965.00	32,965.00	32,965.00	32,875.30	333,333.30
<b>Net Ordinary Income</b>	-3,031.67	-4.67	368.33	368.33	368.33	368.33	368.33	368.33	368.33	458.03	0.00
<b>Net Income</b>	-3,031.67	-4.67	368.33	368.33	368.33	368.33	368.33	368.33	368.33	458.03	0.00

11:47 AM  
 08/19/21  
 Cash Basis

**The BUCK Squad**  
**Profit & Loss Budget vs. Actual**  
 January 1 through August 15, 2021

	Jan 1 - Aug 15, 21	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>Direct Public Support</b>				
<b>Individ, Business Contributions</b>	67,454.62	183,333.32	-115,878.70	36.8%
<b>Total Direct Public Support</b>	67,454.62	183,333.32	-115,878.70	36.8%
<b>Total Income</b>	67,454.62	183,333.32	-115,878.70	36.8%
<b>Expense</b>				
<b>Bank Service Charges</b>	97.84	0.00	97.84	100.0%
<b>Business Expenses</b>				
<b>Business Registration Fees</b>	815.00	0.00	815.00	100.0%
<b>Total Business Expenses</b>	815.00	0.00	815.00	100.0%
<b>Contract Services</b>	10,675.32	4,581.50	6,093.82	233.0%
<b>Facilities and Equipment</b>				
<b>Rent, Parking, Utilities</b>	0.00	11,000.00	-11,000.00	0.0%
<b>Total Facilities and Equipment</b>	0.00	11,000.00	-11,000.00	0.0%
<b>Office Supplies</b>	515.03	632.50	-117.47	81.4%
<b>Operations</b>				
<b>Postage, Mailing Service</b>	328.60	1,100.00	-771.40	29.9%
<b>Printing and Copying</b>	0.00	1,193.50	-1,193.50	0.0%
<b>Supplies</b>	44.97	0.00	44.97	100.0%
<b>Telephone, Telecommunicati...</b>	1,603.76	2,062.50	-458.74	77.8%
<b>Total Operations</b>	1,977.33	4,356.00	-2,378.67	45.4%
<b>Other Types of Expenses</b>				
<b>Insurance - Liability, D and O</b>	2,638.08	3,000.00	-361.92	87.9%
<b>Total Other Types of Expenses</b>	2,638.08	3,000.00	-361.92	87.9%
<b>PayPal Fees</b>	728.04	0.00	728.04	100.0%
<b>Payroll Expenses</b>				
<b>FICA/Medicare Expense</b>	3,282.91	20,625.00	-17,342.09	15.9%
<b>FUTA Expense</b>	235.23	0.00	235.23	100.0%
<b>Salary/Wages</b>	42,913.35	137,500.00	-94,586.65	31.2%
<b>Payroll Expenses - Other</b>	1,033.64	0.00	1,033.64	100.0%
<b>Total Payroll Expenses</b>	47,465.13	158,125.00	-110,659.87	30.0%
<b>Special Events</b>	2,598.59	2,612.50	-13.91	99.5%
<b>Vehicle Expense</b>	-360.05	0.00	-360.05	100.0%
<b>Website Design/Maintenance</b>	1,211.15	773.00	438.15	156.7%
<b>Total Expense</b>	68,361.46	185,080.50	-116,719.04	36.9%
<b>Net Ordinary Income</b>	-906.84	-1,747.18	840.34	51.9%
<b>Net Income</b>	-906.84	-1,747.18	840.34	51.9%

## The BUCK Squad

### Organizational Chart

**Kim Hayes**  
Board Chair

**Alvin Edwards**  
Board Member

**Kristal Townsend**  
Board Member

**Jay Turner**  
Board Member

**Kevin McDonald**  
Board Member

**Marilu Thomas**  
Board Member

**Sharon Beckman-Brindley**  
Board Member

**Herb Dickerson**  
Executive Director

**Bryan Page**  
Associate Exec. Director

**Dean Smith**  
Field General

**DeShon Langston**  
Squad Member

**Shelly Jackson**  
Squad Member

**LaTasha Gardner**  
Squad Member

**Shone Parker**  
Squad Member

**Darnee Taylor**  
Squad Member

**Roland Johnson**  
Squad Member

**Deirdre Gilmore**  
Squad Member

**Shawn Harris**  
Squad Member

**Rodney Smith**  
Squad Member

**Keno King**  
Squad Member

**Ronnie Brown**  
Squad Member



# B.U.C.K. Squad

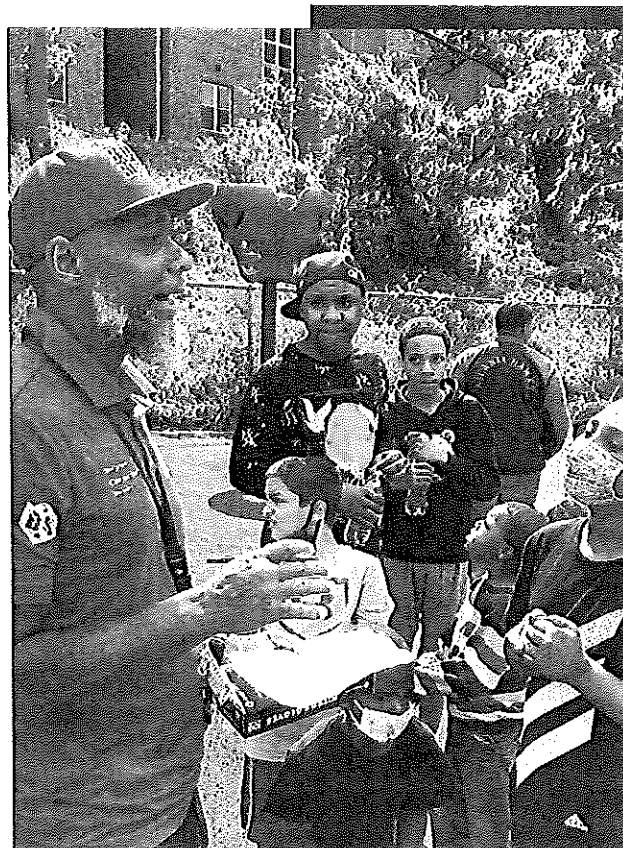
Brothers United to Cease the Killing



B.U.C.K. SQUAD  
BROTHERS UNITED TO CEASE THE KILLING

## Executive Summary RUNDOWN

The B.U.C.K. Squad provides an immediate response to the critical needs of reducing gun violence in Charlottesville to keep our city safe for everyone. B.U.C.K. Squad is currently the only gun violence prevention/de-escalation program of its kind in the city addressing conflict through violence interruption.



### Overview

We aim to reduce gun violence through conflict resolution and de-escalation that will evolve from the investment into the community through development and outreach. Using a hands on approach to disarm conflict and diffuse situations with tools known to be successful in other communities wrought with high rates of gun violence.

We directly impact our overall community by the decrease in the number of gunshots and lives saved. In six months, we de-escalated 49 conflicts. We want to preserve the safety of our community at large knowing that if we can make a difference it has long term positive effects overall.

### Challenges

Charlottesville has been part of a national trend upwards in gun violence since 2019. There has been an increase in the number of gun shots in our community that reached a fever pitch resulting in the death of community members that inspired a necessary change to put a stop to this sweeping crisis of gun violence.

Community relations with law enforcement has previously presented a challenge in the high-risk areas now identified as "zones" by the B.U.C.K. Squad, but while the work is needed, resources for the B.S. is severely underfunded to deliver similar services to these communities that deal with trust issues with law enforcement to arrive at a similar result.

### Who We Are

Our mission is to reduce the cycle of gun related crime and homicides through education and economic empowerment by restoring a sense of commitment, community and personal development. We use mediation, mobilization and motivation as a means to carry out our mission.

We are known to the community as violence interruptors, using our experience and credibility to connect with the highest risk individuals and intervene in potentially deadly conflict.

Well known ex-offenders answered the call to address the uptick in violence, independent of law enforcement to preserve community trust in high-risk areas where they were previously known to protect or patrol unofficially. While the idea of using ex-offenders to stop violence may seem unorthodox, the violence interruptor concept has shown proven results in reducing violent crimes in the areas where such programming is implemented.

Engagement is key to our visibility in the community to gain the trust and respect of our neighbors who trust us with managing the well-being of our community.

www.bucksquad911.org

# WHO WE SERVE

We serve at-risk communities who are consistently underserved. High-risk communities tend to suffer from the most violent crimes and benefit the least from necessary resources to prevent these same crimes from happening. We look at the cause of violence through a scientific and mental health lens to gauge how to treat each case. The B.U.C.K. Squad has identified high-risk areas by zones to properly identify a distress call or violent situation needing attention. These are also areas that are routinely patrolled by the B.U.C.K. Squad to make their presence known. Our zones cover South First Street, Prospect Avenue, Westhaven Community and Friendship Court all deemed as "high-risk."

# EXPECTED BENEFITS

Based on our brief six-month experience doing this work and some research, we've found that prevention can reduce the likelihood that any firearms will enter the community, criminal activity or family conflicts. This logic forms our strategy on hosting community events that focus on youth and families interacting in positive ways to show the benefits of unity and preventative measures to combat this escalating problem of gun violence.

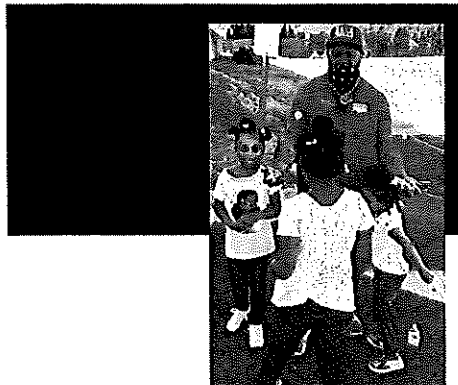
# ORGANIZATIONAL TEAM

Organizational Lead: Herb Dickerson - Executive Director  
Organizational Lead: Dean Smith - Field General  
Organizational Lead: Bryan Page - Operations Manager

# FUND REQUIREMENT

Expenses - \$10,000 | Operations - \$2,500 | Insurance/Liabilities - \$2,700 | Payroll - \$35,000  
TOTAL - \$50,200\*

\*This total is our basic operations budget so far, and does not reflect our greater need that would fund a more sustainable program with planning into the future. We can provide a line-item budget per your request.



# THE SUCCESS OF OUR PROGRAM DEPENDS ON SUPPORT FROM SPONSORSHIP

As the need for our work increases, please consider assisting us in our quest to grow our program so we may fund the personnel to staff this effort and effectively manage community crises that involve gun violence. With significant support from the city, we can effectively rally for greater community support.

## The BUCK Squad

### Clarifying information for City Council

After many meetings with members of City Council, areas of concern or confusion have come to light and we would like the opportunity to clarify these misunderstandings. The BUCK Squad (TBS) would request that if you have any further questions that you do not hesitate to reach out to Herb Dickerson ([herb.locust@gmail.com](mailto:herb.locust@gmail.com) 434-284-8288), Tommy Everett ([jteiii13@gmail.com](mailto:jteiii13@gmail.com) 434-996-5334) or Kim Hayes ([thekimhayes@gmail.com](mailto:thekimhayes@gmail.com) 301-806-0203) so that we may can further promote understanding of what we are doing in the community.

1. **There seems to be a substantial misunderstanding about what TBS does. Below are three examples of calls/interventions that have been addressed by TBS. Additionally, TBS does periodic canvassing of the South First Street area to let the community know that they are present and take their mission of reducing gun violence in Charlottesville seriously. The Squad has a series of goals, first to reduce/end gun violence in a targeted area where gun violence is currently prevalent. Second is to expand TBS' influence and safety net to the entirety of the Charlottesville community, growing into each hot spot as TBS gains traction and influence. And third as immediacy of violence declines to help our community, put an end to the underlying causes that lead to gun violence.**

### Work flow

HOTLINE -> INVESTIGATION -> DISPATCH -> INTERVENTION -> FOLLOW-UPS

The goal of TBS is to reduce/end gun violence in our community. Our current objective is to intercede with as many possible situations before they reach a point of gun violence. When a call is received, the TBS team strategizes as to the best way to intercede based on the information that we receive through the hotline, the team's knowledge of the people involved, the recent history that has been observed as well as cross referencing information that we may receive from other sources. We always do a basic risk assessment and when it is decided if the squad should become involved (as well as who should be involved), we send at least two members to engage in a consultation or intervention. We take the safety and security of our squad members and our community members very seriously.

Below you will find three scenarios of situations that TBS has handled. We recognize that we are NOT law enforcement. However, many in our community lack trust in law enforcement and are more comfortable dealing with TBS. Our community trusts and believes in the work that we are doing to reduce gun violence in our neighborhoods. Gun violence has increased across the nation to epidemic proportions and Charlottesville has not been spared. While traditional policing has its place, TBS can engage in situations before they escalate to the need for police involvement, preventing gun violence and loss of life in our community.

## SCENARIO 1

We received a phone call through the hotline from multiple people (including the individual involved). The gentlemen had barricaded himself in a hotel room and was threatening harm to himself and others. Upon learning police were responding to the crisis, we disengaged from the situation so as not to interfere with the officers. TBS continued to receive calls from the community via the hotline requesting TBS presence. When the man who had barricaded himself in his room reached out our field general, we reassessed and advised a team member to continue to talk to the man, trying to deescalate the situation and encouraging him to surrender himself in a peaceful manner.

Eventually, we were able to engage with the individual's mother, who was at the scene. She assisted us in gaining access to her son. Once we engaged with him, we were able to talk him down and bring him out safely.

### Result:

After being released from incarceration, the gentlemen contacted our organization again for help and resources. We were able to provide him with the tools and resources that he requested. He is currently being mentored by Herb Dickerson, our Executive Director.

## SCENARIO 2

The field general received a phone call that a young lady was missing and could TBS help find her. Numerous calls were received from community members about the missing young lady. After evaluation of the situation, we decided to assist in locating her. Her Facebook picture was shared with all the members of TBS and we tried to ascertain her last known communication. We contacted mutual friends of hers through Facebook to gather information on places that she frequents. Then the team divided up responsibilities and forged out to try to find her.

A few of the team members knew her parents, so they were in constant contact with them. The field general had received a phone call saying that a young lady fitting her description had been seen with her uncle. The team was dispatched to that location and eventually she was found by TBS.

Seven team members were present upon making contact with the young lady. Three of the team members were speaking with the young lady inside while the others remained outside to provide safety for the young lady.

The young lady was at first hesitant to speak with us. We ensured her that her safety was our main concern and anything that she wished to share with us was confidential (unless it was to bring harm to herself or others). She explained that she ran away from home, because she felt unloved and disrespected by the current person that her mother was dating. She gave us

examples of why she felt that way and she just needed time to regroup. We asked her questions and the main one was, how we could help her? We explained to her that our main goal is to prevent gun violence before it escalates; however, we help in situations like hers too. We have resources that we are able to connect her with. She stated that she did not want to go home. We asked if she could at least call her mother to let her know that she was safe, which she agreed. Her uncle said that she could stay with him until things were resolved.

**Result:**

Subsequently, we discovered that she had mental health issues. We linked her with CAVA (Counsel Alliance of VA) and Gene Cash. He referred her to an in-house mental health facility treatment program. Upon release, she now resides with her aunt in the Tidewater area. Currently, the field general, Dean Smith, is in contact with her mother for periodic follow-up on how she and her family are doing in the aftermath of the unsettling event.

**SCENARIO 3**

After a recent shooting that occurred at Friendship Court, we received multiple requests from residents to come to Friendship Court to provide assistance. The field general had a meeting with the team and decided to venture out of our normal zone (South First Street). While we were handing out business cards and canvassing the area, some of the residents gave us information about the location of the shooting. As we approached the location, we could see the broken glass, the bullet holes in cars, and one of the apartments had a hole in the window. We knocked on the door to make sure the resident was well, considering the damage to her home. Once we introduced ourselves to her and explained to her who we were (she recognized the name), she asked if we could come in and see the damage. We could see that she was visibly distraught. Upon looking at the damage, we asked her how she was doing in the aftermath of the shooting. She explained in depth on how bad it had gotten and that she is not able to allow her children to go out and play.

We spoke for a few minutes more, offered her some counseling resources and left our business card. We then continued our canvassing. Three days later, we got a call on the hotline from a different young lady, requesting we come to the park to have our presence there to enable the children to go to the park and play. We assembled a team the next day, set up a 3-hour window which allowed the children to play safely in the park.

**Result:**

The following week, TBS held a community event filled with free haircuts, a pizza party, games, prizes, and the rescue squad. Due to limited funding and manpower, we are not able to venture out to all the zones that need our attention. We try to visit when we have the resources and enough team members available. Our goal is to eventually be able to provide the services and resources to other zones.



In all of these instances, TBS has helped to reduce violence and harm to our community through our relationships. Being from the communities hardest hit by recent gun violence, we are using those relationships to stop the escalation of violence, to ease worried parents and to help provide healing to those who have suffered. Our presence allows moments of peace so children can go outside and get exercise and sunshine. Our relationships with the community give us a network to draw upon to help find missing teens and intercede when someone has gotten in over their head and don't know how to step back. These are only a few examples in the last 8.5 months of our work.

**2. What is typical call volume and actions taken by TBS? TBS has provided data from two random weeks.**

**THE B.U.C.K SQUAD DATA FOR WEEKS ENDING 5-7-21 AND 7-9-21**

**Introduction:**

The hotline was established to provide a safe way for concerned citizens to bring awareness to situations that they feel are potentially dangerous in their communities. Calls are kept private and confidential.

The type of calls that TBS receives on a day-to-day basis, range from domestic violence, threats, altercations, adolescent interventions, substance abuse concerns, and our focus which is reduction of gun violence.

The following data will show the calls that TBS received in one week within two different timeframes.

**FOR THE WEEK ENDING OF 5-7-21**

- Answered 63 calls.
- 9 calls were general questions about what TBS does or potential to work for TBS.
- 32 calls were threats on an individual not involving a gun.
- 11 were potential gun violence situations.
- 6 were hang-ups.
- 5 were false alarms, like fireworks instead of a gunshot.

A total of 29 calls were dispatched to the team members for week ending 5-7-21 to provide de-escalation tactics and resources.

**FOR THE WEEK ENDING 7-9-21**

- Answered 136 calls.
- 51 calls were threats on an individual not involving a gun.
- 15 calls were domestic violence
- 22 calls were accolades.
- 17 calls were potential gun violence.
- 6 calls were for teenage/parental guidance assistance and resources.

- 3 calls were false alarms, like fireworks instead of a gunshot.
- 4 hang-ups.
- 18 calls were general questions about what TBS does or potential to work for TBS.

A total of 74 calls were dispatched to team members for the week ending 7-9-21 to provide de-escalation tactics and resources.

**3. What do the citizens in the area that TBS services think of TBS? Below is a survey conducted by TBS. Citizens of South First Street were surveyed with approximately 80% of the residents agreeing to participate.**

	FEBRUARY	MAY	JULY
HAVE YOU HEARD OF THE B.U.C.K SQUAD?	12%Yes 85% No	77% Yes 15% No	93%Yes 3% No
DO YOU FEEL SAFER WITH OUR PRESENCE?	82%No 9% N/A	88%Yes 7%N/A	95%Yes 2% N/A

As the BUCK Squad has become more visible and present in the community, our recognition has increased as has an increased feeling of safety in the community. Additional comments given by residents is that they feel safer having their children play outside, they are more familiar with resources and more likely to utilize resources that will lead to improving overall quality of life.

**4. Please explain how TBS operates financially.**

There seems to have been a substantial misunderstanding about how much funding that TBS is seeking from the City. In February, after the training with Interrupt the Violence (ITV), Pertelle Gilmore and Sean Pryor presented proposals to members of Council in attendance as to how TBS would operate, including 3 budgets, a blue-sky budget, a middle of the road budget and a bare bones budget. Each of these budgets were future thinking and assumed TBS had reached normalization.

The financial plan of TBS has always been a public/private partnership model and that may not have been communicated well to Council. TBS was asking the City for as much of the budget as they were comfortable funding at that point, not full funding. With the City onboard as a major

donor, the plan is to leverage that donation to secure private donations and matching grant opportunities.

The Board of Directors of TBS is a working board that consults daily with the Executive Director and other members of TBS. The Board assists in soliciting donations and grants to TBS, has helped set up the financial structure, made the necessary filings with governmental agencies and overall mission delivery. Additionally, Tommy Everett, a retired CPA that has lived and worked in Charlottesville for over 30 years is assisting the organization on a pro-bono basis to ensure compliance with all federal, state and local financial requirements.

On April 15, 2021, The Board of TBS decided to disassociate from Guns Down Inc. (GDI). TBS determined that it was more financially prudent to develop our anti-gun violence program without the aid of this fiscal agent. Since then, we have filed all necessary paperwork with the state (see attachment) and are waiting for final IRS approval as a tax-exempt entity. Since becoming an independent entity, the organization has raised over \$67,000, and can expect additional funding with a show of monetary support from the City. While TBS no longer has access to the records held by Guns Down Inc., roughly \$50,000 was raised locally while under the GDI umbrella.

These fund raising efforts were not sufficient to pay TBS members as originally budgeted, so the organization pivoted and decided to pay the members on an on-call, hourly basis. This model has allowed our members to receive compensation for their time as many work multiple jobs and have family obligations. TBS does this work out of love of their community but none are wealthy and cannot give the time needed without compensation. The organization is currently operating under this payment model until enough funding can be secured to bring all the members on a full-time salary basis so calls for help don't go unanswered.

Of the funds that have been raised to date, a large amount has been donations under \$1,000. This speaks to the broad community support TBS has received. The organization has been cultivating several larger donors that are looking to the City to commit before making their donation. The off-cycle request is \$50,000. We have at least \$50,000 of additional funding from private donors pending that are looking to the City to commit before they donate and quite possibly more as new donors are approached. Currently the organization has a pledge of \$9,000 per quarter from a private donor, of which 3 quarters are (\$27,000) are future payments. The next installment should be made in late September. The organization also has approximately \$20,000 of donations being held at CAFC until final IRS approval as a tax-exempt entity has been received. As stated above, the organization has already received the tax-exempt approval from the Commonwealth of Virginia.

TBS believes that the data is clear that gun violence in the South First Street area has been reduced significantly since its inception. The City's own shots fired data supports this assertion (See Shots Fired) as there has only been one reported gunshot in that area in 2021 (and we believe that was firecrackers, not a real gunshot). The organization is aware that there are other

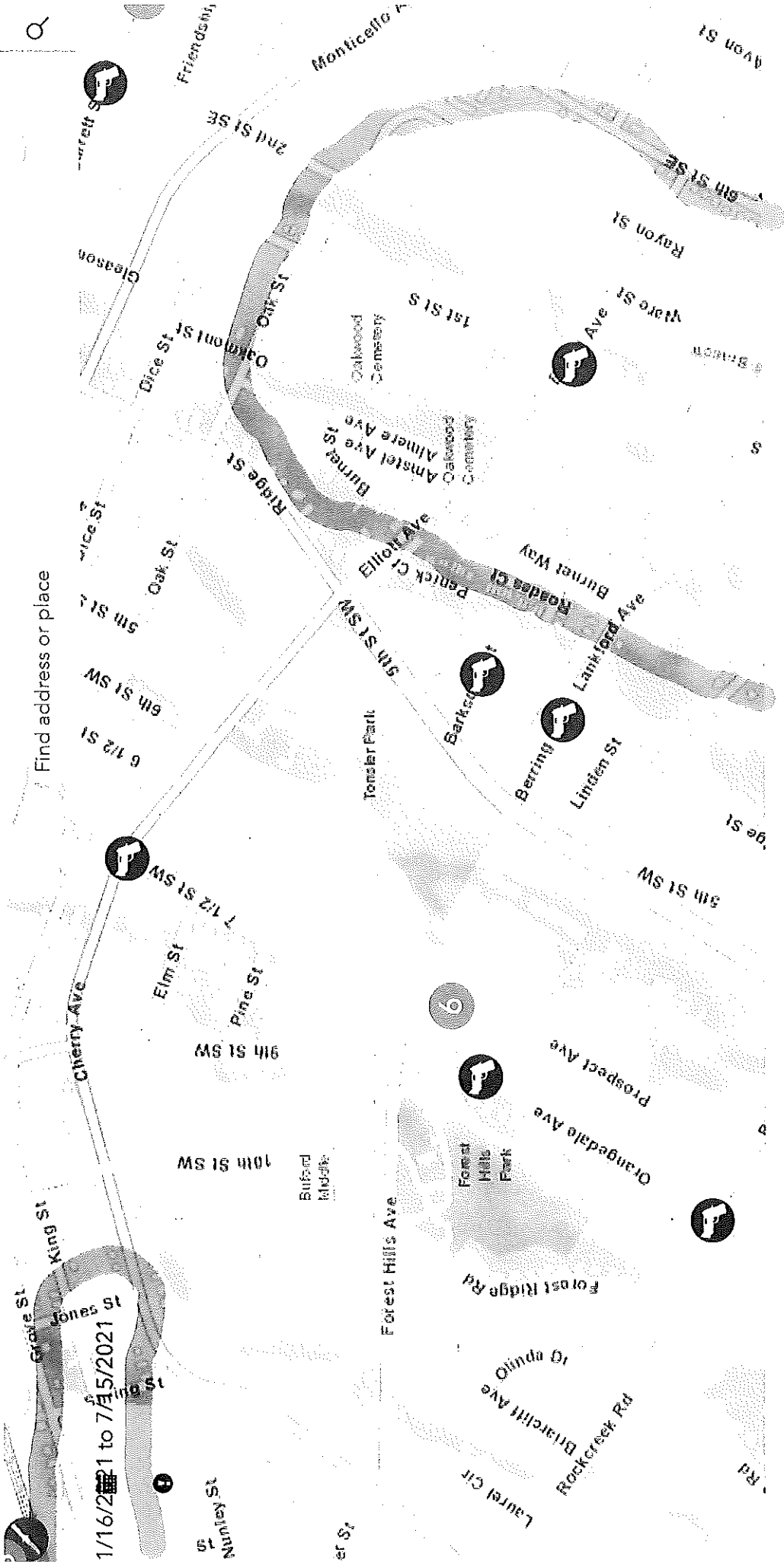
factors that also are contributing to that reduction, but firmly believes that it is an integral part of the reduction in gun violence that South First Street is experiencing.

TBS would like to have its off-cycle request re-evaluated and additionally would like to be included in the annual budget process of the City. Public safety is being reimagined across the country and Charlottesville has a chance to part of that with a group that has already proven in 8.5 months it can help our community grow and heal from this recent epidemic of gun violence. While TBS does not expect the City to be the sole supporter of this endeavor, our community safety is one of the City's responsibilities. As the last year has shown, "traditional" policing has not been able to be truly equal in our country. The neighborhoods with the most at-risk people are being victimized and do not trust the police. TBS can help those communities not have their children live in fear of going outside to play or going to sleep in case a bullet goes through a wall.



Find address or place

1/16/2021 to 7/5/2021





# COMMONWEALTH of VIRGINIA

Jewel H. Bronaugh, Ph.D.  
*Commissioner*

Department of Agriculture and Consumer Services

Division of Consumer Protection  
*Office of Charitable and Regulatory Programs*

May 28, 2021

Mr. J. Thomas Everett, III  
Treasurer  
The BUCK Squad  
PO Box 2616  
Charlottesville, VA 22902

Dear Mr. Everett:

This confirms receipt of your completed Form 100-F, "Virginia Exemption Application - Solicitations Confined to Five or Fewer Contiguous Cities and Counties," under Section 57-60(b) of the Virginia Solicitation of Contributions Law (Law), and your filing fee in the amount of ten dollars (\$10).

We have reviewed your completed Form 100-F and accompanying materials and found your organization to be exempt from the registration requirements of Section 57-49 of the Law. However, your organization is subject to the other provisions of the Law. You must confine your solicitations to:

- o City of Charlottesville and Counties of Albemarle, Fluvanna, Nelson, and Greene.

This exemption shall remain in effect until such time as your filing status changes. In the event Section 57-60(b) is no longer applicable, please contact us immediately so we can assist you in expediting your compliance with the Law.

The issuance of this exemption from annual registration does not constitute an endorsement by the Commonwealth of Virginia, or by any of its departments, offices or employees, of the purpose or person conducting charitable solicitations.

Please make this letter a part of your permanent files. You will need it whenever your organization applies for grants, state sales tax exemption, and a bingo or raffle permit. If we can be of further assistance, please feel free to contact us at 804-786-1343, Option 1.

Sincerely,

A handwritten signature in black ink, appearing to read "Theresa Edwards".

Theresa Edwards  
Compliance Analyst

Date of this notice: 04-15-2021

Employer Identification Number:  
86-3283259

Form: SS-4

Number of this notice: CP 575 A

BUCK SQUAD  
PO BOX 2616  
CHARLOTTESVLE, VA 22902

For assistance you may call us at:  
1-800-829-4933

IF YOU WRITE, ATTACH THE  
STUB AT THE END OF THIS NOTICE.

WE ASSIGNED YOU AN EMPLOYER IDENTIFICATION NUMBER

Thank you for applying for an Employer Identification Number (EIN). We assigned you EIN 86-3283259. This EIN will identify you, your business accounts, tax returns, and documents, even if you have no employees. Please keep this notice in your permanent records.

When filing tax documents, payments, and related correspondence, it is very important that you use your EIN and complete name and address exactly as shown above. Any variation may cause a delay in processing, result in incorrect information in your account, or even cause you to be assigned more than one EIN. If the information is not correct as shown above, please make the correction using the attached tear off stub and return it to us.

Based on the information received from you or your representative, you must file the following form(s) by the date(s) shown.

Form 941	07/31/2021
Form 940	01/31/2022

If you have questions about the form(s) or the due date(s) shown, you can call us at the phone number or write to us at the address shown at the top of this notice. If you need help in determining your annual accounting period (tax year), see Publication 538, *Accounting Periods and Methods*.

We assigned you a tax classification based on information obtained from you or your representative. It is not a legal determination of your tax classification, and is not binding on the IRS. If you want a legal determination of your tax classification, you may request a private letter ruling from the IRS under the guidelines in Revenue Procedure 2004-1, 2004-1 I.R.B. 1 (or superseding Revenue Procedure for the year at issue). Note: Certain tax classification elections can be requested by filing Form 8832, *Entity Classification Election*. See Form 8832 and its instructions for additional information.

If you are required to deposit for employment taxes (Forms 941, 943, 940, 944, 945, CT-1, or 1042), excise taxes (Form 720), or income taxes (Form 1120), you will receive a Welcome Package shortly, which includes instructions for making your deposits electronically through the Electronic Federal Tax Payment System (EFTPS). A Personal Identification Number (PIN) for EFTPS will also be sent to you under separate cover. Please activate the PIN once you receive it, even if you have requested the services of a tax professional or representative. For more information about EFTPS, refer to Publication 966, *Electronic Choices to Pay All Your Federal Taxes*. If you need to make a deposit immediately, you will need to make arrangements with your Financial Institution to complete a wire transfer.

# Commonwealth of Virginia



## STATE CORPORATION COMMISSION

Richmond, April 15, 2021

This is to certify that the certificate of incorporation of

### **The BUCK Squad**

was this day issued and admitted to record in this office and that the said corporation is authorized to transact its business subject to all Virginia laws applicable to the corporation and its business.

Effective date: April 15, 2021



STATE CORPORATION COMMISSION

Attest:

A handwritten signature in cursive script, appearing to read "Bernard J. [unclear]".

Clerk of the Commission



**COMMONWEALTH OF VIRGINIA  
STATE CORPORATION COMMISSION**

AT RICHMOND, APRIL 15, 2021

The State Corporation Commission has found the accompanying articles of incorporation submitted on behalf of

**The BUCK Squad**

to comply with the requirements of law, and confirms payment of all required fees. Therefore, it is ORDERED that this

**CERTIFICATE OF INCORPORATION**

be issued and admitted to record with the articles of incorporation in the Office of the Clerk of the Commission, effective April 15, 2021.

The corporation is granted the authority conferred on it by law in accordance with the articles of incorporation, subject to the conditions and restrictions imposed by law.

STATE CORPORATION COMMISSION

By

A handwritten signature in black ink, appearing to read "Angela Navarro", with a long horizontal flourish extending to the right.

Angela L. Navarro  
Commissioner

**The BUCK Squad**  
A Virginia Non-profit Corporation

**BYLAWS**

**ARTICLE I**  
**NAME**

**1.01 Name**

The name of this corporation shall be The BUCK Squad. The business of the corporation may be conducted as The BUCK Squad.

**ARTICLE II**  
**PURPOSES AND POWERS**

**2.01 Purpose**

The BUCK Squad is a non-profit corporation and shall be operated exclusively for educational and charitable purposes within the meaning of Section 501 (c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code.

Our mission is to reduce the cycle of gun related crimes through education and economic empowerment by restoring a sense of commitment to community and personal development.

**2.02 Powers**

The corporation shall have the power, directly or indirectly, alone or in conjunction or cooperation with others, to do any and all lawful acts which may be necessary or convenient to affect the charitable purposes, for which the corporation is organized, and to aid or assist other organizations or persons whose activities further accomplish, foster, or attain such purposes. The powers of the corporation may include, but not be limited to, the acceptance of contributions from the public and private sectors, whether financial or in-kind contributions.

**2.03 Nonprofit Status and Exempt Activities Limitation.**

**(a) Nonprofit Legal Status.** The BUCK Squad is a Virginia non-profit public benefit corporation, recognized as tax exempt under Section 501(c)(3) of the United States Internal Revenue Code.

**(b) Exempt Activities Limitation.** Notwithstanding any other provision of these Bylaws, no director, officer, employee, member, or representative of this corporation shall take any action or carry on any activity by or on behalf of the corporation not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code as it now exists or may be amended, or by any organization contributions to which are deductible under Section 170(c)(2) of such Code and Regulations as it now exists or may be amended. No part of the net

earnings of the corporation shall inure to the benefit or be distributable to any director, officer, member, or other private person, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the Articles of Incorporation and these Bylaws.

**(c) Distribution Upon Dissolution.** Upon termination or dissolution of The BUCK Squad, any assets lawfully available for distribution shall be distributed to one (1) or more qualifying organizations described in Section 501(c)(3) of the 1986 Internal Revenue Code (or described in any corresponding provision of any successor statute) which organization or organizations have a charitable purpose which, at least generally, includes a purpose similar to the terminating or dissolving corporation.

The organization to receive the assets of The BUCK Squad hereunder shall be selected in the discretion of a majority of the managing body of the corporation, and if its members cannot so agree, then the recipient organization shall be selected pursuant to a verified petition in equity filed in a court of proper jurisdiction against The BUCK Squad, by one (1) or more of its managing body which verified petition shall contain such statements as reasonably indicate the applicability of this section. The court upon a finding that this section is applicable shall select the qualifying organization or organizations to receive the assets to be distributed, giving preference if practicable to organizations located within the State of Virginia.

In the event that the court shall find that this section is applicable but that there is no qualifying organization known to it which has a charitable purpose, which, at least generally, includes a purpose similar to The BUCK Squad, then the court shall direct the distribution of its assets lawfully available for distribution to the Treasurer of the State of Virginia to be added to the general fund.

### **ARTICLE III** **MEMBERSHIP**

#### **3.01 No Membership Classes**

The corporation shall have no members who have any right to vote or title or interest in or to the corporation, its properties and franchises.

#### **3.02 Non-Voting Affiliates**

The board of directors may approve classes of non-voting affiliates with rights, privileges, and obligations established by the board. Affiliates may be individuals, businesses, and other organizations that seek to support the mission of the corporation. The board, a designated committee of the board, or any duly elected officer in accordance with board policy, shall have authority to admit any individual or organization as an affiliate, to recognize representatives of affiliates, and to make determinations as to affiliates' rights, privileges, and obligations. At no time shall affiliate information be shared with or sold to other organizations or groups without the affiliate's consent. At the discretion of the board of directors, affiliates may be given endorsement,

recognition and media coverage at fundraising activities, clinics, other events or at the corporation website. Affiliates have no voting rights, and are not members of the corporation.

### **3.03 Dues**

Any dues for affiliates shall be determined by the board of directors.

## **ARTICLE IV BOARD OF DIRECTORS**

### **4.01 Number of Directors**

The BUCK Squad shall have a board of directors consisting of at least 4 and no more than 15 directors. Within these limits, the board may increase or decrease the number of directors serving on the board, including for the purpose of staggering the terms of directors.

### **4.02 Powers**

All corporate powers shall be exercised by or under the authority of the board and the affairs of The BUCK Squad shall be managed under the direction of the board, except as otherwise provided by law.

### **4.03 Terms**

- (a) All directors shall be elected to serve a two-year term, not to exceed 3 terms, however the term may be extended until a successor has been elected.
- (b) Director terms shall be staggered so that approximately half the number of directors will end their terms in any given year.
- (c) Directors may serve terms in succession.
- (d) The term of office shall be considered to begin January 1 and end December 31 of the second year in office, unless the term is extended until such time as a successor has been elected.

### **4.04 Qualifications and Election of Directors**

In order to be eligible to serve as a director on the board of directors, the individual must be 18 years of age and an affiliate within affiliate classifications created by the board of directors. Directors may be elected at any board meeting by the majority vote of the existing board of directors. The election of directors to replace those who have fulfilled their term of office shall take place in January of each year.

### **4.05 Vacancies**

The board of directors may fill vacancies due to the expiration of a director's term of office, resignation, death, or removal of a director or may appoint new directors to fill a previously

unfilled board position, subject to the maximum number of directors under these Bylaws.

(a) Unexpected Vacancies. Vacancies in the board of directors due to resignation, death, or removal shall be filled by the board for the balance of the term of the director being replaced.

#### 4.06 Removal of Directors

A director may be removed by two-thirds ( $\frac{2}{3}$ ) vote of the board of directors then in office, if:

(a) the director is absent and unexcused from two or more meetings of the board of directors in a twelve month period. The board president is empowered to excuse directors from attendance for a reason deemed adequate by the board president. The president shall not have the power to excuse him/herself from the board meeting attendance and in that case, the board vice president shall excuse the president. Or:

(b) for cause or no cause, if before any meeting of the board at which a vote on removal will be made the director in question is given electronic or written notification of the board's intention to discuss her/his case and is given the opportunity to be heard at a meeting of the board.

#### 4.07 Board of Directors Meetings.

(a) Regular Meetings. The board of directors shall have a minimum of four (4) regular meetings each calendar year at times and places fixed by the board. Board meetings shall be held upon four (4) days notice by first-class mail, electronic mail, or facsimile transmission or forty-eight (48) hours notice delivered personally or by telephone. If sent by mail, facsimile transmission, or electronic mail, the notice shall be deemed to be delivered upon its deposit in the mail or transmission system. Notice of meetings shall specify the place, day, and hour of meeting. The purpose of the meeting need not be specified.

(b) Special Meetings. Special meetings of the board may be called by the president, vice president, secretary, treasurer, or any two (2) other directors of the board of directors. A special meeting must be preceded by at least 2 days notice to each director of the date, time, and place, but not the purpose, of the meeting.

(c) Waiver of Notice. Any director may waive notice of any meeting, in accordance with Virginia law.

#### 4.08 Manner of Acting.

(a) Quorum. A majority of the directors in office immediately before a meeting shall constitute a quorum for the transaction of business at that meeting of the board. No business shall be considered by the board at any meeting at which a quorum is not present.

(b) Majority Vote. Except as otherwise required by law or by the articles of incorporation, the act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the board.

(C) Hung Board Decisions. On the occasion that directors of the board are unable to make a decision based on a tied number of votes, the president or treasurer in the order of presence shall have the power to swing the vote based on his/her discretion.

(d) Participation. Except as required otherwise by law, the Articles of Incorporation, or these Bylaws, directors may participate in a regular or special meeting through the use of any means of communication by which all directors participating may simultaneously hear each other during the meeting, including in person, internet video meeting or by telephonic conference call.

#### **4.09 Compensation for Board Service**

Directors shall receive no compensation for carrying out their duties as directors. The board may adopt policies providing for reasonable reimbursement of directors for expenses incurred in conjunction with carrying out board responsibilities, such as travel expenses to attend board meetings.

#### **4.10 Compensation for Professional Services by Directors**

Directors are not restricted from being remunerated for professional services provided to the corporation. Such remuneration shall be reasonable and fair to the corporation and must be reviewed and approved in accordance with the board Conflict of Interest policy and state law.

### **ARTICLE V** **COMMITTEES**

#### **5.01 Committees**

The board of directors may, by the resolution adopted by a majority of the directors then in office, designate one or more committees, each consisting of two or more directors, to serve at the pleasure of the board. Any committee, to the extent provided in the resolution of the board, shall have all the authority of the board, except that no committee, regardless of board resolution, may:

- (a) take any final action on matters which also requires board members' approval or approval of a majority of all members;
- (b) fill vacancies on the board of directors of in any committee which has the authority of the board;
- (c) amend or repeal Bylaws or adopt new Bylaws;
- (d) amend or repeal any resolution of the board of directors which by its express terms is not so amendable or repealable;
- (e) appoint any other committees of the board of directors or the members of these committees;

- (f) expend corporate funds to support a nominee for director; or
- (g) approve any transaction;
- (i) to which the corporation is a party and one or more directors have a material financial interest; or
- (ii) between the corporation and one or more of its directors or between the corporation or any person in which one or more of its directors have a material financial interest.

### **5.2 Meetings and Action of Committees**

Meetings and action of the committees shall be governed by and held and taken in accordance with, the provisions of Article IV of these Bylaws concerning meetings of the directors, with such changes in the context of those Bylaws as are necessary to substitute the committee and its members for the board of directors and its members, except that the time for regular meetings of committees may be determined either by resolution of the board of directors or by resolution of the committee. Special meetings of the committee may also be called by resolution of the board of directors. Notice of special meetings of committees shall also be given to any and all alternate members, who shall have the right to attend all meetings of the committee. Minutes shall be kept of each meeting of any committee and shall be filed with the corporate records. The board of directors may adopt rules for the governing of the committee not inconsistent with the provision of these Bylaws.

### **5.3 Informal Action By The Board of Directors**

Any action required or permitted to be taken by the board of directors at a meeting may be taken without a meeting if consent in writing, setting forth the action so taken, shall be agreed by the consensus of a quorum. For purposes of this section an e-mail transmission from an e-mail address on record constitutes a valid writing. The intent of this provision is to allow the board of directors to use email to approve actions, as long as a quorum of board members gives consent.

## **ARTICLE VI** **OFFICERS**

### **6.01 Board Officers**

The officers of the corporation shall be a board president, vice-president, secretary, and treasurer, all of whom shall be chosen by, and serve at the pleasure of, the board of directors. Each board officer shall have the authority and shall perform the duties set forth in these Bylaws or by resolution of the board or by direction of an officer authorized by the board to prescribe the duties and authority of other officers. The board may also appoint additional vice-presidents and such other officers as it deems expedient for the proper conduct of the business of the corporation, each of whom shall have such authority and shall perform such duties as the board of directors may determine. One person may hold two or more board offices, but no board officer may act in more than one capacity where action of two or more officers is required.

### **6.02 Term of Office**

Each officer shall serve a one-year term of office and may not serve more than three (3) consecutive terms of office. Unless unanimously elected by the board at the end of his/her three (3) year terms or to fill a vacancy in an officer position, each board officer's term of office shall begin upon the adjournment of the board meeting at which elected and shall end upon the adjournment of the board meeting during which a successor is elected.

### **6.03 Removal and Resignation**

The board of directors may remove an officer at any time, with or without cause. Any officer may resign at any time by giving written notice to the corporation without prejudice to the rights, if any, of the corporation under any contract to which the officer is a party. Any resignation shall take effect at the date of the receipt of the notice or at any later time specified in the notice, unless otherwise specified in the notice. The acceptance of the resignation shall not be necessary to make it effective.

### **6.04 Board President**

The board president shall be the chief volunteer officer of the corporation. The board president shall lead the board of directors in performing its duties and responsibilities, including, if present, presiding at all meetings of the board of directors, and shall perform all other duties incident to the office or properly required by the board of directors.

### **6.05 Vice President**

In the absence or disability of the board president, the ranking vice-president or vice-president designated by the board of directors shall perform the duties of the board president. When so acting, the vice-president shall have all the powers of and be subject to all the restrictions upon the board president. The vice-president shall have such other powers and perform such other duties prescribed for them by the board of directors or the board president. The vice-president shall normally accede to the office of board president upon the completion of the board president's term of office.

### **6.06 Secretary**

The secretary shall keep or cause to be kept a book of minutes of all meetings and actions of directors and committees of directors. The minutes of each meeting shall state the time and place that it was held and such other information as shall be necessary to determine the actions taken and whether the meeting was held in accordance with the law and these Bylaws. The secretary shall cause notice to be given of all meetings of directors and committees as required by the Bylaws. The secretary shall have such other powers and perform such other duties as may be prescribed by the board of directors or the board president. The secretary may appoint, with approval of the board, a director to assist in performance of all or part of the duties of the secretary.



**6.07 Treasurer**

The treasurer shall be the lead director for oversight of the financial condition and affairs of the corporation. The treasurer shall oversee and keep the board informed of the financial condition of the corporation and of audit or financial review results. In conjunction with other directors or officers, the treasurer shall oversee budget preparation and shall ensure that appropriate financial reports, including an account of major transactions and the financial condition of the corporation, are made available to the board of directors on a timely basis or as may be required by the board of directors. The treasurer shall perform all duties properly required by the board of directors or the board president. The treasurer may appoint, with approval of the board a qualified fiscal agent or member of the staff to assist in performance of all or part of the duties of the treasurer.

**6.08 Non-Director Officers**

The board of directors may designate additional officer positions of the corporation and may appoint and assign duties to other non-director officers of the corporation.

**ARTICLE VII**  
**CONTRACTS, CHECKS, LOANS,**  
**INDEMNIFICATION AND RELATED MATTERS**

**7.01 Contracts and other Writings**

Except as otherwise provided by resolution of the board or board policy, all contracts, deeds, leases, mortgages, grants, and other agreements of the corporation shall be executed on its behalf by the treasurer or other persons to whom the corporation has delegated authority to execute such documents in accordance with policies approved by the board.

**7.02 Checks, Drafts**

All checks, drafts, or other orders for payment of money, notes, or other evidence of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents, of the corporation and in such manner as shall from time to time be determined by resolution of the board.

**7.03 Deposits**

All funds of the corporation not otherwise employed shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depository as the board or a designated committee of the board may select.

#### 7.04 Loans

No loans shall be contracted on behalf of the corporation and no evidence of indebtedness shall be issued in its name unless authorized by resolution of the board. Such authority may be general or confined to specific instances.

#### 7.05 Indemnification

(a) Mandatory Indemnification. The corporation shall indemnify a director or former director, who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which he or she was a party because he or she is or was a director of the corporation against reasonable expenses incurred by him or her in connection with the proceedings.

(b) Permissible Indemnification. The corporation shall indemnify a director or former director made a party to a proceeding because he or she is or was a director of the corporation, against liability incurred in the proceeding, if the determination to indemnify him or her has been made in the manner prescribed by the law and payment has been authorized in the manner prescribed by law.

(c) Advance for Expenses. Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the corporation in advance of the final disposition of such action, suit or proceeding, as authorized by the board of directors in the specific case, upon receipt of (I) a written affirmation from the director, officer, employee or agent of his or her good faith belief that he or she is entitled to indemnification as authorized in this article, and (II) an undertaking by or on behalf of the director, officer, employee or agent to repay such amount, unless it shall ultimately be determined that he or she is entitled to be indemnified by the corporation in these Bylaws.

(d) Indemnification of Officers, Agents and Employees. An officer of the corporation who is not a director is entitled to mandatory indemnification under this article to the same extent as a director. The corporation may also indemnify and advance expenses to an employee or agent of the corporation who is not a director, consistent with [YOUR STATE] Law and public policy, provided that such indemnification, and the scope of such indemnification, is set forth by the general or specific action of the board or by contract.

### **ARTICLE VIII MISCELLANEOUS**

#### 8.01 Books and Records

The corporation shall keep correct and complete books and records of account and shall keep minutes of the proceedings of all meetings of its board of directors, a record of all actions taken by board of directors without a meeting, and a record of all actions taken by committees of the board. In addition, the corporation shall keep a copy of the corporation's Articles of Incorporation and Bylaws as amended to date.

### **8.02 Fiscal Year**

The fiscal year of the corporation shall be from January 1 to December 31 of each year.

### **8.03 Conflict of Interest**

The board shall adopt and periodically review a conflict of interest policy to protect the corporation's interest when it is contemplating any transaction or arrangement which may benefit any director, officer, employee, affiliate, or member of a committee with board-delegated powers.

### **8.04 Nondiscrimination Policy**

The officers, directors, committee members, employees, and persons served by this corporation shall be selected entirely on a nondiscriminatory basis with respect to age, sex, race, religion, national origin, and sexual orientation. It is the policy of [YOUR ORGANIZATION NAME] not to discriminate on the basis of race, creed, ancestry, marital status, gender, sexual orientation, age, physical disability, veteran's status, political service or affiliation, color, religion, or national origin.

### **8.05 Bylaw Amendment**

These Bylaws may be amended, altered, repealed, or restated by a vote of the majority of the board of directors then in office at a meeting of the Board, provided, however,

- (a) that no amendment shall be made to these Bylaws which would cause the corporation to cease to qualify as an exempt corporation under Section 501 (c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code; and,
- (b) that an amendment does not affect the voting rights of directors. An amendment that does affect the voting rights of directors further requires ratification by a two-thirds ( $\frac{2}{3}$ ) vote of a quorum of directors at a Board meeting.
- (c) that all amendments be consistent with the Articles of Incorporation.

## **ARTICLE IX**

### **COUNTERTERRORISM AND DUE DILIGENCE POLICY**

In furtherance of its exemption by contributions to other organizations, domestic or foreign, The BUCK Squad shall stipulate how the funds will be used and shall require the recipient to provide the corporation with detailed records and financial proof of how the funds were utilized.

Although adherence and compliance with the US Department of the Treasury's publication the "Voluntary Best Practice for US. Based Charities" is not mandatory, The BUCK Squad willfully and voluntarily recognizes and puts to practice these guidelines and suggestions to reduce, develop, re-evaluate and strengthen a risk-based approach to guard against the threat of diversion of

charitable funds or exploitation of charitable activity by terrorist organizations and their support networks.

The BUCK Squad shall also comply and put into practice the federal guidelines, suggestion, laws and limitation set forth by pre-existing U.S. legal requirements related to combating terrorist financing, which include, but are not limited to, various sanctions programs administered by the Office of Foreign Assets Control (OFAC) in regard to its foreign activities.

## **ARTICLE X** **DOCUMENT RETENTION POLICY**

### **10.01 Purpose**

The purpose of this document retention policy is establishing standards for document integrity, retention, and destruction and to promote the proper treatment of The BUCK Squad records.

### **10.02 Policy**

**Section 1. General Guidelines.** Records should not be kept if they are no longer needed for the operation of the business or required by law. Unnecessary records should be eliminated from the files. The cost of maintaining records is an expense which can grow unreasonably if good housekeeping is not performed. A mass of records also makes it more difficult to find pertinent records.

From time to time, The BUCK Squad may establish retention or destruction policies or schedules for specific categories of records in order to ensure legal compliance, and also to accomplish other objectives, such as preserving intellectual property and cost management. Several categories of documents that warrant special consideration are identified below. While minimum retention periods are established, the retention of the documents identified below and of documents not included in the identified categories should be determined primarily by the application of the general guidelines affecting document retention, as well as the exception for litigation relevant documents and any other pertinent factors.

**Section 2. Exception for Litigation Relevant Documents.** The BUCK Squad expects all officers, directors, and employees to comply fully with any published records retention or destruction policies and schedules, provided that all officers, directors, and employees should note the following general exception to any stated destruction schedule: If you believe, or The BUCK Squad informs you, that corporate records are relevant to litigation, or potential litigation (i.e. a dispute that could result in litigation), then you must preserve those records until it is determined that the records are no longer needed. That exception supersedes any previously or subsequently established destruction schedule for those records.

### **Section 3. Minimum Retention Periods for Specific Categories**

**(a) Corporate Documents.** Corporate records include the corporation's Articles of Incorporation, By-Laws and IRS Form 1023 and Application for Exemption. Corporate records should be

retained permanently. IRS regulations require that the Form 1023 be available for public inspection upon request.

**(b) Tax Records.** Tax records include, but may not be limited to, documents concerning payroll, expenses, proof of contributions made by donors, accounting procedures, and other documents concerning the corporation's revenues. Tax records should be retained for at least seven years from the date of filing the applicable return.

**(c) Employment Records/Personnel Records.** State and federal statutes require the corporation to keep certain recruitment, employment and personnel information. The corporation should also keep personnel files that reflect performance reviews and any complaints brought against the corporation or individual employees under applicable state and federal statutes. The corporation should also keep in the employee's personnel file all final memoranda and correspondence reflecting performance reviews and actions taken by or against personnel. Employment applications should be retained for three years. Retirement and pension records should be kept permanently. Other employment and personnel records should be retained for seven years.

**(d) Board and Board Committee Materials.** Meeting minutes should be retained in perpetuity in the corporation's minute book. A clean copy of all other Board and Board Committee materials should be kept for no less than three years by the corporation.

**(e) Press Releases/Public Filings.** The corporation should retain permanent copies of all press releases and publicly filed documents under the theory that the corporation should have its own copy to test the accuracy of any document a member of the public can theoretically produce against the corporation.

**(f) Legal Files.** Legal counsel should be consulted to determine the retention period of particular documents, but legal documents should generally be maintained for a period of ten years.

**(g) Marketing and Sales Documents.** The corporation should keep final copies of marketing and sales documents for the same period of time it keeps other corporate files, generally three years. An exception to the three-year policy may be sales invoices, contracts, leases, licenses, and other legal documentation. These documents should be kept for at least three years beyond the life of the agreement.

**(h) Development/Intellectual Property and Trade Secrets.** Development documents are often subject to intellectual property protection in their final form (e.g., patents and copyrights). The documents detailing the development process are often also of value to the corporation and are protected as a trade secret where the corporation:

- (i)** derives independent economic value from the secrecy of the information; and
- (ii)** has taken affirmative steps to keep the information confidential.

The corporation should keep all documents designated as containing trade secret information for at least the life of the trade secret.

**(i) Contracts.** Final, execution copies of all contracts entered into by the corporation should be

retained. The corporation should retain copies of the final contracts for at least three years beyond the life of the agreement, and longer in the case of publicly filed contracts.

**(j) Correspondence.** Unless correspondence falls under another category listed elsewhere in this policy, correspondence should generally be saved for two years.

**(k) Banking and Accounting.** Accounts payable ledgers and schedules should be kept for seven years. Bank reconciliations, bank statements, deposit slips and checks (unless for important payments and purchases) should be kept for three years. Any inventories of products, materials, and supplies and any invoices should be kept for seven years.

**(l) Insurance.** Expired insurance policies, insurance records, accident reports, claims, etc. should be kept permanently.

**(m) Audit Records.** External audit reports should be kept permanently. Internal audit reports should be kept for three years.

**Section 4. Electronic Mail. E-mail that needs to be saved should be either:**

- (i)** printed in hard copy and kept in the appropriate file; or
- (ii)** downloaded to a computer file and kept electronically or on disk as a separate file. The retention period depends upon the subject matter of the e-mail, as covered elsewhere in this policy.

**ARTICLE XI**

**Transparency and Accountability**

**Disclosure of Financial Information With The General Public**

**11.01 Purpose**

By making full and accurate information about its mission, activities, finances, and governance publicly available, The BUCK Squad practices and encourages transparency and accountability to the general public. This policy will:

- (a)** indicate which documents and materials produced by the corporation are presumptively open to staff and/or the public
- (b)** indicate which documents and materials produced by the corporation are presumptively closed to staff and/or the public
- (c)** specify the procedures whereby the open/closed status of documents and materials can be altered.

The details of this policy are as follow:

**11.02 Financial and IRS documents (The form 1023 and the form 990)**

The BUCK Squad shall provide its Internal Revenue forms 990, 990-T, 1023 and 5227, bylaws,



conflict of interest policy, and financial statements to the general public for inspection free of charge.

### **11.03 Means and Conditions of Disclosure**

The BUCK Squad shall make "Widely Available" the aforementioned documents on its internet website: [www.TheBUCKSquad.org](http://www.TheBUCKSquad.org) to be viewed and inspected by the general public.

- (a) The documents shall be posted in a format that allows an individual using the Internet to access, download, view and print them in a manner that exactly reproduces the image of the original document filed with the IRS (except information exempt from public disclosure requirements, such as contributor lists).
- (b) The website shall clearly inform readers that the document is available and provide instructions for downloading it.
- (c) The BUCK Squad shall not charge a fee for downloading the information. Documents shall not be posted in a format that would require special computer hardware or software (other than software readily available to the public free of charge).
- (d) The BUCK Squad shall inform anyone requesting the information where this information can be found, including the web address. This information must be provided immediately for in-person requests and within 7 days for mailed requests.

### **11.04 IRS Annual Information Returns (Form 990)**

The BUCK Squad shall submit the Form 990 to its board of directors prior to the filing of the Form 990. While neither the approval of the Form 990 or a review of the 990 is required under Federal law, the corporation's Form 990 shall be submitted to each member of the board of director's via (hard copy or email) at least 10 days before the Form 990 is filed with the IRS.

### **11.05 Board**

- (a) All board deliberations shall be open to the public except where the board passes a motion to make any specific portion confidential.
- (b) All board minutes shall be open to the public once accepted by the board, except where the board passes a motion to make any specific portion confidential.
- (c) All papers and materials considered by the board shall be open to the public following the meeting at which they are considered, except where the board passes a motion to make any specific paper or material confidential.

### **11.06 Staff Records**

- (a) All staff records shall be available for consultation by the staff member concerned or by their legal representatives.



- (b) No staff records shall be made available to any person outside the corporation except the authorized governmental agencies.
- (c) Within the corporation, staff records shall be made available only to those persons with managerial or personnel responsibilities for that staff member, except that
- (d) Staff records shall be made available to the board when requested.

#### **11.07 Donor Records**

- (a) All donor records shall be available for consultation by the members and donors concerned or by their legal representatives.
- (b) No donor records shall be made available to any other person outside the corporation except the authorized governmental agencies.
- (c) Within the corporation, donor records shall be made available only to those persons with managerial or personnel responsibilities for dealing with those donors, except that ;
- (d) donor records shall be made available to the board when requested.

### **ARTICLE XII** **CODES OF ETHICS AND WHISTLEBLOWER POLICY**

#### **12.01 Purpose**

The BUCK Squad requires and encourages directors, officers and employees to observe and practice high standards of business and personal ethics in the conduct of their duties and responsibilities. The employees and representatives of the corporation must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. It is the intent of The BUCK Squad to adhere to all laws and regulations that apply to the corporation and the underlying purpose of this policy is to support the corporation's goal of legal compliance. The support of all corporate staff is necessary to achieving compliance with various laws and regulations.

#### **12.02 Reporting Violations**

If any director, officer, staff or employee reasonably believes that some policy, practice, or activity of The BUCK Squad is in violation of law, a written complaint must be filed by that person with the vice president or the board president.

#### **12.03 Acting in Good Faith**

Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation.

Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false shall be subject to civil and criminal review.

#### **12.04 Retaliation**

Said person is protected from retaliation only if she/he brings the alleged unlawful activity, policy, or practice to the attention of The BUCK Squad and provides The BUCK Squad with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to individuals that comply with this requirement.

The BUCK Squad shall not retaliate against any director, officer, staff or employee who in good faith, has made a protest or raised a complaint against some practice of The BUCK Squad or of another individual or entity with whom The BUCK Squad has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

The BUCK Squad shall not retaliate against any director, officer, staff or employee who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of The BUCK Squad that the individual reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

#### **12.05 Confidentiality**

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

#### **12.06 Handling of Reported Violations**

The board president or vice president shall notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports shall be promptly investigated by the board and its appointed committee and appropriate corrective action shall be taken if warranted by the investigation.

This policy shall be made available to all directors, officers, staffs or employees and they shall have the opportunity to ask questions about the policy.

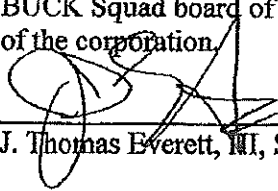
### **ARTICLE XIII** **AMENDMENT OF ARTICLES OF INCORPORATION**

#### **13.01 Amendment**

Any amendment to the Articles of Incorporation may be adopted by approval of two-thirds (2/3) of the board of directors.

**CERTIFICATE OF ADOPTION OF BYLAWS**

I do hereby certify that the above stated Bylaws of The BUCK Squad were approved by the The BUCK Squad board of directors on April 15, 2021 and constitute a complete copy of the Bylaws of the corporation.

  
\_\_\_\_\_  
J. Thomas Everett, III, Secretary

Date: 4/15/2021