FORM 990 OFFICER COMPENSATION ALLOCATION STATEMENT 9
PART II, LINE 25

NAME OF OFFICER, ETC.	COMPENSATION	EMPLOYEE BEN. PLANS	EXPENSE ACCOUNTS	TOTALS
WILLIAM BOLLING	127,218.	14,788.	1,796.	143,802.
A. PROGRAM SERVICES	44,526.	5,176.	629.	50,331.
B. MANAGEMENT AND GENERAL	31,805.	3,697.	449.	35,951.
C. FUNDRAISING	50,887.	5,915.	718.	57,520.

NAME OF OFFICER, ETC.	COMPENSATION	EMPLOYEE BEN. PLANS	EXPENSE ACCOUNTS	TOTALS
ROBERT JOHNSON	92,024.	10,853.		102,877.
A. PROGRAM SERVICES	46,012.	5,427.		51,439.
B. MANAGEMENT AND GENERAL	46,012.	5,426.		51,438.
C. FUNDRAISING				

NAME OF OFFICER, ETC.	COMPENSATION	EMPLOYEE BEN. PLANS	EXPENSE ACCOUNTS	TOTALS
NANCY FLIPPIN	75,691.	9,503.		85,194.
A. PROGRAM SERVICES	75,691.	9,503.		85,194.
B. MANAGEMENT AND GENERAL				
C. FUNDRAISING				

TOTAL PROGRAM SERVICES	186,964.
TOTAL MANAGEMENT AND GENERAL	87,389.
TOTAL FUNDRAISING	57,520.
TOTAL OFFICER, ETC., COMPENSATION INCLUDED ON PARTS V-A AND V-B	331,873.