



Community Foundation
CENTRAL BLUE RIDGE

2025
Community Grants
Program

Grant Proposals
Category # 5

Crisis Response and Preparation

CONFIDENTIAL

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Introduction

“Taking care of each other”

The Community Foundation of the Central Blue Ridge is committed to its mission of enriching quality of life in our community. As part of this mission, the Foundation invites nonprofit organizations serving the independent cities of Staunton and Waynesboro, and the counties of Augusta, Highland and Nelson to apply for financial support from our Community Grants Program.

In 2024, the Foundation awarded 142 grants totaling \$550,993 through our Community Grants program. The average annual grant was \$3,880 per organization, and awards ranged from \$1,000 to \$10,000. This year, we have received 119 applications, which we have organized into ten categories for the review process. The funding for our Community Grants Program originates primarily from the annual distributions of our many Unrestricted and Field-of-Interest endowments, each established through the generosity of individual community members.

Once again, we are offering the option for each organization to request our consideration of a three-year grant commitment. If the organization requests this option, but is not selected to receive a multi-year commitment, the organization will still be eligible for a single-year 2025 grant.

While the Community Foundation does not have specific funding priorities for this grants program, we do favor those organizations that (1) address clearly-identified community issues and opportunities, and (2) seek to build organizational capacity and sustainability. The community grant application requires applicants to elaborate upon the community issue or opportunity upon which their organization is focused. To this end, we hope that as you review the applications within this booklet, you will appreciate learning more about these needs and opportunities and how the nonprofit community is responding.

If you have any questions about our Community Grants Program, specific grant proposals, or our endowments, please don't hesitate to contact us at 540-213-2150.

Blue Ridge CASA for Children

STAUNTON

ORGANIZATION INFORMATION:

Founded in: 1994

Mission:

Blue Ridge CASA for Children is a nonprofit organization advocating for children who have experienced abuse and/or neglect through recruitment, training, and supervision of community volunteers.

Primary activities and programs:

Blue Ridge CASA (Court Appointed Special Advocates) recruits, carefully screens, selects, and expertly trains volunteers to serve as advocates for children who have experienced abuse or neglect. These children, from birth to 18 years, faced unsafe living conditions or unmet basic needs to such an extent that they were removed from their homes and placed into foster care. CASA Advocates form meaningful relationships with the child, their biological family, and foster or kinship caregivers. They diligently review medical and mental health records, consult with teachers, and collaborate with professionals involved in the child's welfare. CASAs provide the Judge with comprehensive, fact-based reports from various aspects of the child's life, offering recommendations centered solely on the child's best interest. Impressively, 85% of CASA volunteer recommendations are accepted and incorporated into judicial orders, directly impacting the child's future.

Community need(s) your organization exists to address:

Blue Ridge CASA for Children addresses critical needs identified in local assessments by providing advocacy and support for children who have experienced abuse and neglect. From Augusta Health's needs assessment, we tackle the health priority of "Access to Health Care" by ensuring at least 125 children with Adverse Childhood Experiences (ACEs) receive the medical, mental health, and nutritional services they need. Our advocates play a vital role in navigating the healthcare system to secure these essential resources, addressing significant gaps in care for children in the child welfare system. Aligned with the ALICE Initiatives, we serve children from families within the ALICE threshold. By connecting children and their families to critical services such as counseling, evaluations, and parenting classes, we help address systemic challenges. Studies confirm that children with CASA volunteers are 50% less likely to reenter foster care and more likely to overcome trauma, benefiting both the children and their families in the long term. Finally, as noted in the CAPSAW needs assessment, all children we serve are considered LMI according to HUD standards. By focusing on their health and well-being, we not only support individual children but also strengthen the overall health of our community by breaking cycles of trauma and fostering resilience. Our program provides direct, impactful advocacy to address the unmet needs of vulnerable children, aligning with community priorities to improve health, stability, and opportunity.

GRANT DETAILS:

Based on how you measure your organization's impact, please share with us the magnitude of your work.

At Blue Ridge CASA for Children, we measure impact by the number of children served and the active advocates supporting them, as these metrics directly reflect our mission to advocate for children who have experienced abuse and neglect. Last fiscal year, we served 58 children in Staunton, Augusta, and Waynesboro (SAW) with 30 advocates. Midway through the current fiscal year, we have already served 46 children with 29 advocates, demonstrating the rapid growth of our program in this region. Tracking these data points ensures we remain focused on providing advocacy that connects children to services, supports them through the court system, and promotes stability and healing.

What is the approximate percentage of your organization's work that benefits the communities of Staunton, Waynesboro, and/or the counties of Augusta, Highland and Nelson?

30%

Please share your organization's goals and objectives for 2025, or if you prefer, your long-range goals and objectives.

Blue Ridge CASA for Children's goals for 2025 focus on expanding our reach and improving the quality of advocacy services for children who have experienced abuse and neglect.1) We aim to serve more children across all our service areas, with a specific goal of reaching at least 60 children in the Staunton, Augusta, and Waynesboro (SAW) region. 2. To meet the growing need, we plan to recruit and train at least 20 new CASA volunteers across all service areas, with at least 6 of those serving SAW. This will ensure we have the capacity to provide consistent and trauma-informed advocacy for more children.3. Advocate retention remains a priority. We will continue offering robust support systems, including regular training opportunities, peer circles, book clubs, and recognition events, to ensure volunteers feel valued and supported in their roles.4. Through targeted outreach and marketing efforts, we aim to raise awareness of CASA's mission and recruit volunteers in underserved areas.5. We will diversify revenue streams through grant applications, fundraising campaigns, and signature events like the Firebolt 5K and M4K Blue Ridge, and community partnerships to ensure long-term financial stability.

To the extent that other nonprofit organizations and agencies provide services in our region that are similar to your services, please share how you coordinate and/or differentiate your services.

Blue Ridge CASA for Children provides a unique and court-mandated service that no other nonprofit or agency in the region offers. As Court Appointed Special Advocates (CASAs), our volunteers are appointed by Juvenile and Domestic Relations Judges to advocate specifically for the best interests of children who have experienced abuse and neglect. This legal designation, outlined in the Virginia Code, gives our advocates exclusive access to confidential case information and allows them to submit detailed court reports directly to the Judge. While other

organizations in the region, such as the Department of Social Services (DSS) and the Valley Children's Advocacy Center, play critical roles in supporting vulnerable children, our services are complementary rather than duplicative. We work collaboratively with these agencies by sharing observations, attending multidisciplinary team meetings, and advocating for services that address the child's physical, mental, and educational needs.

If your organization received a 2024 Community Grant, what was the impact of that grant on how your organization serves the community?

The 2-year Community Grant award has been vital in expanding our capacity to serve vulnerable children. With this funding, Blue Ridge CASA grew from serving 39 children in FY22 to 43 in FY23 and 58 in FY24 – a nearly 50% increase. The grant supported the recruitment, training, and supervision of CASA volunteers, enabling us to serve more children with trauma-informed, consistent advocacy. It also strengthened collaboration with local courts, DSS, and community partners, ensuring children's physical, emotional, and educational needs were met. This growth highlights the grant's critical role in addressing the increasing demand for our services.

Tell us a story that best illustrates the impact your organization has on our community.

In 2022, Blue Ridge CASA opened a case for a young girl who was removed from her home because of severe mental and physical health challenges, unsafe living conditions, and a parent who couldn't care for her due to hospitalization. Her time in foster care was tough - she went through five different homes in just two years, each one adding to her feelings of instability. But through all the uncertainty, her CASA advocate was a constant source of support and care. From the start, her advocate was by her side, going above and beyond to make sure she was safe and supported. When she was placed in a foster home across the state, her advocate didn't hesitate, logging 3,607 miles and dedicating 229 hours to stay connected to her and her case. While social workers came and went, her advocate remained the one steady person who knew her story inside and out. Her advocate's efforts weren't just about showing up - they made a difference where it mattered most. The advocate wrote five detailed court reports that helped the judge understand her needs and what was best for her. A turning point came when her biological father was located in another state. The advocate reached out to him, learned about his situation, and ultimately recommended his home as a permanent, safe place for her.

GRANT REQUEST

Are you requesting a single-year grant or three-year grant commitment?

Three-year Community Grant commitment (2025-2027)

What is the annual amount of the three-year grant you are requesting?

\$ 5,000

Do you wish to use this grant for General Operating purposes or a specific program or capital expenditure?

General Operating purposes (no restrictions on its use)

If your organization is awarded a 2025 Community Grant that is only a partial amount of the total funds you have requested from the Foundation this year, how will this impact your intended use of the funds?

If this request isn't fully funded, it could limit our ability to expand and improve our program, but it won't stop us from continuing to provide vital services to children in need. We've worked hard to diversify our funding by applying for multiple grants and hosting events like the Firebolt 5K and M4K Blue Ridge, which brings in great community support for our mission. While partial funding might limit how quickly we can grow, our mix of funding sources and strong community backing will help us to keep advocating for vulnerable children and making sure their needs are met.

Optional: Is there anything else you would like for us to understand about your organization, or how you would use a 2025 Community Grant that you have not yet covered in this application?

n/a

FINANCIAL INFORMATION

What is your total operating budget for your current fiscal year?

\$ 686,810

Optional Budget Narrative: Is there anything about your organization's budget that you would like for us to know?

The operating budget that we are presenting to you with this application is the full budget for our agency, which includes our services in Page, Shenandoah, Rockbridge, and Rockingham counties, in addition to SAW. A budget for our SAW area program can be made available upon request. We are very careful to track income and expenses for each of our service areas separately. Additionally - in FY24, Blue Ridge CASA for Children received a special grant to support our expansion into Shenandoah and Page counties. This funding was a one-time grant specifically designated for this project and is reflected in our income and expenditures for that fiscal year. As a result, our financials for FY24 may appear different compared to other years, with increased spending directly tied to establishing our presence and services in these new areas.

Optional: If applicable, is there anything about your program or capital expenditure budget that you would like for us to know?



COMMONWEALTH of VIRGINIA
26th District Juvenile and Domestic Relations Court

For City of Harrisonburg and County of Rockingham
53 Court Square, Suite 214
Harrisonburg, VA 22801
540-564-3370
Fax: 540-564-3378

Clerk:
Dana Velasquez

Judges:

Hon. Elizabeth Kellas
Hon. Anthony Wayne Bailey
Hon. Rachel Figura
Hon. James Drown
Hon. Chad Logan
Hon. Kimberly Marion Athey
Hon. Nancie Williams

February 7, 2024

I am submitting this letter in support for the Blue Ridge CASA for Children. I am a judge of the Juvenile and Domestic Relations Court for the 26th Judicial District which encompasses a significant portion of the Shenandoah Valley and I regularly preside over numerous courts from Clarke County to the combined courts of the City of Harrisonburg and Rockingham County.

As you probably know, CASA for children is only involved in cases involving the abuse and neglect of children. Their purpose is to act as advocates for the families and especially the children involved. These cases are usually very complicated, involving a multitude of family members, mentors, therapists, counselors, foster care providers, community agencies and professionals. The CASA volunteers act as "eyes and ears" for the Court and prepare ongoing detailed status reports and recommendations. Unlike the attorneys who represent the interests of specific individuals in a case, the CASA workers provide the court with a unique and global perspective that encompasses everyone involved. As a Judge, I can only marvel at the hours these volunteers spend on each case and the comprehensive insights their reports offer. When reviewing a file, and if it's available, the CASA report is usually the first document I look at.

Prior to becoming a Judge and sitting in Harrisonburg and Rockingham County, as an attorney, I had never worked with CASA advocates. Frankly, I have been so impressed with the contributions that the Blue Ridge advocates provide to each case, I am now trying to recruit similar CASA groups in my jurisdictions that don't utilize them.

When considering the Blue Ridge CASA for the grant they are pursuing, I can only hope that you recognize their diligence, professionalism and contributions which they bring to each case. They are an invaluable community asset and I feel myself fortunate to be able to work with such an exemplary group.

Please contact me if I can provide any other information for you.

Respectfully,

A handwritten signature in cursive script that reads "James A. Drown".

James A. Drown.

Blue Ridge CASA for Children		
OPERATING BUDGET		
July 1, 2024 - June 30, 2025		
Primary Income Categories	Budgeted	Explanation (if necessary)
Restricted Grants	\$ 311,310.00	Resources that can only be spent on items determined by the grantor in the grant agreement.
Unrestricted Grants	\$ 45,000.00	Resources that can be allocated to any organizational need
Application Fees	\$ 1,000.00	Our advocates pay an application fee before training
Donations	\$ 153,500.00	Includes all donations made by community members
Events	\$ 131,000.00	Includes sponsorships and event participation fees (e.g. Harry Potter 5k)
In-Kind Donations	\$ 4,000.00	
NAP Credit Donations	\$ 29,000.00	
Investments	\$ 3,600.00	
Move From Investments	\$ 8,400.00	
Total Income:	\$ 686,810.00	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Accounting	\$ 12,600.00	Audit expenses, bank fees, etc.
Facilities and Equipment	\$ 28,000.00	Office space payments, repairs, equipment maintenance, etc.
Operations	\$ 10,460.00	Expenses necessary to operate CASA and support Program activities
Insurance	\$ 9,450.00	
Personnel	\$ 559,700.00	Salaries and benefits for all staff (8 professionals) in all our service areas
Program	\$ 38,900.00	Expenses on materials and travel (doesn't include staff time) related to directly to training and supervising advocates
Misc.	\$ 500.00	
Fundraising	\$ 8,000.00	
Events Expenses	\$ 19,200.00	M4K, Top Chef, Firebolt 5K
Total Expenses:	\$ 686,810.00	
Net Income (Loss):	\$ -	

INSTRUCTIONS: Replace the items in **RED** with your organizations' information. Please use the income and expense categories that make the most sense for your organization. Consider including separate categories for specific income and expenses of \$10,000 or greater. Smaller categories of income and expenses can be

Blue Ridge CASA for Children		
OPERATING BUDGET		
July 1, 2023 - June 30, 2024		
Primary Income Categories	Budgeted	Explanation (if necessary)
Restricted Grants	\$ 418,366.91	Resources that can only be spent on items determined by the grantor in the grant agreement.
Unrestricted Grants	\$ 30,000.00	Resources that can be allocated to any organizational need
Application Fees	\$ 900.00	Our advocates pay an application fee before training
Donations	\$ 177,611.70	Includes all donations made by community members
Events	\$ 115,920.00	Includes sponsorships and event participation fees (e.g. Harry Potter 5k)
In-Kind Donations	\$ 4,000.00	
NAP Credit Donations	\$ 29,000.00	
Investments	\$ -	
Unrealized Gain/Loss	\$ -	
Total Income:	\$ 775,798.61	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Accounting	\$ 10,806.88	Audit expenses, bank fees, etc.
Facilities and Equipment	\$ 42,791.20	Office space payments, repairs, equipment maintenance, etc.
Operations	\$ 10,658.00	Expenses necessary to operate CASA and support Program activities
Insurance	\$ 9,209.60	
Personnel	\$ 600,505.80	Salaries and benefits for all staff (8 professionals) in all our service areas
Program	\$ 67,373.66	Expenses on materials and travel (doesn't include staff time) related to directly to training and supervising advocates
Misc.	\$ 2,677.47	
Fundraising	\$ 10,280.00	
Events Expenses	\$ 21,496.00	M4K, Top Chef, Firebolt 5K
Total Expenses:	\$ 775,798.61	
Net Income (Loss):	\$ -	

INSTRUCTIONS: Replace the items in **RED** with your organizations' information. Please use the income and expense categories that make the most sense for your organization. Consider including separate categories for specific income and expenses of \$10,000 or greater. Smaller categories of income and expenses can be

Blue Ridge Legal Services

Harrisonburg

ORGANIZATION INFORMATION:

Founded in: 1977

Mission:

Blue Ridge Legal Services (BRLS) is a nonprofit charitable legal aid society providing free legal assistance in civil matters of critical importance to low-income residents of the Shenandoah Valley and Roanoke Valley. BRLS is committed to eliminating poverty-based inequities in the civil justice system by providing high-quality legal advice and representation to low-income residents of our service area, folks who would otherwise be unable to obtain legal help due to their poverty. Our mission is premised on the recognition that the American ideal of "Equal Justice for All" can be achieved only if we provide the poor with meaningful access to our judicial system.

Primary activities and programs:

We provide free legal assistance to low-income residents of the Shenandoah Valley and Roanoke Valley in civil (i.e., not criminal) cases of critical importance to their lives where they are otherwise unable to obtain legal representation. We do so through a combination of paid staff (attorneys and paralegals, etc.) and volunteer attorneys who accept referred clients from us on a pro bono basis. Our free legal assistance ranges from advice and limited service (such as drafting wills) to representation in negotiations and litigation in state and federal courts and before administrative agencies. We serve the central Blue Ridge area (Augusta, Highland, Staunton, and Waynesboro) from our Harrisonburg office, utilizing office space in Staunton (in the same building with the Community Foundation) to meet with clients. We currently have 16 attorneys on staff, located in 4 offices in Winchester, Harrisonburg, Lexington, and Roanoke. Their work was supplemented last year by the donated legal services of 96 Valley attorneys who assisted referred clients on a pro bono basis.

Community need(s) your organization exists to address:

This proposal seeks to expand access to free legal assistance for over 33,800 low-income residents of Staunton, Augusta County, and Waynesboro (SAW), ensuring they receive support in matters of critical importance – particularly housing stability. Eviction and housing insecurity remain pressing concerns in Virginia, including SAW. In the SAW jurisdictions, 850 eviction cases were filed in the local general district courts in 2023. (226 were filed in Staunton; 326 in Augusta County; and 298 in Waynesboro.) The majority of these cases saw landlords represented by legal counsel (68%), while tenants had legal representation in only 2% of cases. Research shows that tenants with legal representation are more than seven times more likely to successfully challenge an eviction than those without.

See <https://civilcourtdata.lsc.gov/research/reports/va-2023-eviction-and-debt/> According to the 2022 Justice Gap Report by the Legal Services Corporation (<https://justicegap.lsc.gov/>),

84% of low-income households with high housing costs faced at least one civil legal problem in the past year, with nearly half (49%) experiencing five or more. Yet, only 21% of those facing substantial legal challenges sought legal help. Even among those who do reach out, our organization can only assist about 50% due to limited resources. With funding from the CFCBR Youth Philanthropy Council, we can provide direct legal assistance to prevent homelessness for five SAW families, offering them the stability and security they need to thrive.

GRANT DETAILS:

Based on how you measure your organization's impact, please share with us the magnitude of your work.

We utilize a number of metrics to measure the impact of our work, including the number of cases closed, the number of people directly affected, the outcome of each case, whether we achieved, partially achieved, or failed to achieve our clients' goals, the financial benefits, if any, for our clients, and our clients' satisfaction levels. In 2024, BRLS closed 2,623 cases, benefiting 6,443 people, and securing \$2,829,618 annualized financial benefits for our clients. In those cases where we provided assistance beyond advice and counsel, we achieved our clients' goals in 88% of the cases and partially achieved them in another 8% of cases. 85% of our clients rated our services as "excellent" or "very good".

What is the approximate percentage of your organization's work that benefits the communities of Staunton, Waynesboro, and/or the counties of Augusta, Highland and Nelson?

Of the 2,623 cases we completed in 2024, 475 (18.1%) were on behalf of residents of Staunton, Augusta County, Highland County, or Waynesboro. For the purposes of our grant request, 100% of the clients assisted would be in these communities.

Please share your organization's goals and objectives for 2025, or if you prefer, your long-range goals and objectives.

Over the proposed grant years, BRLS will effectively assist low-income seniors in the Central Blue Ridge region facing critical civil legal issues. The free legal assistance provided will range from advice, or a brief service (like drafting a will), to representation of clients in litigation. We will address the issues of drafting wills, powers of attorney, guardianship, financial exploitation, nursing home problems, protecting seniors' homes, possessions and limited savings while dealing with debts, access to health care, and eligibility for governmental assistance programs. For cases where our elderly services attorney provides legal advice, the attorney will aim to effectively advise at least 75% of clients served. For clients whose cases involved litigation or negotiations, we aim to fully achieve our clients' goals in 75% of cases and partially achieve clients' goals in another 15%. We project that no more than 10% of these cases will conclude without any substantial success in achieving our clients' goals. Additionally, our elder law team will conduct outreach to educate the elderly and their caregivers of their legal rights, and other relevant community partners. We aim to conduct at least 10 outreach presentations over the grant term on various relevant topics.

To the extent that other nonprofit organizations and agencies provide services in our region that are similar to your services, please share how you coordinate and/or differentiate your services.

As Valley's only licensed legal aid society, Blue Ridge Legal Services is the sole provider of free legal assistance to low-income Valley residents facing a civil legal problem. With a legal system that was designed on the presumption that its users will be represented by counsel, those who are unable to afford an attorney are effectively locked out of our system of civil justice. It is for this reason that legal aid societies have been formed throughout the country. It is the reason BRLS was formed in 1977: to provide low-income residents of the Shenandoah Valley with meaningful access to our civil justice system. There is no other organization in Staunton, Augusta, or Waynesboro that provides free legal services in civil matters.

If your organization received a 2024 Community Grant, what was the impact of that grant on how your organization serves the community?

During 2024, Blue Ridge Legal Services closed 129 cases with 134 outcomes for senior Staunton, Augusta, Highland and Waynesboro clients, benefiting 180 household members. In addition to the non-financial outcomes we achieved, we obtained \$154,089 in lump sum recoveries for them, and defeated claims against them totaling \$18,887. BRLS achieved these clients' goals in 74% of the cases in which we undertook representation and partially achieved them in another 17%. See the accompanying table and graphs setting out the impact of our work for low-income seniors in the SAW area in 2024.

Tell us a story that best illustrates the impact your organization has on our community.

"Dottie" and "Frank" lived a long life together, but as the twilight years approached, Frank's dementia made life unsafe for them both. With local memory care facilities full with long waiting lists, Dottie felt unsure of how to help her husband and keep them both safe. Through church, Dottie met Kyra, a woman who ran "Elder Help," a referral source for people seeking placement in assisted living facilities. "Elder Help" guaranteed quality referrals through investigations into the care provided and licensing status of the facilities and workers. Kyra referred Dottie to a facility run by "JoAnne" called "Happy Days." Dottie paid the \$500 referral fee and moved Frank into the care of JoAnne at Happy Days. Shortly after, Dottie became suspicious of his care. Frank showed signs of missed medicine, poor hygiene, and general neglect. With her own resources limited, she reached out to Blue Ridge Legal Services, seeking help. Soon, Dottie discovered that Happy Days was not a blessing but a nightmare. The facility was unlicensed, ill-equipped to provide the care her husband needed, and failed to deliver the memory care they had contracted for. Even worse, her husband didn't receive the medication vital to his health and well-being. Investigations found Frank unclothed, with no suitable bed, and dirty, stained sheets. The situation had deteriorated to the point where Frank's life was in danger. Though Dottie was able to remove Frank from Happy Days, he died soon after. It was discovered that Kyra had only ever directed people to Happy Days, raising questions about her motivations and the safety of her referrals. She had pocketed a \$500 referral fee from Dottie, which she later refunded once a criminal investigation was initiated. With BRLS's assistance, Adult Protective Services (APS) was able to investigate the case thoroughly, eventually leading to the Commonwealth prosecuting JoAnne, the operator of Happy Days Living Facility. The legal team succeeded in securing a Restitution Order, holding JoAnne responsible for the total

amount Dottie had paid for her husband's care, a staggering \$16,806.45. But the quest for justice did not end there. Dottie and the BRLS attorney uncovered the complex web of Elder Help, discovering that it was a franchisee of a company in California. With this knowledge, they set out to recover additional damages under the Virginia Consumer Protection Act in the Staunton Circuit Court. Through relentless determination and support, the legal team took on a civil suit against Happy Days, Elder Help in California, Kyra, and JoAnne. Their efforts bore fruit, as Dottie was not only able to secure the original \$16,806.45 from the criminal case but also recover an additional \$20,000 from the civil suit. The unwavering dedication of Dottie and the legal services provided by Blue Ridge Legal Services had not only secured justice but had transformed her life. In the face of heartache and adversity, Dottie was able to ensure that her husband's suffering had not been in vain. Dottie stood as a testament to the power of perseverance and justice.

GRANT REQUEST

Are you requesting a single-year grant or three-year grant commitment?

Three-year Community Grant commitment (2025-2027)

What is the annual amount of the three-year grant you are requesting?

\$ 8,000 per year

Do you wish to use this grant for General Operating purposes or a specific program or capital expenditure?

A specific program or capital expenditure

If applicable, please describe the specific program or capital expenditure for which you are seeking support and why it is important to our community.

We are requesting funding specifically to support our work assisting low-income senior citizens of Staunton, Augusta, Highland and Waynesboro with their civil legal problems. This proposal would continue to make free legal assistance more accessible to low-income senior citizens of Staunton, Augusta County, Waynesboro, and Highland County ("SAWH") in matters of critical importance to their autonomy, their quality of life, and their safety and security. The requested allocation would fund the provision of free legal assistance to an additional 10-15 SAWH senior citizens over the grant year, folks who might otherwise fall through the cracks due to our limited resources. It promotes equal access to justice for low-income older adults, addressing the most pressing legal problems confronting them, including wills, powers of attorney, guardianship, financial exploitation, nursing home problems, protecting their homes, possessions and limited savings while dealing with debts, access to health care, and eligibility for government assistance programs. BRLS is seeking support from this grant program to support the salary of our elderly services attorney position. Funding for this position will be used to provide free legal assistance to seniors living in the Staunton, Augusta County, Waynesboro, and Highland County region who are dealing with civil legal issues and cannot afford the services of a private attorney. Without adequate funding for this position, BRLS would not be able to assist nearly as many low-income elderly clients. As the sole provider of

free legal assistance for low-income residents of the Shenandoah Valley, those who cannot access our services would have nowhere else to turn in dealing with critical legal matters that have the potential to turn their lives upside down, if left unresolved.

If applicable, what is this program or capital expenditure's total budget?

\$ 110,260.46

If your organization is awarded a 2025 Community Grant that is only a partial amount of the total funds you have requested from the Foundation this year, how will this impact your intended use of the funds?

We will draw down from our financial reserves (currently about 5 months' worth of operating expenses for BRLS) to make up the difference for as long as prudent before reducing staff and services.

Optional: Is there anything else you would like for us to understand about your organization, or how you would use a 2025 Community Grant that you have not yet covered in this application?

FINANCIAL INFORMATION

What is your total operating budget for your current fiscal year?

\$

Optional Budget Narrative: Is there anything about your organization's budget that you would like for us to know?

Optional: If applicable, is there anything about your program or capital expenditure budget that you would like for us to know?

Gratitude from the Community We Serve

Client Testimonials



Our Mission

Blue Ridge Legal Services, Inc. (BRLS) is a nonprofit charitable civil legal aid program providing free legal assistance in civil matters of critical importance to low-income residents of the Shenandoah Valley and Roanoke Valley.

BRLS is committed to eliminating poverty-based inequities in the civil justice system by providing high-quality legal advice and representation to low-income residents of our service area, folks who would otherwise be unable to obtain legal help due to their poverty.



129
SAWH Cases
Closed in 2024



180
SAWH Residents
Helped in 2024



Client Satisfaction

What They Say - Elderly SAWH Clients 2022 - 2025

"I am grateful your legal services are available to our community. Thank you so very much for helping me wade through one of the most difficult times of my life. There are **no words to show how appreciative I am** of your professional and caring services to me personally."

"It was the **best experience** for me. I was totally distressed due to the circumstances of the case. My attorney Vanessa was excellent and went beyond her scope to give me comfort when I found myself swimming in fear and anxiety over the commonwealth case. She was simply great. **My life is more at peace**, and I can continue my journey to fight my cancer."

"The outcome for me was very critical. **Without your intervention, I would have had no place to live.** It was speedy and successful and affected me in a very positive way. I got my bed back in rehab."

"Your attorney Calissa was extremely professional. She rushed over to the hospital to file an appeal. She deserves the **highest praise possible.** I could not have wished for a better attorney. Thank you."

More Words of Appreciation and Support

Clients Served by CRCBR Community Grant 2022-2025

"Mrs. Coltrane was the best. We saw her go well beyond what was expected and are **very happy** with the outcome. Thank you for your services."

"**Excellent.** Your light shines through Ms. Hiligh, and she is a credit to your organization."

"**Very important** to receive the level of care needed. ...Ms. Hiligh was excellent in every regard."

"Got my rights back."

"It was a pleasure to work with an **incredibly professional** attorney who was also tremendously patient and genuinely kind. We are very grateful for Ms. Bostic's work and the wonderful staff at BRLS."

"It helped me."

"I was very pleased with Ms. Bostic. She was very concerned about my case and was a person who understood me. God and I know how much her help was needed. **Thank you so much.**"

"[My attorney] was very polite and professional. I had no idea how to handle this, and she took care of it. Thanks!"

"We really could not afford legal representation, and had we not had the **excellent advice** of Ms. Bostic, we would have been wrongly in debt to the CVA for many years."

"We won my case. I could not afford to pay the fees. Thank you!"

"Betzi was very thorough and was always available to answer questions. I felt very comfortable talking with her, and she's **a terrific person and an outstanding attorney.** I'm really thankful that she was the attorney who helped me. If I ever have any other legal issues, which I hope I don't, I would love for her to help me as she goes above and beyond to help people."

"**Thank you again** for your service provided to me."



Blue Ridge Legal Services, Inc.
2025 Operating Budget

INCOME	Revised 2024 Budget	Proposed 2025 Budget	Increase (Decrease)	Percentage Change
Legal Services Corporation	\$1,163,760	\$1,290,767	\$127,007	10.9%
Legal Services Corp. of Virginia	\$1,410,028	\$1,647,521	\$237,494	16.8%
United Ways				
SAW U.W.	\$28,000	\$0	(\$28,000)	-100.0%
Lexington-Rockbridge Co. U.W.	\$8,000	\$0	(\$8,000)	-100.0%
Northern Shenandoah U.W.	\$12,000	\$8,000	(\$4,000)	-33.3%
Older Americans Act				
Valley Program For Aging Services	\$45,500	\$40,500	(\$5,000)	-11.0%
Shenandoah Area Agency on Aging	\$8,000	\$8,000	\$0	0.0%
LOA-Roanoke	\$22,000	\$20,000	(\$2,000)	-9.1%
Localities	\$48,426	\$48,426	\$0	0.0%
CARES Act CDGB - Staunton	\$8,000	\$8,500	\$500	6.3%
GAL fees	\$2,000	\$2,000	\$0	0.0%
Attorneys Fees	\$2,000	\$1,000	(\$1,000)	-50.0%
CAPSAW	\$37,500	\$35,000	(\$2,500)	-6.7%
Interest	\$45,000	\$45,000	\$0	0.0%
Community Foundation of Central BR	\$6,000	\$6,000	\$0	0.0%
Community Foundation of H'burg/Rockingham	\$5,250	\$5,250	\$0	0.0%
Community Foundation of N. Shenandoah Valley	\$2,000	\$0	(\$2,000)	-100.0%
Alleghany Foundation	\$19,598	\$20,852	\$1,254	6.4%
Contributions	\$125,000	\$135,000	\$10,000	8.0%
VOCA Domestic Violence Grant	\$208,895	\$93,791	(\$115,104)	-55.1%
Equal Justice America Grant	\$1,000	\$1,000	\$0	0.0%
Virginia Law Foundation	\$25,000	\$25,000	\$0	0.0%
SSVF-TAP funding	\$1,000	\$1,000	\$0	0.0%
Total Income excluding Carryover	\$3,233,957	\$3,442,607	\$208,651	6.5%
Carryover From Previous Year	\$1,490,892	\$1,377,662	(\$113,230)	-7.6%
Total Income and Carryover	\$4,724,849	\$4,820,269	\$95,421	2.0%

Blue Ridge Legal Services, Inc.
2025 Operating Budget

EXPENSES	Revised 2024 Budget	Proposed 2025 Budget	Increase	Percentage Change
Salaries	\$2,181,764	\$ 2,305,177.05	\$123,413	5.7%
Fringe Benefits	\$775,545	\$ 816,334.79	\$40,790	5.3%
Total Personnel	\$2,957,309	\$ 3,121,511.84	\$164,203	5.6%
Property Rents	\$79,500	\$79,500	\$0	0.0%
Utilities & Maintenance	\$22,000	\$20,000	(\$2,000)	-9.1%
Equipment Rental	\$3,500	\$3,500	\$0	0.0%
Equipment Maintenance	\$7,000	\$7,000	\$0	0.0%
Office Supplies	\$22,500	\$25,000	\$2,500	11.1%
Postage	\$10,000	\$10,000	\$0	0.0%
Printing	\$5,000	\$5,000	\$0	0.0%
Telephone	\$17,500	\$17,500	\$0	0.0%
On-line Services	\$22,000	\$22,000	\$0	0.0%
Program Travel	\$18,000	\$18,000	\$0	0.0%
Training & Conferences	\$18,000	\$18,000	\$0	0.0%
Insurance	\$18,500	\$18,500	\$0	0.0%
Litigation	\$5,000	\$5,000	\$0	0.0%
Payroll Accounting Fees	\$3,100	\$3,100	\$0	0.0%
Audit Cost	\$7,000	\$8,000	\$1,000	14.3%
Contracts to Program	\$40,000	\$10,000	(\$30,000)	-75.0%
Dues & Fees	\$16,000	\$16,000	\$0	0.0%
Advertising	\$3,000	\$3,000	\$0	0.0%
Miscellaneous	\$3,000	\$3,000	\$0	0.0%
Library Expense	\$25,000	\$28,000	\$3,000	12.0%
Equipment Acquisition	\$5,000	\$6,000	\$1,000	20.0%
Exterior Painting of Harrisonburg office building - to be paid for out of reserves/carry over	\$39,278	\$0	(\$39,278)	-100.0%
Total Non-Personnel	\$389,878	\$326,100	(\$63,778)	-16.4%
TOTAL EXPENSES	\$3,347,187	\$3,447,612	\$100,425	3.0%
Income less Expenses	(\$113,230)	(\$5,005)	\$108,225	-95.6%
Projected End of Year Carry-over	\$1,377,662	\$1,372,657	(\$5,005)	-0.4%

Blue Ridge Legal Services, Inc.

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Equipment Maintenance	\$7,000	\$7,000	\$0	0.0%
Office Supplies	\$22,500	\$25,000	\$2,500	11.1%
Postage	\$10,000	\$10,000	\$0	0.0%
Printing	\$5,000	\$5,000	\$0	0.0%
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On-line Services	\$22,000	\$22,000	\$0	0.0%
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Insurance	\$18,500	\$18,500	\$0	0.0%
Litigation	\$5,000	\$5,000	\$0	0.0%
Payroll Accounting Fees	\$3,100	\$3,100	\$0	0.0%
Audit Cost	\$7,000	\$8,000	\$1,000	14.3%
Contracts to Program	\$40,000	\$10,000	(\$30,000)	-75.0%
Dues & Fees	\$16,000	\$16,000	\$0	0.0%
Advertising	\$3,000	\$3,000	\$0	0.0%
Miscellaneous	\$3,000	\$3,000	\$0	0.0%
Library Expense	\$25,000	\$28,000	\$3,000	12.0%
Equipment Acquisition	\$5,000	\$6,000	\$1,000	20.0%
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Income less Expenses	(\$113,230)	(\$5,005)	\$108,225	-95.6%
Projected End of Year Carry-over	\$1,377,662	\$1,372,657	(\$5,005)	-0.4%

Blue Ridge Legal Services, Inc.		
SPECIFIC PROGRAM/CAPITAL BUDGET		
Legal Assistance to Low Income Seniors in SAWH		
Primary Income Categories	Budgeted	Explanation (if necessary)
Virginia Law Foundation	\$ 25,000.00	Awarded annually
Community Foundation of Central Blue Ridge	\$ 8,000.00	This grant.
Community Foundation of Harrisonburg/Rockingham	\$ 10,000.00	Requested
Individual Contributions	\$ 67,260.46	We plan to "fill the cup" for funding needs with contributions from attorneys and the general public
Total Income:	\$ 110,260.46	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Salary	\$ 76,487.50	Salary for full-time Elderly Services Attorney
Fringe Benefits	\$ 30,672.96	Health insurance, FICA, retirement, disability insurance, etc. for Elderly Services Attorney
Occupancy (including utilities, telephone, internet, etc.)	\$ 1,500.00	Includes the pro rata cost of utilities, telephone, office supplies, and postage
Training	\$ 400.00	
Other overhead (supplies, postage, equipment)	\$ 1,200.00	
Total Expenses:	\$ 110,260.46	
Net Income (Loss):	\$ -	
INSTRUCTIONS: Replace the items in RED with your organizations' information. Please use the income and expense categories that make the most sense for your organization. Consider including separate categories for specific income and expenses of \$5,000 or greater. Smaller source of income and expenses can be combined		

Central Shenandoah Criminal Justice Training Academy Foundation

Weyers Cave

ORGANIZATION INFORMATION:

Founded in: 2018

Mission:

The Central Shenandoah Criminal Justice Training Academy Foundation was established to create opportunities that allow law enforcement, dispatch, and jail officials to have the necessary training and support required to be effective for our community. These 2,000 members deserve training on the most current practices available, opportunities to put these classroom concepts into practice, and to have access to resources to better promote safety. The Central Shenandoah Criminal Justice Training Academy (CSCJTA) serves 58 law enforcement agencies, jails, ECC's across the Shenandoah Valley and Central Virginia that cover over 15,000 square miles. The mission for the Foundation is to provide additional training dollars to help train our area officers.

Primary activities and programs:

CSCJTA Foundation currently does several annual fundraisers and grant applications to fulfill its mission of providing additional training support for the Criminal Justice Professionals in the Shenandoah Valley and Central Virginia. Recently the President of the Foundation met with the Weyers Cave Community Center and was able to gain their financial support for our programs. Prior to the COVID pandemic the Foundation was gaining a lot of momentum, however, the pandemic did not allow the members to meet or to host fundraisers. Also, several members left during this time and the Foundation just recently has been able to begin fundraising again.

Community need(s) your organization exists to address:

The Foundation provides additional training funds to support the Criminal Justice Professionals in the 58 agencies the Academy supports. This training trains the Officers of all the Criminal Justice Agencies in Staunton, Waynesboro, Augusta Co, Highland Co and all the 129,683 residents in these communities. Training conducted at the academy consist of Basic training also In service Training. In service Training consists of many topics that help to train the officers in many tactics and leadership qualities needed to serve the communities. Examples of a few courses are crisis commincations training, supervision and Leadership, negotiations, and officer peer support.

GRANT DETAILS:

Based on how you measure your organization's impact, please share with us the magnitude of your work.

We have the potential to train and are the record keepers of over 2000 Criminal Justice Professionals to include Law Enforcement Officers, Jail Officers and Emergency Communications Officers in our 58 agencies we serve. This includes 482 officers in Augusta County, Highland County, Staunton and Waynesboro areas. The officer service area calculates annually by the use of a survey completed by the agencies we serve.

What is the approximate percentage of your organization's work that benefits the communities of Staunton, Waynesboro, and/or the counties of Augusta, Highland and Nelson?

21.32 percentage of our total officers served are from the Augusta co., Highland Co., Staunton and Waynesboro area

Please share your organization's goals and objectives for 2025, or if you prefer, your long-range goals and objectives.

The Foundation's goals is to provide additional funding to the Academy to support Leadership Training for the Agencies served.

To the extent that other nonprofit organizations and agencies provide services in our region that are similar to your services, please share how you coordinate and/or differentiate your services.

Several Criminal Justice Agencies in our area have non-profit organizations that support only one agency. Example would be a Police Department may have a Foundation, however, the Foundation will only go to support the Police Department. Our Foundation raises funding that will provide training to 58 agencies regionally to include all agencies in the Central Blue Ridge Community Foundation area.

If your organization received a 2024 Community Grant, what was the impact of that grant on how your organization serves the community?

n/a

Tell us a story that best illustrates the impact your organization has on our community.

Several municipalities within the service area have small departments and limited access in internal training on specialized topics or unique equipment not routinely used. The centralized location of the Academy not only enables all departments to access training in a variety of areas and topics, but also builds collaboration and support systems within the region. This collaboration not only trains the officers but it also affects the community by providing better trained officers.

GRANT REQUEST

Are you requesting a single-year grant or three-year grant commitment?

Three-year Community Grant commitment (2025-2027)

What is the annual amount of the three-year grant you are requesting?

\$ 5,000

Do you wish to use this grant for General Operating purposes or a specific program or capital expenditure?

A specific program or capital expenditure

If applicable, please describe the specific program or capital expenditure for which you are seeking support and why it is important to our community.

The Academy annually host an Executive Retreat at Wintergreen Resort for all Agency Administrators and those individuals directly below them in rank for the agencies we serve. The Academy covers all expenses to include rooms, food and the training. The Training courses cover topics from employment law, leadership, state law changes and other topics to allow the Administrators to serve their officers and communities better. This training is extremely important to the community because the better trained the Agency Administrators are the more knowledge they can pass down to their front line officers. These front officers are the ones who deal directly with the community. Having better trained officers from the top of agencies to the lowest officers in rank directly affects the community by having better officer citizen contacts. Funding from the Community grant would be used to fund the Instructors that are used to train the agency administrators.

If applicable, what is this program or capital expenditure's total budget?

Annually total expenses are around \$40,000

If your organization is awarded a 2025 Community Grant that is only a partial amount of the total funds you have requested from the Foundation this year, how will this impact your intended use of the funds?

If the Community Grant does not provide the entire funded amount then other donations or possible grant opportunities would be used.

Optional: Is there anything else you would like for us to understand about your organization, or how you would use a 2025 Community Grant that you have not yet covered in this application?

As previously mentioned the Foundation supports the Training Academy to help cover training cost. The Foundation was established mainly due to the State funding that is provided to the Academy has not increased and is currently lower than in the year 2000. However, training cost have only increased making it difficult to continue to provide the training needed in ever changing times.

FINANCIAL INFORMATION

What is your total operating budget for your current fiscal year?

\$

Optional Budget Narrative: Is there anything about your organization's budget that you would like for us to know?

There was no approved budget for FY 22-23, and FY 23-24 due to not meeting and being inactive. Foundation regrouped in July 2024.

Optional: If applicable, is there anything about your program or capital expenditure budget that you would like for us to know?

\$35,000 of the \$40,000 total budget is coming from the Academy's main budget and not the Foundation

CSCJTA Foundation		Budget	
Account Code	Description Expenditures	FY 24-25	
10	Events (Food and Supplies)	\$750	
20	Awards	\$250	
30	Training	\$5,000	
40	Equipment	\$0	
50	Professional services	\$1,500	
	Total Expenditures	\$7,500	
	Income		
	Donations	\$2,500	
	Fundraisers	\$5,000	
	Total Income	\$7,500	

CSCJTA Foundation		Budget	
Account Code	Description Expenditures	FY 21-22	
10	Events (Food and Supplies)	\$500	
20	Awards	\$300	
30	Training	\$2,500	
40	Equipment	\$2,500	
50	Roll over in Checking	\$1,000	
60	professional services	\$2,000	
	Total Expenditures	\$8,800	
	Income		
	Donations	\$4,300	
	Fundraisers	\$4,500	
	Total Income	\$8,800	

Central Shenandoah Criminal Justice Training Academy Foundation

SPECIFIC PROGRAM/CAPITAL BUDGET

Executive Retreat

Primary Income Categories	Budgeted	Explanation (if necessary)
Academy Main Budget	\$35,000	Funds will come from Academys Budget and not the Foundation
Local Grants and Fundraisng	\$5,000	Foundation
Total Income:	\$ 40,000.00	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Food & Lodging	\$35,000	
Training	\$5,000	
Total Expenses:	\$ 40,000.00	
Net Income (Loss):	\$ -	

FairField Center

Harrisonburg

ORGANIZATION INFORMATION:

Founded in: 1982

Mission:

FairField Mediation Center is committed to fostering peaceful conflict resolution and restorative justice within our community. Our mission is to enhance access to mediation services for individuals and families, particularly those in low-income and marginalized communities. We provide court-referred mediation, community conflict resolution, and training for mediators, ensuring that those in conflict have access to fair, affordable, and sustainable dispute resolution.

Primary activities and programs:

FairField Mediation Center provides professional mediation services, training, and research-driven conflict resolution programs to individuals, families, and organizations. Our work reduces reliance on the legal system and promotes peaceful, long-term solutions to disputes. **Court-Referred Mediation:** We partner with local courts to provide mediation in custody, visitation, child support, landlord-tenant, and small claims cases. Our certified mediators guide parties toward mutually agreeable solutions, reducing legal costs and court congestion. **Community Mediation & Restorative Justice:** FairField offers mediation services beyond the courtroom, assisting individuals and organizations in resolving conflicts. We facilitate restorative justice dialogues, enabling affected parties to engage in accountability-based conversations focused on healing and resolution. **Mediation Training & Professional Development:** We train new mediators and provide ongoing education for professionals. Our workshops cover mediation techniques, ethics, and specialized topics such as trauma-informed mediation and AI's role in conflict resolution. Through these core programs, FairField Mediation Center advances its mission to promote equitable, sustainable conflict resolution and strengthen community relationships.

Community need(s) your organization exists to address:

FairField Mediation Center has long been a pillar of conflict resolution in our community, offering mediation services for a wide range of disputes, including family matters, landlord-tenant conflicts, workplace disputes, and restorative justice initiatives. One of the most pressing needs we address is in Juvenile & Domestic Relations (JDR) Court, where families struggle to navigate custody, visitation, and child support disputes in a way that prioritizes the well-being of children. **High Demand for Mediation in JDR Cases:** Each year, hundreds of families in our region turn to JDR Court to resolve disputes involving parenting plans, child support, and other family matters. The court system is overburdened, leading to delays and outcomes that may not fully consider the unique needs of each family. Mediation offers an alternative path, helping parents craft solutions tailored to their family's circumstances without litigation. However, a major gap exists: families who reach agreements in mediation often struggle to maintain them as life circumstances change. **The Need for Structured Follow-Up Mediation:** Currently, families

can only return to mediation if they re-file a case with the court, an option many cannot afford or do not wish to pursue due to the stress of litigation. This means: Parents face new challenges as they adjust to custody and visitation schedules. Unexpected job or financial changes can make adherence to agreements difficult. Family members not part of the original mediation – such as grandparents who provide childcare – may later need to be involved. By providing structured follow-up mediation at three, six, and nine months, FairField can help families adapt their agreements to real-life challenges, prevent conflict from escalating, and reduce re-litigation rates in JDR Court. The Economic and Emotional Toll of Re-Litigation: According to the Virginia Poverty Law Center, over 40% of low-income families experience legal challenges each year, yet only 20% have access to legal assistance. Many parents return to court because they lack structured support to adjust their agreements. The financial and emotional burden of re-litigation can: Destabilize families, leading to prolonged conflict. Increase economic strain, especially for single-parent households. Place additional pressure on the JDR Court system, slowing case resolution. By intervening before problems escalate, FairField provides critical support for families navigating life after mediation. Strengthening Family Stability Through Mediation: This grant will allow FairField to provide follow-up mediation services to families who have already engaged in JDR mediation, ensuring that agreements remain effective and serve the best interests of children. Through this initiative, we will: Prevent unnecessary court filings by helping families resolve disputes outside of litigation. Support parents in adapting to co-parenting challenges in real time. Ease the burden on JDR Court by reducing repeat cases. Conclusion: FairField Mediation Center is deeply embedded in the community, helping resolve all types of disputes, but our work in JDR Court has the most direct and lasting impact on family stability. By expanding our follow-up mediation services, we will ensure that families have the tools they need to navigate parenting disputes successfully – without returning to court. This program will provide a proven, cost-effective solution that strengthens families and helps children thrive.

GRANT DETAILS:

Based on how you measure your organization’s impact, please share with us the magnitude of your work.

FairField Mediation Center currently measures impact solely by the number of cases completed. Over the past year, we have provided mediation services to 250 families through court-referred mediation in Juvenile & Domestic Relations (JDR) Court, helping parents navigate custody, visitation, and child support disputes. At present, we do not track: Agreement Retention Rates – Whether mediated agreements remain in place without re-litigation. Follow-Up Engagement – The percentage of families who return for structured follow-up mediation. Court Re-Filing Reduction – How mediation affects the likelihood of parents returning to court. By collecting data at mediation, and at three-month, six-month, and nine-month follow-ups, we would gain valuable insights into the effectiveness of agreements, opportunities for improvement, and how to better support families. This data would help us refine our mediation process and ensure that families receive the long-term support they need to reduce conflict and avoid unnecessary court involvement.

What is the approximate percentage of your organization's work that benefits the communities of Staunton, Waynesboro, and/or the counties of Augusta, Highland and Nelson?

50% Augusta, 30% Staunton, 20% Waynesboro

Please share your organization's goals and objectives for 2025, or if you prefer, your long-range goals and objectives.

1. Strengthen Mediation Services for Families in JDR Court

- Implement structured follow-up mediation sessions (3, 6, and 9 months) to help families maintain and adjust agreements.
- Reduce re-litigation rates in JDR Court by offering proactive mediation support.
- Expand partnerships with JDR courts to increase referrals and streamline family mediation processes.

2. Enhance Restorative Justice Practices in Family Dispute Resolution

- Integrate restorative practices into follow-up mediation sessions to promote accountability and communication within families.
- Offer restorative dialogue services for extended family members, such as grandparents, when conflicts arise post-mediation.

3. Expand Mediation Training and Professional Development

- Develop specialized training modules for mediators focusing on post-mediation support and family conflict dynamics.
- Launch a Train-the-Trainer program to build Fairfield's capacity in delivering high-quality mediation and restorative justice education.
- Partner with local universities (EMU, JMU) to create internship opportunities focused on mediation and conflict resolution.

4. Build Capacity for Data Collection and Impact Measurement

- Implement a system to track outcomes of follow-up mediation (e.g., agreement retention rates, client satisfaction, court re-filings).
- Use data to refine mediation practices and demonstrate impact in grant applications and annual reports.

To the extent that other nonprofit organizations and agencies provide services in our region that are similar to your services, please share how you coordinate and/or differentiate your services.

FairField Mediation Center is the only organization in the region that provides court-referred mediation services for custody, visitation, and child support cases in Juvenile & Domestic Relations (JDR) Court. While other nonprofit organizations may offer legal aid, social services,

or family counseling, none focus exclusively on mediation as a structured conflict resolution process.

If your organization received a 2024 Community Grant, what was the impact of that grant on how your organization serves the community?

n/a

Tell us a story that best illustrates the impact your organization has on our community.

Background: The Initial Mediation

Maria and David, parents of two young children, were referred to Juvenile & Domestic Relations (JDR) Court mediation after disputes over custody and visitation. Separated for two years, they struggled with parenting schedules, financial responsibilities, and communication breakdowns – common challenges for co-parents.

During their initial mediation at FairField Mediation Center, Maria and David negotiated a shared custody schedule and established guidelines for communication regarding their children's needs. They also discussed expectations for school involvement, medical decisions, and holiday schedules. Both left hopeful, believing they had created a workable framework. However, real-life challenges soon made it difficult to adhere to their agreement.

Challenges That Emerged Post-Mediation

Within three months, Maria and David faced unexpected obstacles that strained their co-parenting arrangement:

- **Employment & Schedule Changes:** Maria started a new job with different hours, conflicting with the visitation schedule. Adjusting their plan required discussions, but communication was lacking.
- **Financial Adjustments:** Unexpected expenses, like medical bills, made it difficult for both parents to adhere to the financial agreement.
- **Communication Breakdown:** Miscommunications about school events, doctor's appointments, and schedule changes created disputes, straining their co-parenting relationship. Without structured follow-up mediation, Maria and David were at high risk of returning to court to resolve conflicts, increasing stress, legal costs, and instability for their children.

How Follow-Up Mediation Helped

Thanks to follow-up mediation sessions provided by FairField Mediation Center at three, six, and nine months, Maria and David addressed their challenges before they escalated into full conflict.

Three-Month Follow-Up:

Maria and David adjusted their visitation schedule to accommodate Maria’s new work hours. David was connected with local transportation resources to ensure he could reliably pick up the children.

Six-Month Follow-Up: A joint mediation session included Maria’s mother, clarifying her role in childcare while preserving the custody arrangement. This session also helped develop a sustainable financial plan for sharing expenses.

Nine-Month Follow-Up: Maria and David revisited their communication strategy and agreed to structured check-ins to improve coordination on school events, medical needs, and other responsibilities. By this point, they felt more confident in their ability to co-parent constructively.

Outcomes & Impact No Court Re-Filings:

Maria and David avoided the cost, stress, and delays of returning to court, resolving disputes through mediation.

- **Stronger Co-Parenting Relationship:** Regular follow-ups helped them communicate effectively, adapt to changes, and prevent conflicts.
- **Reduced Burden on the Court System:** Preventing re-litigation saved court resources and reduced case backlogs.

Why Follow-Up Mediation Matters

Maria and David’s experience reflects the reality for families navigating custody and visitation agreements. Mediation is effective in resolving initial disputes, but life circumstances change, and many parents need support. By offering structured follow-up mediation, FairField Mediation Center helps families like Maria and David: Adapt agreements to real-life changes. Improve co-parenting collaboration through guided discussions. Reduce court involvement, keeping the legal system focused on high-priority cases. This initiative is a cost-effective solution that empowers parents, safeguards children’s well-being, and alleviates strain on the legal system – demonstrating the long-term value of community-based mediation services.

GRANT REQUEST

Are you requesting a single-year grant or three-year grant commitment?

Three-year Community Grant commitment (2025-2027)

What is the annual amount of the three-year grant you are requesting?

\$ 10,000

Do you wish to use this grant for General Operating purposes or a specific program or capital expenditure?

A specific program or capital expenditure

If applicable, please describe the specific program or capital expenditure for which you are seeking support and why it is important to our community.

This program will provide free follow-up mediation sessions at three, six, and nine months post-mediation, allowing families to revisit and adjust agreements as needed. By addressing challenges early, we can prevent repeated court involvement, improve co-parenting cooperation, and promote long-term family stability.

Why This Program is Needed

High Rates of Post-Mediation Challenges Many parents experience changes in employment schedules, financial situations, or childcare arrangements that require adjustments to their agreements. Extended family members (e.g., grandparents) often step in as caregivers after mediation but were not included in the original session, leading to disputes over decision-making authority. Parents who struggle with communication and coordination after mediation may face ongoing conflict that undermines their agreement.

Barriers to Returning for Mediation Under the current system, families can only return for mediation if they re-file a case in court, creating additional stress and financial burden. Many parents cannot afford legal representation and lack guidance on how to navigate changes in agreements. Without structured follow-up mediation, small issues can escalate into full legal disputes.

Reducing Court Congestion & Strengthening Families Juvenile & Domestic Relations Court in our region handles hundreds of custody and visitation cases annually. A significant percentage of these cases are repeat filings from families unable to resolve post-mediation disputes. Follow-up mediation will reduce the number of cases returning to court, easing the burden on the legal system and helping families find solutions without litigation.

How the Program Works

Three Free Follow-Up Sessions – Every participating family will be offered three free mediation sessions at the three-month, six-month, and nine-month marks after their initial mediation.

Certified JDR Mediators – All follow-up mediations will be conducted by certified JDR mediators affiliated with FairField.

Comparison Group for Impact Evaluation – In addition to the families receiving follow-up mediation, we will conduct interviews with a comparison group to assess the impact of follow-ups vs. families who do not receive them.

If applicable, what is this program or capital expenditure's total budget?

\$ 50,000

If your organization is awarded a 2025 Community Grant that is only a partial amount of the total funds you have requested from the Foundation this year, how will this impact your intended use of the funds?

If FairField Mediation Center receives only a partial grant award, we will prioritize delivering follow-up mediation sessions to as many families as possible within the available funding. The core objective of this program is to provide structured three, six, and nine-month follow-up mediations for families referred through Juvenile & Domestic Relations (JDR) Court. A reduction in funding would impact the number of families we can serve and the ability to conduct a full program evaluation. Below is how we would adjust based on funding availability:

Priority: Providing Follow-Up Mediation Sessions The first priority would be to maximize the number of families served by offering follow-up mediations at reduced capacity. If funding is significantly reduced, we may limit follow-ups to one or two sessions per family rather than three. Mediation services will still be delivered by certified JDR mediators, ensuring

high-quality support. Adjustment to Administrative & Research Components If needed, we would scale back the number of comparison group interviews, which are designed to evaluate the impact of follow-up mediation. This would limit our ability to collect long-term data on agreement retention, court re-filings, and participant satisfaction. Seeking Additional Funding to Sustain the Full Program FairField Mediation Center is committed to ensuring that families receive the support they need. If full funding is not secured, we will seek: Additional local grants to support follow-up mediation efforts. Community partnerships to help offset administrative costs. While full funding is ideal to serve 69 families over three years, partial funding would still allow us to implement follow-up mediation at a reduced scale, ensuring that at least some families benefit from this critical service.

Optional: Is there anything else you would like for us to understand about your organization, or how you would use a 2025 Community Grant that you have not yet covered in this application?

FairField Mediation Center is committed to ensuring that low-income families have access to conflict resolution services that prevent unnecessary legal battles and improve long-term family stability. This follow-up mediation program is a natural extension of our existing court-referred mediation services and will allow us to provide continued support for families navigating custody, visitation, and child support agreements. By funding this program, the Community Foundation will help bridge a critical gap in family dispute resolution services. Without structured follow-ups, many parents return to court unnecessarily, increasing financial strain and stress on families and the legal system. This initiative will also contribute to improving mediation practices by gathering valuable data on agreement retention, co-parenting challenges, and the long-term impact of mediation. With this funding, we can expand access to free, structured follow-up mediation, reduce court congestion, and strengthen family relationships across our community.

FINANCIAL INFORMATION

What is your total operating budget for your current fiscal year?

\$

Optional Budget Narrative: Is there anything about your organization's budget that you would like for us to know?

FairField Mediation Center is committed to ensuring that low-income families have access to conflict resolution services that prevent unnecessary legal battles and improve long-term family stability. This follow-up mediation program is a natural extension of our existing court-referred mediation services and will allow us to provide continued support for families navigating custody, visitation, and child support agreements. By funding this program, the Community Foundation will help bridge a critical gap in family dispute resolution services. Without structured follow-ups, many parents return to court unnecessarily, increasing financial strain and stress on families and the legal system. This initiative will also contribute to improving mediation practices by gathering valuable data on agreement retention, co-parenting

challenges, and the long-term impact of mediation. With this funding, we can expand access to free, structured follow-up mediation, reduce court congestion, and strengthen family relationships across our community.

Optional: If applicable, is there anything about your program or capital expenditure budget that you would like for us to know?

The proposed budget is designed to ensure the effective implementation of structured follow-up mediation services for families referred through Juvenile & Domestic Relations (JDR) Court. The majority of funds (\$21,000) will support mediation sessions at three, six, and nine months post-mediation, providing families with ongoing conflict resolution support. Administrative and research costs (\$9,000) will cover scheduling, data collection, and impact evaluation through structured interviews with mediation participants and a comparison group. This budget ensures sustainability, allowing FairField Mediation Center to measure program effectiveness while reducing court congestion and improving long-term stability for families navigating custody and visitation agreements.

FairField Center

Statement of Activity

July 2023 - June 2024

	TOTAL
Revenue	
4000 Program Services INC	
4020 Mediation INC	72,003.58
4025 Client Pay Mediation	14,006.53
4040 Training INC	84,371.47
4080 Group Facilitation INC	20,687.40
4120 Case Management/ Admin Fee INC	11,498.61
4140 Mentor INC	642.70
Total 4000 Program Services INC	203,210.29
4300 Special Event INC	244.53
4310 Event Donation INC	125.00
4330 Event Sponsorship INC	4,209.71
4340 Event Vendor Fee INC	625.00
Total 4300 Special Event INC	5,204.24
4400 Donation INC	29,587.09
4450 Directed Donation INC	690.43
4500 Grant INC	38,166.70
4600 Products & Merchandise INC	
4620 Training Manual/ Materials INC	33.81
Total 4600 Products & Merchandise INC	33.81
4999 Misc. Income INC	1,492.77
Billable Expenditure Revenue	10,935.75
Sales of Product Revenue	742.50
Services	775.00
Total Revenue	\$290,838.58
GROSS PROFIT	\$290,838.58
Expenditures	
5010 Payroll EXP	185,284.36
5020 Payroll tax EXP	27,657.34
5030 Contractor Pay EXP	6,548.58
5040 Professional Fees EXP	1,172.50
5110 Travel EXP	2,227.13
5150 Dues and memberships EXP	490.00
5160 Marketing & Promotion EXP	1,817.20
5210 Office Supplies EXP	420.60
5220 Printing and copying EXP	2,457.06
5230 Postage EXP	531.46
5240 Equipment/technology EXP	3,257.80
5260 Rent & Utilities EXP	23,499.06
5270 Telecom Internet/Phone EXP	7,327.37
5400 Special Event Expenses EXP	366.00
5615 Insurance EXP	2,263.34

FairField Center

Statement of Activity

July 2023 - June 2024

	TOTAL
5999 Misc. Expense EXP	2,509.24
QuickBooks Payments Fees	409.50
Total Expenditures	\$268,238.54
NET OPERATING REVENUE	\$22,600.04
Other Expenditures	
Other Miscellaneous Expenditure	26.31
Total Other Expenditures	\$26.31
NET OTHER REVENUE	\$ -26.31
NET REVENUE	\$22,573.73

FairField Center

Statement of Activity

July 2023 - June 2024

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FairField Center

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Total Other Expenditures	\$26.31
NET OTHER REVENUE	\$ -26.31
NET REVENUE	\$22,573.73

FairField Application to Community Foundation of the Blue Ridge Budget

FairField Mediation Center seeks funding to implement structured follow-up mediation services for families referred through Juvenile & Domestic Relations (JDR) Court. The goal is to provide free follow-up mediation sessions at three, six, and nine months after the initial mediation. This program will allow families to revisit agreements as needed, reducing re-litigation and strengthening long-term co-parenting stability.

Budget Breakdown

Total Requested Grant Funding: \$30,000

Budget Category	Year 1 (2025)	Year 2 (2026)	Year 3 (2027)	Total
Mediation Services	\$7,000	\$7,000	\$7,000	\$21,000
Administrative & Research	\$3,000	\$3,000	\$3,000	\$9,000
Total Grant Request	\$10,000	\$10,000	\$10,000	\$30,000

Budget Justification

1. Mediation Services (\$21,000)

- Cost per Mediation Session: \$100 per two-hour session
- Sessions per Family: Three follow-up mediations (3, 6, and 9 months)
- Families Served per Year: 23 families
- Total Families Served: 69 families over three years
- Total Mediation Sessions: 207 sessions across the project term

These sessions will be conducted by JDR-certified mediators, ensuring quality conflict resolution while preventing unnecessary court filings and legal costs.

2. Administrative & Research Costs (\$9,000)

- Scheduling & Outreach: Identifying, contacting, and scheduling families for follow-up mediations
- Data Entry & Analysis: Tracking agreement adherence, court re-filings, and co-parenting improvements
- Comparison Group Interviews: Conducting structured interviews with a sample of families who do not receive follow-up mediation to assess program impact

- Research Oversight: A trained research methodologist will oversee survey design, statistical analysis, and qualitative interviews to evaluate program effectiveness
 - Total Comparison Group Interviews: 90 interviews across three years (30 per year) at \$100 per interview
-

Expected Outcomes

- Prevent Court Re-Filings: Families will have structured opportunities to revise agreements, reducing the burden on JDR Court.
 - Strengthen Co-Parenting: Mediation follow-ups will help parents adjust to real-life changes and maintain cooperative relationships.
 - Improve Agreement Adherence: Regular check-ins will ensure agreements remain functional and sustainable.
 - Expand Mediation Access: Key stakeholders (e.g., extended family members, new caregivers) will have opportunities to be involved in structured discussions.
 - Provide Data-Driven Insights: Research findings will inform best practices for family mediation and conflict resolution.
-

Sustainability & Future Funding

FairField Mediation Center will use the data and impact evaluation from this grant to seek additional funding from:

- State and local grants supporting court diversion programs
- Community partnerships to integrate follow-up mediation into broader family support initiatives
- Sliding-scale service models for families who can contribute toward mediation costs beyond the grant term

By securing this funding, FairField will ensure that structured follow-up mediation remains accessible, sustainable, and impactful for families in our community.

New Directions Center

Staunton

ORGANIZATION INFORMATION:

Founded in: 1996

Mission:

New Directions Center is a non-profit organization working to reduce the impact of intimate partner violence, sexual assault, and human trafficking through survivor-centered advocacy, crisis intervention and support, and community education and awareness.

Primary activities and programs:

New Directions Center is a comprehensive domestic and sexual violence services agency dedicated to providing safety, support, and advocacy for individuals and families affected by intimate partner violence, sexual assault, and human trafficking. We offer a range of services, including a 24/7 crisis hotline, emergency shelter, crisis intervention, case management, legal advocacy, individual counseling, and support groups, all designed to help survivors regain stability and independence. In addition to direct services, we focus on community outreach, education, and training to raise awareness and prevent future violence. Through volunteer opportunities and advocacy efforts, we engage the community in creating lasting change. All services are free, confidential, and accessible to ensure that no one faces these challenges alone. By addressing both immediate crises and long-term empowerment, New Directions Center plays a vital role in building a safer and more supportive community.

Community need(s) your organization exists to address:

New Directions Center exists to address the critical need for safety, advocacy, and support for individuals affected by domestic and sexual violence in Staunton, Waynesboro, and Augusta County. Domestic violence remains a pervasive issue in our region, impacting individuals and families across all demographics. Survivors face significant challenges when leaving an abusive situation, including the need for emergency shelter, crisis intervention, and long-term support to rebuild their lives free from violence. Data underscores the severity of this issue within our service area. According to the 2014 Violence at Home: The Fact Report (www.fact.virginia.gov), Augusta County ranked 33rd, Staunton 72nd, and Waynesboro 83rd in reported incidents of violence within the home across Virginia. Since our organization's founding, the demand for services has steadily increased. In FY2024 alone, New Directions provided assistance to 996 individuals, responded to 600 hotline calls, and provided 3,061 shelter bed nights – demonstrating the growing need for intervention and support in our community. While domestic violence affects individuals regardless of age, race, income, education, religion, sexual orientation, or geographic location, marginalized populations face heightened barriers to accessing critical services. Rural communities, like those in our service area, often lack the resources available in urban centers, leaving survivors with limited options. As the only domestic and sexual violence service provider in Staunton, Waynesboro, and Augusta County, New Directions is uniquely positioned to fill this gap by offering comprehensive support,

including emergency shelter, counseling, legal advocacy, and community education. Our work is vital to ensuring that survivors have access to life-saving resources and the opportunity to break the cycle of violence. Without these services, many individuals would remain trapped in dangerous situations with little hope for safety or stability. By addressing both immediate crisis needs and long-term empowerment, New Directions Center plays a crucial role in fostering a safer, healthier community for all.

GRANT DETAILS:

Based on how you measure your organization’s impact, please share with us the magnitude of your work.

New Directions Center measures its impact by tracking the individuals and families we serve. In FY2024, we assisted 996 individuals, responded to over 600 crisis hotline calls, and provided 3,061 shelter bed nights. Our emergency shelter housed 80 individuals, including 47 women and 33 children. We served 182 family violence victims – 166 women and 16 men – and provided legal assistance to 154 individuals. Beyond direct services, we assess our impact through community education and prevention efforts, training schools, businesses, healthcare providers, and law enforcement to raise awareness and prevent violence. Tracking these data points helps us refine programs, identify trends, and ensure survivors get the support they need. New Directions Center remains a vital resource in building a safer, more empowered community.

What is the approximate percentage of your organization’s work that benefits the communities of Staunton, Waynesboro, and/or the counties of Augusta, Highland and Nelson?

100% of New Directions Center's work benefits the communities of Staunton, Waynesboro, and the County of Augusta. As the primary provider of domestic and sexual violence services in this region, all of our programs – including emergency shelter, crisis intervention, legal advocacy, counseling, and prevention education – are dedicated to supporting individuals and families within these communities.

Please share your organization’s goals and objectives for 2025, or if you prefer, your long-range goals and objectives.

In 2025, New Directions Center will focus on building capacity and enhancing professional development to better serve survivors of domestic and sexual violence. Our key goals include providing trauma-informed care training to ensure compassionate support for survivors and offering cultural competency training to serve our diverse community more effectively. We aim to strengthen crisis management and de-escalation skills and increase mental health first aid knowledge among staff. Improving legal advocacy, expanding grant writing and fundraising efforts, and investing in leadership development are also priorities. By advancing these areas, we will enhance our programs' effectiveness and sustainability, continuing to offer high-quality services to the SAW community.

To the extent that other nonprofit organizations and agencies provide services in our region that are similar to your services, please share how you coordinate and/or differentiate your services.

There are no other programs in the SAW area that offer similar services, making our program unique in providing critical support to individuals experiencing domestic and sexual violence. New Directions Center maintains strong, ongoing partnerships with numerous community agencies, which are essential to meeting the needs of survivors of violence in our service area. The agency will continue to collaborate with local allied organizations, such as Valley Community Services Board, the Children's Advocacy Center, Augusta Health, the Brain Injury Association of Virginia, Blue Ridge Legal Services, ARROW Project, Hall Community Services, Goodwill of the Valley, the Virginia Department of Social Services, Valley Hope Counseling Center, Embrace, LIFEworks Project, Valley Supportive Housing, the Community Foundation of the Central Blue Ridge, the Virginia Department of Health, Staunton Redevelopment and Housing Authority, and Waynesboro Redevelopment and Housing Authority. These partnerships are key to supporting the success of our program.

If your organization received a 2024 Community Grant, what was the impact of that grant on how your organization serves the community?

Over the past year, New Directions Center has made significant strides in supporting survivors of domestic and sexual violence. In May 2024, we launched the Rapid Rehousing Program (RRH), helping 16 individuals secure stable housing with rental assistance and support services. We expanded our reach with a new office in Verona and improved transportation by purchasing a new van. Our community engagement efforts included the 3rd Annual Truck & Tractor Pull, the SAWball tournament, and Girls Empowerment Camp. We also strengthened partnerships with Valley Supportive Housing to make properties available to families transitioning to independent living. Additionally, we added part-time hotline staff, launched a TikTok account for outreach, and renewed our HUD-RRH grant for continued housing support. These accomplishments reflect our commitment to empowering survivors, supporting our community, and remaining a vital resource in the SAW area.

Tell us a story that best illustrates the impact your organization has on our community.

One story that highlights the profound impact New Directions Center has on our community involves a mother and her two young children, whom we'll call Sarah and her kids. Sarah came to us after fleeing an abusive relationship, with little more than the clothes on her back. She had spent years in a toxic and dangerous environment, and though she knew she needed to escape, she didn't know where to turn. When she reached out to our 24/7 crisis hotline, our team was ready to provide immediate support, offering her safety planning and guiding her through the next steps. We arranged for her and her children to stay in our emergency shelter, giving them a safe and stable environment while they processed the trauma of the situation. Over the course of several months, Sarah participated in individual counseling sessions where she worked through the emotional toll of the abuse, learning coping strategies to help her heal. Our case management team worked closely with Sarah, helping her navigate the legal system for a protective order and ensuring she had access to legal advocacy for custody and housing issues. As a result, Sarah gained not only the legal protection she needed but also a sense of empowerment as she took the first steps toward independence. Through ongoing support and

resources, and with the help of our housing services team, Sarah was able to find stable housing, secure a job, and, most importantly, build a new life free from violence. Over time, Sarah became involved in one of our support groups, where she shared her journey with other survivors, offering them hope and encouragement as they worked toward healing and independence. Her story is a powerful reminder of the life-changing impact New Directions Center has on those in need, helping survivors break free from the cycle of abuse and rebuild their lives with confidence and resilience. This story illustrates the far-reaching impact of our services, not just in terms of immediate safety but in empowering survivors to rebuild their lives and become active, confident members of our community. It also underscores the critical role that New Directions Center plays in supporting individuals like Sarah, who need both urgent intervention and long-term assistance to truly heal and thrive.

GRANT REQUEST

Are you requesting a single-year grant or three-year grant commitment?

2025 Community Grant (single-year grant)

What is the single-year grant amount you are requesting?

\$ 10,000

Do you wish to use this grant for General Operating purposes or a specific program or capital expenditure?

General Operating purposes (no restrictions on its use)

If your organization is awarded a 2025 Community Grant that is only a partial amount of the total funds you have requested from the Foundation this year, how will this impact your intended use of the funds?

If awarded a partial 2025 Community Grant, we will prioritize the most critical areas of our requested budget to ensure continued support for survivors of domestic and sexual violence. The funds will be used to strengthen our core services, such as crisis response through our hotline and expanding legal advocacy resources. We will also allocate funds toward providing essential housing support, including rental assistance and coordination, to help individuals in need. Although a partial award may limit some aspects of our original plan, we will adjust our approach to maximize the impact of the funds, ensuring that survivors continue to receive vital services. Our commitment remains to use the grant efficiently to support the community and meet the immediate needs of those we serve.

Optional: Is there anything else you would like for us to understand about your organization, or how you would use a 2025 Community Grant that you have not yet covered in this application?

n/a

FINANCIAL INFORMATION

What is your total operating budget for your current fiscal year?

\$ 879,498

Optional Budget Narrative: Is there anything about your organization's budget that you would like for us to know?

New Directions Center is projected to have approximately \$39,000.00 left over at the end of the fiscal year, which will be moved into the agency's operating reserve account. Given the current uncertainty around government funding, having monies on reserve is now more important than ever before.

Optional: If applicable, is there anything about your program or capital expenditure budget that you would like for us to know?

NEW DIRECTIONS CENTER - FY2025 OPERATING BUDGET		
ANNUAL INCOME		
earned income	projected	detail
federal/state grant awards	\$ 272,159.00	Department of Criminal Justice Services (DCJS) - FY25 Victim Services Grant Program (VSGP) (VOCA)
	\$ 58,101.00	Department of Criminal Justice Services (DCJS) - FY25 Sexual and Domestic Violence Services Grant Program (SDVSGP) (ARPA)
	\$ 10,000.00	Department of Criminal Justice Services (DCJS) - CY24 Sexual Assault Services Program (SASP) [July-Dec]
	\$ 165,960.00	Virginia Department of Social Services (VDSS) - FY25 Domestic Violence Prevention Services
	\$ 55,000.00	Virginia Department of Social Services (VDSS) - FY25 Supplemental ARPA Funding
	\$ 15,000.00	Community Action Partnership (CAPSAW) - FY25 Community Services Block Grant (CSBG)
	\$ 63,333.00	Housing and Urban Development (HUD) - FY22 Rapid Rehousing/DV Bonus [July-Oct]
	\$ 132,907.00	Housing and Urban Development (HUD) - FY23 Rapid Rehousing/DV Bonus [Nov-June]
total federal/state grant awards	#REF!	
other/local grants	\$ 7,000.00	Community Foundation of the Central Blue Ridge (CFCBR) - FY25 Community Grant Award
	\$ 2,000.00	Community Foundation of the Central Blue Ridge (CFCBR) - FY25 Youth Philanthropy Council grant
total other/local grants	\$ 9,000.00	
total earned income	#REF!	
unearned income	projected	detail
donor-directed funds	\$ 20,000.00	private donations through wealth management firms (i.e., Fidelity, Vanguard)
corporate donations	\$ 20,000.00	corporate and retail and/or other community investment opportunities (i.e., Kohl's, PetSmart)
community donations	\$ 25,000.00	private individual donations, local churches, small business donors (i.e., The Amato Clinic)
fund development	\$ 40,000.00	in-person and virtual events, annual holiday appeal, anniversary campaign, annual Truck & Tractor Pull
total unearned income	\$ 105,000.00	
TOTAL ANNUAL INCOME	#REF!	

ANNUAL EXPENSES		
payroll expenses	projected	detail
wages	\$ 509,625.00	annual wages for 7 FTE, 11 PTE
benefits	\$ 53,029.00	benefits include IRA match, health insurance, life and dental insurance for 7 FTE
payroll taxes	\$ 38,986.00	annual payroll taxes for 7 FTE, 11 PTE
total payroll expenses	\$ 601,640.00	
program expenses	projected	detail
shelter rent	\$ 18,180.00	does not include utilities
shelter utilities	\$ 9,375.00	electricity, water, cable, trash disposal, internet service
crisis hotline service	\$ 720.00	cell phone service plan cost for crisis and LAP hotlines
shelter maintenance	\$ 1,500.00	i.e., pest control, yardwork, minor repairs
client expenses/supplies	\$ 3,750.00	i.e., emergency lodging, transportation, food, monetary assistance
client support services	\$ 800.00	i.e., Language Line services, ASL interpreting fees
client relocation costs	\$ 2,000.00	i.e., moving costs, transportation expenses, fuel
rental assistance	\$ 92,868.00	paid with HUD RRRH-DV bonus grant award funds
staff training	\$ 8,000.00	training event fees and associated expenses, i.e., mileage, meals, lodging
program travel	\$ 1,800.00	costs associated with ordinary program staff duties, i.e., mileage, meals, parking
staff onboarding costs	\$ 1,000.00	i.e., background checks, fingerprinting
outreach supplies/materials	\$ 900.00	i.e., printed materials, signage

NEW DIRECTIONS CENTER - FY2024 OPERATING BUDGET

ANNUAL INCOME

income	amount	detail
earned income		
federal/state grants (restricted)	\$ 294,000.00	Department of Criminal Justice Services (DCJS) - Victim Services Grant Program (VSGP)
	\$ 14,962.00	Department of Criminal Justice Services (DCJS) - Sexual Assault Services Program (SASP) [July-December]
	\$ 10,000.00	Department of Criminal Justice Services (DCJS) - Sexual Assault Services Program (SASP) [January-June]
	\$ 158,960.00	Virginia Department of Social Services (VDSS) - Domestic Violence Prevention Services
	\$ 55,000.00	Virginia Department of Social Services (VDSS) - Supplemental ARPA Funding
	\$ 4,500.00	United Way - Community Impact Grant [July-December]
	\$ 1,250.00	United Way - Community Impact Grant [January-March]
	\$ 15,000.00	Community Action Partnership (CAPSAW) - Community Services Block Grant (CSBG)
	\$ 126,647.00	Housing and Urban Development (HUD) - Rapid Rehousing/DV Bonus [Nov-June]
	\$ 2,750.00	Community Foundation of the Central Blue Ridge (CFCBR) - Youth Philanthropy Council
total restricted earned income	\$ 683,069.00	
other/local grants (unrestricted)	\$ 7,000.00	Community Foundation of the Central Blue Ridge (CFCBR) - Community Grant Award
	\$ 1,000.00	Staunton Augusta Rotary Club [sponsored by the Community Foundation of the Central Blue Ridge (CFCBR)]
	\$ 1,000.00	Waynesboro Kiwanis Club Fund [sponsored by the Community Foundation of the Central Blue Ridge (CFCBR)]
total unrestricted earned income	\$ 9,000.00	
total earned income	\$ 692,069.00	
unearned income		
charitable grants/contributions	\$ 55,000.00	includes private individual donations, business donors (estimated total)
fundraising	\$ 45,000.00	in-person and virtual events/donation requests (estimated total)
total unearned income	\$ 100,000.00	
TOTAL ANNUAL INCOME	\$ 792,069.00	

ANNUAL EXPENSES

categories	budgeted	detail
payroll expenses		
wages	\$ 495,000.00	annual wages for FTE/PTE
benefits	\$ 63,000.00	benefits include IRA match, health insurance, life and dental insurance
payroll taxes	\$ 37,900.00	annual payroll taxes for FTE/PTE
total payroll expenses	\$ 595,900.00	
program expenses		
shelter rent	\$ 17,160.00	
shelter utilities	\$ 9,375.00	utilities include electricity, water, cable, trash disposal, internet service
crisis hotline service	\$ 600.00	cell phone service plan

shelter maintenance	\$ 1,200.00	i.e., pest control, yardwork, repair services
storage unit rent	\$ 660.00	storage unit rental for shelter/admin use
shelter expenses/supplies	\$ 900.00	for residential program costs, includes household items
hotline service	\$ 2,800.00	annual crisis hotline service fee
client expenses/supplies	\$ 2,400.00	i.e., emergency lodging, transportation, food, monetary assistance
client support services	\$ 800.00	i.e., Language Line service fees
client relocation costs	\$ 1,500.00	i.e., relocation travel expenses
staff training costs	\$ 2,500.00	training event fees and associated expenses, i.e., non-local mileage, meals, lodging
outreach supplies/materials	\$ 800.00	i.e., printed materials, promotional items, signage
outreach event costs	\$ 900.00	i.e., venue fees, promotional items, materials, refreshments
program travel costs	\$ 1,800.00	i.e., local mileage and meals
membership dues	\$ 2,464.00	VSDVAA, GARCC, VVAN, NCADV
total program expenses	\$ 45,859.00	
administrative expenses		
Staunton office rent	\$ 26,400.00	includes internet service
Verona office rent	\$ 6,400.00	
Verona office utilities	\$ 2,400.00	utilities include electricity, water, internet service
Waynesboro office rent	\$ 6,000.00	
Waynesboro office internet	\$ 1,296.00	for client and staff use
loan payment	\$ 6,000.00	SBA loan payments
phone service plan	\$ 6,600.00	agency-wide coverage
workers' compensation	\$ 4,098.00	
business insurance	\$ 6,515.00	package policy includes directors and officers insurance, umbrella liability coverage, and auto insurance
vehicle costs	\$ 750.00	includes registration fees and regular maintenance services
professional fees	\$ 2,400.00	monthly bookkeeping and annual CPA tax preparation services
copy services	\$ 1,440.00	copy machine lease and supplies
office expenses/supplies	\$ 500.00	for administrative use and agency program support (includes equipment under \$5,000)
postage	\$ 325.00	postage machine lease and supplies
total administrative expenses	\$ 71,124.00	
TOTAL ANNUAL EXPENSES	\$ 712,883.00	

outreach event costs	\$ 900.00	i.e., venue fees, marketing materials, supplies
vehicle purchase	\$ 41,500.00	paid with DSS ARPA grant award funds
annual membership dues	\$ 2,600.00	i.e., VSDVAA, GARCC, VVAN, NCADV
total program expenses	\$ 185,893.00	
administrative expenses	projected	detail
Staunton office rent	\$ 27,660.00	includes internet service
Verona office rent	\$ 9,600.00	does not include utilities
Verona office utilities	\$ 3,200.00	electricity, water, internet service
Waynesboro office rent	\$ 6,000.00	includes utilities
Waynesboro office internet	\$ 1,400.00	for client and staff use
loan payment	\$ 6,000.00	SBA loan payments
phone service plan	\$ 7,680.00	agency-wide coverage
business insurance	\$ 8,571.00	includes package policy (property, umbrella, commercial auto), directors and officers insurance, and employment practices liability)
workers' comp	\$ 4,174.00	for 7 FTE, 11 PTE
vehicle costs	\$ 1,000.00	i.e., registration fees, regular maintenance services
financial services	\$ 2,400.00	monthly bookkeeping/financial management, annual payroll services
accounting services	\$ 4,000.00	preparation/filing fees for annual 990 and annual financial statements
office expenses/supplies	\$ 500.00	for administrative use and agency program support (includes equipment under \$5,000)
printing services	\$ 2,500.00	for mass production of materials (outside projects)
copy services	\$ 1,680.00	monthly lease and supplies for copy machine for internal staff and client use
donor cultivation	\$ 1,600.00	i.e., event costs, annual letter campaign costs
bank and merchant fees	\$ 500.00	i.e., bank fees, online donation platform services
consultant services	\$ 2,500.00	i.e., grant research, grantwriting, IT support, website development
postage	\$ 1,000.00	annual lease and supplies for postage machine for internal staff and client use
total administrative expenses	\$ 91,965.00	
TOTAL ANNUAL EXPENSES	\$ 879,498.00	
reserve account	\$ 39,462.00	
reserve account	\$ (39,462.00)	

ReadyKids

Charlottesville

ORGANIZATION INFORMATION:

Founded in: 1921

Mission:

ReadyKids promotes kids' well-being through counseling, family support, and early learning opportunities.

Primary activities and programs:

ReadyKids promotes the well-being of children and families in Charlottesville and surrounding counties through counseling, family support, and early learning opportunities. Our counseling programs serve children and teens, ages 2-18, who have experienced trauma, abuse, or crisis. Inside Out Trauma Counseling offers long-term counseling for children who have experienced a crime or trauma. The Teen Counseling program offers short-term crisis counseling to teens, and also hosts a hotline that teens can access via talk or text on behalf of themselves or their peers when they are in need of immediate mental health support. Our family support services include the Healthy Families program, an accredited home-visiting initiative supporting families with children ages 0-5. Family Support Workers provide personalized guidance to strengthen family functioning, promote positive parent-child interactions, and support early childhood development. ReadyKids' early learning opportunities include ReadySteps, which provides weekly preschool-like playgroups for young children and caregivers in under-resourced neighborhoods. STAR Kids delivers a social-emotional curriculum to preschool classrooms, while Growing Minds supports early childhood educators with training and coaching to enhance the quality of care. Additionally, we offer the Engaged Fathers and Men program, which equips fathers with parenting skills, co-parenting strategies, and tools to strengthen family relationships. Community engagement is at the heart of our work. ReadyKids actively partners with local organizations, schools, and community leaders to foster trust, elevate marginalized voices, and ensure our programs are responsive to community needs. Through initiatives like parent advisory committees, collaborative coalitions, and outreach events, we strengthen connections and build a shared vision for resilient families and thriving children. All of ReadyKids services are offered at no cost and meet families where they are. Whether at home, school, or in the community – ReadyKids equips them with the tools, support, and relationships needed to thrive.

Community need(s) your organization exists to address:

ReadyKids programs treat and prevent child abuse and promote kindergarten readiness. Children with adverse childhood experiences (ACEs) or limited access to high-quality early learning opportunities often face lower educational and health outcomes, and increased vulnerability to abuse and neglect. ReadyKids uses data-driven, evidence-based approaches to reduce the impacts of abuse and neglect, and prepare kids for school. In Nelson 18% of children live below the poverty line compared to the state average of 13%, and 82% of students qualify

for free and reduced lunch. While abuse exists across all economic levels, CDC research shows a higher probability for those living in poverty to experience violence and crisis in the home. The 2020 Maternal, Infant, and Early Child Home Visiting Needs Assessment ranked Nelson in the top 35% of counties statewide for risk factors for child abuse and neglect, including poverty, teen pregnancy, and limited access to prenatal care. Between 2015 and 2022, the percentage of Medicaid births in Nelson County rose from 36.5% to 44.7%, while late or no prenatal care increased from 4.8% to 7%. Home-visiting programs are effective at improving prenatal and birth outcomes, and preventing child abuse. Healthy Families addresses immediate basic needs and promotes positive parent-child interactions and attachment; healthy child development; and the enhancement of family functioning. Trained staff visit families in their homes to provide support, and mitigate risks, to achieve positive outcomes for infants and their caregivers. For children and families who have experienced trauma, abuse, and neglect, ReadyKids is a trusted resource. Inside Out uses modalities like Trauma-Focused Cognitive Behavior Therapy to help children and families heal from complex traumas. Teen Counseling provides crisis counseling to increase teens' safety and strengthen bonds with trusted adults and caregivers. Families with the highest concentration of risk factors for child abuse and neglect are often the same families who struggle to access quality early education. Research shows that children who participate in high-quality early learning programs are less likely to repeat grades, more likely to graduate from high school, have higher future earnings, and have better overall health. According to Virginia Early Childhood Foundation, 44% of children in our region started kindergarten below benchmark in one or more learning domains: literacy, math, self-regulation, and social skills. Growing Minds impacts care centers across the Foundation's footprint, including: Staunton, Waynesboro, Augusta, and Nelson, prioritizing classrooms that accept subsidies. Staff visit educators in their classrooms offering coaching, training, and individualized support to improve care and classroom functioning. ReadySteps engages children who aren't in formal care. Through playgroups and learning-centered exploration, ReadySteps promotes literacy, explorative play, gross/fine motor skills development, and positive social interactions. ReadyKids has refined ReadySteps over many years of delivery in Charlottesville and Albemarle, and expanded the program into Nelson in summer 2024. By addressing child abuse prevention and early education, ReadyKids creates a foundation for lifelong well-being and success. Families facing the highest risks often encounter the greatest barriers to accessing services, which is why we prioritize removing those obstacles.

GRANT DETAILS:

Based on how you measure your organization's impact, please share with us the magnitude of your work.

In FY24, ReadyKids provided critical support to 5,318 local children, families, and early childhood educators through our programs. Our custom-built Performance Measurement System tracks participant demographics, progress, and outcomes, allowing us to evaluate the impact of our work and adapt programs for maximum effectiveness. This system ensures that we remain responsive to the unique challenges faced by the families we serve. We collect and

analyze data over the course of a fiscal year, running from July 1 through June 30. In FY24, ReadyKids' outcomes were as follows:

100% of participants experience improved quality of early childcare and education.

99% of participants are safe from abuse and neglect.

96% of participants are more socially and emotionally healthy and relate well to others.

91% of participants experience improved positive caregiver/child and family interactions.

86% of participants are better prepared to begin school.

What is the approximate percentage of your organization's work that benefits the communities of Staunton, Waynesboro, and/or the counties of Augusta, Highland and Nelson?

In FY24, 6.3% of ReadyKids' beneficiaries were located in Nelson County. Nelson County serves as a pivotal area for expanding our rural impact and developing services tailored to these communities' unique needs.

Please share your organization's goals and objectives for 2025, or if you prefer, your long-range goals and objectives.

ReadyKids is committed to achieving the following outcomes in 2025:

85% of participants are safe from abuse and neglect.

85% of participants are more socially and emotionally healthy and relate well to others.

85% of participants experience improved positive caregiver/child and family interactions.

85% of participants experience improved quality of early childcare and education.

85% of participants are better prepared to begin school.

We measure success through data collected from evidence-based assessments, including the Ages and Stages Questionnaire (ASQ-3) and the Child and Adolescent Needs and Strengths (CANS) tool. These evaluations track changes in participants' safety, emotional well-being, caregiver relationships, developmental milestones, and school readiness. By using these tools alongside participant surveys, ReadyKids ensures that services – focused on child safety, strengthened family relationships, improved social-emotional skills, and access to quality early learning environments – are meeting and exceeding program goals.

To the extent that other nonprofit organizations and agencies provide services in our region that are similar to your services, please share how you coordinate and/or differentiate your services.

ReadyKids actively collaborates with other organizations to ensure no duplication of services, supported by Memoranda of Understanding (MOUs) with partners like local schools, social services, and community coalitions. These partnerships enable us to address gaps in care while leveraging shared resources to provide seamless support for participants. ReadyKids' services are unique because they are offered at no cost to participants. We do not bill insurance, and we do not require proof of income. We are also the only provider in our region to offer trauma counseling to the highly-vulnerable population of children under the age of 5. Our trauma counseling is offered for as long as participants need, where many other providers place caps on the length of service.

If your organization received a 2024 Community Grant, what was the impact of that grant on how your organization serves the community?

N/A - ReadyKids has not received a CFCBR grant previously.

Tell us a story that best illustrates the impact your organization has on our community.

Wanda (name changed for privacy), a young single mother of two, worked tirelessly to achieve stability for her family despite lacking a driver's license, which created significant barriers to accessing daycare, medical appointments, and other resources. Through her work with a ReadyKids Family Support Worker, Wanda gained the skills and confidence to obtain her learner's permit and eventually her driver's license. She is now focused on saving for a car, furthering her ability to support her children independently. Stories like Wanda's exemplify how ReadyKids partners alongside families to overcome challenges, foster resilience, and build brighter futures.

GRANT REQUEST

Are you requesting a single-year grant or three-year grant commitment?

2025 Community Grant (single-year grant)

What is the single-year grant amount you are requesting?

\$ 8,000

Do you wish to use this grant for General Operating purposes or a specific program or capital expenditure?

General Operating purposes (no restrictions on its use)

If your organization is awarded a 2025 Community Grant that is only a partial amount of the total funds you have requested from the Foundation this year, how will this impact your intended use of the funds?

ReadyKids cultivates a broad range of support from diverse funding sources, including public and private grants, limited pass-through funding, and support from generous donors. Funding

from the CFCBR would bolster our essential services being provided to Nelson County residents in the face of changing and uncertain state and federal funding. ReadyKids remains committed to providing our services at no cost to participants, and works to ensure programs do not need to be eliminated or reduce capacity due to funding limitations. Our philanthropy team will keep exploring new funding opportunities, connecting with local donors, and finding ways to maintain our programs. A grant from the Community Foundation of the Central Blue Ridge sends a strong signal to Nelson County residents that ReadyKids is a trusted partner in responding to the needs of the community, thereby enriching the quality of life of its residents. This trust increases engagement with the programs, which creates opportunities for ReadyKids to seek out additional funding sources and bring more resources to the Foundation's community members.

Optional: Is there anything else you would like for us to understand about your organization, or how you would use a 2025 Community Grant that you have not yet covered in this application?

Over the last several years, ReadyKids has been strategically expanding our impact in Nelson County. What began with counseling, has grown to include home visiting and early learning opportunities. This is in response to the needs of the community and lack of affordable, accessible, evidence-based resources in Nelson County. We are committed to sustaining and growing our presence in Nelson County with the support of community partners and local funders. Cultivating and serving children and families in Nelson County remains a top priority as identified by ReadyKids leadership and Board of Directors.

FINANCIAL INFORMATION

What is your total operating budget for your current fiscal year?

\$ 3,583,137

Optional Budget Narrative: Is there anything about your organization's budget that you would like for us to know?

The prior fiscal year budget PDF, for FY24, reflects what was presented to and approved by our Board of Directors. The "FY24" column reflected in the FY25 budget PDF reflects the true costs and expenses for that year.

Optional: If applicable, is there anything about your program or capital expenditure budget that you would like for us to know?



Emily Salvaggio
WIC Coordinator – Blue Ridge Health District
Emily.Salvaggio@vdh.virginia.gov
434-459-8984
1/29/2025

Community Foundation of Central Blue Ridge
117 S Lewis St.
Staunton, VA 24401

To Whom It May Concern,

I am writing to offer my enthusiastic support for ReadyKids and their application for funding from Community Foundation of the Central Blue Ridge. As the Coordinator of the WIC Program in the Blue Ridge Health District, I have found ReadyKids to be an invaluable resource for supporting families. Specifically, their support for families in Nelson County, a resource-challenged area within our district, has made a significant and lasting impact on meeting the unique needs of those children and families.

Through their comprehensive family support services and counseling programs, they have consistently demonstrated a deep commitment to empowering individuals and strengthening families. Their evidence-based practices and holistic approach not only address immediate challenges but also lay the foundation for long-term resilience and success.

I serve as an advisory board member for Healthy Families and have witnessed firsthand the organization's strong collaboration with other community programs. They effectively leverage these connections to inform and enhance their work, ultimately improving the services they provide to their population.

Beyond their direct services, ReadyKids has cultivated a strong reputation as a trusted resource in our community. Families, educators, and community leaders alike speak highly of their integrity, reliability, and effectiveness. I feel strongly that I can speak on behalf of other community members in saying that ReadyKids is held in the highest regard for the exceptional work they are doing to support the community. Our WIC families have benefited immeasurably from their services offered

I firmly and without reservation recommend ReadyKids for funding from the Community Foundation of Central Blue Ridge. Supporting their programs is an investment not only in the success of individual families but also in the long-term health and vitality of our entire community. Thank you for considering this request. Please do not hesitate to contact me at Emily.Salvaggio@vdh.virginia.gov or 434-459-8984 if you would like to discuss my experiences with ReadyKids in greater detail.

Sincerely,
Emily Salvaggio, RD, CLC
Emily Salvaggio
Blue Ridge Health District WIC Coordinator

FY25 BUDGET

ACCOUNT NUMBER	ACCOUNT	FY25 (PROJ)	FY24	CHANGE	FY23	CHANGE
4000	Contributions (Unrestricted)	742,340	804,492	(62,152)	607,407	197,084
4050	Contributions (Temp Restricted)	959,110	868,529	90,582	621,427	247,102
4100	Special Events (Unrestricted)	25,000	9,115	15,885	32,948	(23,833)
4200	Grant United Way (Temp Restricted)	50,000	50,000	-	30,000	20,000
4300	Grants-Public (Temp Restrict)	1,290,560	1,151,610	138,950	1,055,039	96,571
4351	Charlottesville City	161,243	154,299	6,944	152,481	1,818
4352	Albemarle County	76,862	77,187	(325)	166,624	(89,437)
4353	County of Fluvanna	2,625	2,625	-	2,625	-
4400	Program Fees	-	-	-	-	-
4500	Contracted Services	20,000	18,548	1,452	394,324	(375,776)
4550	Other Fees	5,000	9,949	(4,949)	5,000	4,949
4600	Refunds/Rebates	10,000	(1,586)	11,586	13,981	(15,567)
4750	Endowment Fund Draw	240,398	94,748	145,650	63,761	30,987
4900	Pass Through/Other Program	-	-	-	-	-
	TOTAL REVENUE	3,583,137	3,239,515	343,622	3,145,617	93,898
		-				
6000	Office Salaries (Program)	1,836,928	1,575,629	261,299	1,536,350	39,279
6000	Office Salaries (Admin)	746,793	661,244	85,549	666,155	(4,911)
6020	Benefits (Program)	302,946	248,591	54,355	251,966	(3,375)
6020	Benefits (Admin)	89,414	69,331	20,083	63,939	5,392
6030	FICA (Program)	141,869	120,536	21,333	111,310	9,225
6030	FICA (Admin)	55,225	46,426	8,799	50,961	(4,535)
6090	Staff Development	28,500	33,052	(4,552)	6,500	26,552
6100	Professional Fees - AAP	32,197	28,198	3,999	31,659	(3,461)
6104	Professional Fees - Prgm Specific	19,670	20,931	(1,261)	16,283	4,648
6120	CC/Bank Charges	5,000	9,703	(4,703)	7,500	2,203
6150	Office Supplies AAP	7,500	6,280	1,220	7,500	(1,220)
6156	Office Supplies - Prgm Specific	4,650	3,740	910	6,500	(2,760)
6160	Telephone	6,255	1,910	4,345	5,005	(3,095)
6161	Cell Phone	12,041	11,810	231	11,360	450
6170	Postage	2,380	1,823	557	5,080	(3,257)
6200	Utilities	8,734	9,273	(539)	11,500	(2,227)
62003	Internet	3,146	3,374	(228)	3,240	134
6220	Facilities Management	30,490	32,143	(1,652)	26,456	5,686
6225	Equipment	19,121	108,896	(89,775)	5,000	103,896
6240	Printing	10,850	16,311	(5,461)	18,300	(1,989)
6250	Travel	41,061	21,781	19,280	25,092	(3,311)
6260	Conferences/Training	28,751	27,064	1,687	27,933	(869)
6270	Annual Fees - AAP	6,900	5,494	1,406	5,965	(471)
6271	Annual Fees - Program Specific	24,180	22,116	2,064	17,055	5,061
6290	Insurance Bldg/Liab/Auto - AAP	30,023	29,626	397	25,019	4,607
6293	Insurance - Prgm Specific	4,046	2,070	1,976	1,882	188
6300	Program Costs	84,468	105,123	(20,655)	70,000	35,123
6600	Pass Through/Other Programs	-	5,493	(5,493)	-	(5,493)
	TOTAL EXPENSE	3,583,137	3,228,404	360,226	3,015,510	201,908
	TOTAL SURPLUS/DEFICIT	0	11,112		130,107	
	People	89%	84%		89%	
	OH, AAP, Program	11%	16%		11%	

FY24 BUDGET

ACCOUNT NUMBER	ACCOUNT	FY24	FY23 (PROJECTED)	CHANGE	FY22	CHANGE
4000	Contributions (Unrestricted)	696,872	607,407	89,464	520,000	(176,872)
4050	Contributions (Temp Restricted)	752,825	621,427	131,398	501,572	(251,253)
4100	Special Events (Unrestricted)	25,000	32,948	(7,948)	-	(25,000)
4200	Grant United Way (Temp Restricted)	50,000	30,000	20,000	-	(50,000)
4300	Grants-Public (Temp Restrict)	1,178,988	1,055,039	123,949	962,522	(216,466)
4351	Charlottesville City	154,299	152,481	1,818	121,136	(33,163)
4352	Albemarle County	76,862	166,624	(89,762)	72,450	(4,412)
4353	County of Fluvanna	2,625	2,625	-	2,100	(525)
4400	Program Fees	-	-	-	250	250
4500	Contracted Services	36,250	394,324	(358,074)	478,161	441,911
4550	Other Fees	5,000	5,000	-	1,000	(4,000)
4600	Refunds/Rebates	10,000	13,981	(3,981)	5,221	(4,779)
4750	Endowment Fund Draw	94,748	63,761	30,987	62,804	(31,944)
4900	Pass Through/Other Program	-	-	-	-	-
TOTAL REVENUE		3,083,468	3,145,617	(62,149)	2,727,216	(356,252)
		-				
6000	Office Salaries (Program)	1,616,976	1,536,350	80,626	1,371,375	245,601
6000	Office Salaries (Admin)	597,528	666,155	(68,627)	506,345	91,183
6020	Benefits (Program)	283,900	251,966	31,934	251,607	32,293
6020	Benefits (Admin)	85,909	63,939	21,969	83,639	2,269
6030	FICA (Program)	106,548	111,310	(4,762)	113,396	(6,848)
6030	FICA (Admin)	51,855	50,961	894	24,965	26,890
6090	Staff Development	7,500	6,500	1,000	4,311	3,189
6100	Professional Fees - AAP	45,082	31,659	13,423	45,096	(15)
6104	Professional Fees - Prgm Specific	9,450	16,283	(6,833)	18,415	(8,965)
6120	CC/Bank Charges	7,500	7,500	-	6,500	1,000
6150	Office Supplies AAP	7,500	7,500	-	3,636	3,864
6156	Office Supplies - Prgm Specific	5,500	6,500	(1,000)	3,925	1,575
6160	Telephone	5,080	5,005	75	3,873	1,207
6161	Cell Phone	11,210	11,360	(150)	8,712	2,498
6170	Postage	8,380	5,080	3,300	2,287	6,093
6200	Utilities	9,012	11,500	(2,488)	12,633	(3,621)
62003	Internet	3,146	3,240	(94)	2,541	605
6220	Facilities Management	27,728	26,456	1,272	24,316	3,412
6225	Equipment	8,000	5,000	3,000	39,900	(31,900)
6240	Printing	14,300	18,300	(4,000)	13,010	1,290
6250	Travel	20,450	25,092	(4,642)	7,359	13,091
6260	Conferences/Training	29,700	27,933	1,767	13,986	15,714
6270	Annual Fees - AAP	8,309	5,965	2,344	4,090	4,219
6271	Annual Fees - Program Specific	15,555	17,055	(1,500)	13,216	2,339
6290	Insurance Bldg/Liab/Auto - AAP	27,521	25,019	2,502	21,180	6,341
6293	Insurance - Prgm Specific	2,070	1,882	188	1,555	515
6300	Program Costs	67,760	70,000	(2,240)	40,658	27,102
6600	Pass Through/Other Programs	-	-	-	-	-
TOTAL EXPENSE		3,083,469	3,015,510	67,959	2,642,527	440,941
TOTAL SURPLUS/DEFICIT		(0)	130,107		84,689	
People		89%	89%		89%	
OH, AAP, Program		11%	11%		11%	

VALLEY CHILDREN'S ADVOCACY CENTER

Staunton

ORGANIZATION INFORMATION:

Founded in: 2004

Mission:

The mission of Valley Children's Advocacy Center is to build resilience, inspire healing, and lower the impact of trauma for survivors of child abuse and their families through collaboration with a multidisciplinary team, utilization of evidence-based practices, and education to create an empowered community.

Primary activities and programs:

Valley CAC, which utilizes the National Children's Advocacy Center model, is unlike anything else in our community. No other organization provides child forensic interviews or caregiver advocacy for victims of child abuse. While many other organizations provide mental health treatment, our in-house therapist is trained in specific modalities that are not commonly held by other, less specialized clinicians. Additionally, our expertise in child sexual abuse response and prevention is second to none and is often relied on by various community professionals, school divisions, and the justice system. Our organization's services are designed to reduce the trauma and advance the recovery of abused children and teens in our community. Services provided include: Forensic Interviewing, Family/Victim Advocacy, Mental Health Therapy, and Community Education and Outreach. All services, including our counseling services, are provided to each child completely free of charge. We never want financial resources or the type of insurance someone has to be a barrier to receiving exceptional, quality care at our organization. Our Center is specially designed to be warm, comfortable, and inviting to children of all ages and our staff is compassionate while also being experts in our field. From the moment children and teens walk through our doors, our approach is trauma-informed and child-focused. Services are also provided to non-offending caregivers that allow them to process the allegation at hand. They are also provided with education that enables them to best support their child or teen's physical, behavioral, emotional, and psychological needs during this time. Free trauma-focused counseling and therapy services are also provided to each child and family when appropriate. The CAC also provides educational opportunities throughout the year to community members that create awareness regarding child sexual and physical abuse including ways to identify, respond to, report, and prevent it within our community.

Community need(s) your organization exists to address:

In 2022 the Shenandoah Valley Department of Social Services received over 2,200 referrals for child abuse at this agency alone for Staunton, Augusta and Waynesboro. From July 2023 to June 2024 Virginia's Child Protective Services accepted 280 reported cases of child abuse in Staunton, 269 reported cases of abuse in Waynesboro, and 728 reported cases of child abuse in Augusta County. Prior to Valley CAC (and for communities that don't have a CAC), children suspected of having been abused could be interviewed up to fifteen (15) times by various well-

meaning professionals. This would include law enforcement, social workers, attorneys, etc. These interviews were used to determine the circumstances of their abuse, its legitimacy, and the next steps to ensure safety. These multiple interviews cause unnecessary trauma for the child or teen, forcing them to detail the abuse over and over. Inadvertently, it reduced the credibility of the child or teen when or if criminal charges were filed, as the child or teen's "story" appeared to change or seem inconsistent across these multiple, traumatic interviews where they were made to detail explicit events and descriptions of the abuse. As a result, prosecution rates for these crimes were incredibly low. With Valley CAC, a warm, neutral, non-threatening, child friendly space is provided where children and teens and their non-offending caregiver come to in order to participate in an unbiased, fact-finding interview that is age and developmentally appropriate, culturally competent, and comfortable for the child. The forensic interviewer is highly trained to conduct these interviews, and the child or teen only needs to be interviewed once. Professionals from law enforcement, Child Protective Services, Victim/Witness, and prosecution are all present in an adjoining room to watch the interview in real-time. When an allegation of child abuse is received, it is important that a thorough, comprehensive investigation takes place. It is essential that as many details as possible are gathered so that steps may be taken to ensure the child's safety and hold the alleged offender accountable. Valley CAC plays a critical role in the investigation and the path forward for the child or teen. In 2024, Valley CAC interviewed 260 children and teens. We are committed to the children and teens of our communities, working to educate adults and children on identifying abuse, trying to stem the tide of abuse, and helping to provide victims and their non-offending caregivers with the tools needed to process and move forward after abuse.

GRANT DETAILS:

Based on how you measure your organization's impact, please share with us the magnitude of your work.

In Fiscal Year 2024, Valley CAC served 469 individuals. Of this number, 260 children and teens received a forensic interview. Of those, 82 received follow-up therapeutic services by our therapist. Of the 469 individuals, 209 were non-offending caregivers who received support, education, and empowerment in order to best help their child. 14 of them received therapy services. We provided over 600 hours of free counseling services in Fiscal Year 2024. While we measure the number of individuals served, we also measure the impact of our services through an Outcome Measurement Survey (OMS) system. This evaluation tool utilizes client feedback to track our agency's impact in the lives we serve. For example, in FY24, 99% of children and teens responded "good" or "very good" when asked the questions: "Were they good at listening to you?" and "Did they help you feel safe?"

What is the approximate percentage of your organization's work that benefits the communities of Staunton, Waynesboro, and/or the counties of Augusta, Highland and Nelson?

Valley CAC covers over 3,000 square miles of Virginia concentrated primarily in Staunton, Augusta County, and Waynesboro. Approximately 88% of the children and families we serviced in Fiscal Year 2024 were from the SAW region and Highland County.

Please share your organization's goals and objectives for 2025, or if you prefer, your long-range goals and objectives.

Revenue Diversification – In 2024, the federal Victims of Crime Act funding was cut resulting in a loss of \$150,000. This dramatic cut severely impacted our viability. We are focused on lobbying for funding changes at the State and Federal level, increasing our grant revenue and donations, and billing insurance for counseling services. Increased Capacity – We cannot meet the current need for forensic interviews, family advocacy, and counseling. Due to revenue limitations, we have been unable to hire additional staff over the past few years. We are now at a critical point that additional Forensic Interviewers and Family Advocates are required. Outreach – The first step to reducing the number of abuse victims is through education and awareness. Many cases of child abuse go unreported, and adults don't recognize the signs and symptoms of abuse. We will continue to provide training and outreach to parents, professionals, and community groups. Problematic Sexual Behaviors – In 2025 we will be leading the charge in improving our community's response to cases involving child on child sexual abuse and problematic sexual behaviors. The current response is insufficient so we are committed to addressing this community-wide issue.

To the extent that other nonprofit organizations and agencies provide services in our region that are similar to your services, please share how you coordinate and/or differentiate your services.

The Valley CAC's approach to handling victims of child abuse is not duplicated within the communities we serve. Through our work with law enforcement, prosecution, and Child Protective Services the multi-disciplinary approach reduces the trauma for the victim and provides the needed information to all necessary parties. Our Forensic Interviewer is highly trained, as is our Family Advocate and in-house Therapist. We work with other agencies that provide therapeutic services in the area when we are referring individuals out when our in-house counselor cannot meet the demand. Those external therapists do not all have the specialized training and expertise that our in-house counselor has to work with the victims of child abuse. Given our limited capacity we have built a network of local providers who we refer victims to.

If your organization received a 2024 Community Grant, what was the impact of that grant on how your organization serves the community?

As a publicly funded organization we rely on Federal and State funding, local community grants, and private donations to operate. The 2024 Community Grant funding we received enabled us to continue our operations, especially after the unexpected loss of the Victims of Crime Act funding. Since all of our services are provided free of charge to children and families, the Community Grant funding helped to cover things such as our counseling services, family advocacy, and general operating expenses.

Tell us a story that best illustrates the impact your organization has on our community.

Given the confidential nature of the work that we do, coupled with the trauma that our victims and their families experience, we rarely ask those individuals for testimonials after the fact. However, often times the members of law enforcement, Child Protective Services, and the prosecution teams that handle these cases alongside us have their own stories to share as they are dealing with the emotions associated with these cases. Lieutenant Jeremy Campbell, a twenty (20) year law enforcement veteran from the Staunton Police Department ("SPD"), recently wrote this about working with us at the Valley Children's Advocacy Center. "I can vividly remember in the mid 2000's when a child molestation case came into the hands of law enforcement, there was a concern on how to strategically interview, investigate and properly obtain the correct information from a vulnerable child victim(s). The cases and interviews are so sensitive, that you did not want to taint your case with a bad interview which could spoil the investigation and outcome. The VCAC has turned all that concern into solid and productive case investigations. The Center has allowed for a true safe space in the community to allow children to tell their story in a way that all information is gathered so that Child Protective Services and law enforcement can take the appropriate action to make sure the victim(s) are safe. The VCAC team just doesn't stop after the interview. They offer and provide services/counseling to victims/families, consistently in contact with all agencies (sic) members involved in the case, facilitate a very interactive Multi-Disciplinary Team (MDT) meetings - involving all agencies - that happen monthly. The SPD Investigations Unit works with the Valley Children's Advocacy Center on a weekly, if not, daily basis. The growth and benefit of working with VCAC is outstanding and undeniable. I strongly support the VCAC...for their continued growth and invaluable work they do for our community."

GRANT REQUEST

Are you requesting a single-year grant or three-year grant commitment?

Three-year Community Grant commitment (2025-2027)

What is the annual amount of the three-year grant you are requesting?

\$ 10,000.00

Do you wish to use this grant for General Operating purposes or a specific program or capital expenditure?

General Operating purposes (no restrictions on its use)

If your organization is awarded a 2025 Community Grant that is only a partial amount of the total funds you have requested from the Foundation this year, how will this impact your intended use of the funds?

As noted above, the Valley CAC is working to diversify revenue streams in the wake of the loss of the Victims of Crime Act funding in 2024. We continue to actively identify additional grant opportunities that we may be eligible for and will increase the number of grants that we apply for each year. Additionally we are looking for ways to encourage additional donations from local businesses, organizations, and individuals to support our ongoing efforts. If we are

awarded partial funding of our request, we will need to secure the remainder of those funds through alternative grants or donations.

Optional: Is there anything else you would like for us to understand about your organization, or how you would use a 2025 Community Grant that you have not yet covered in this application?

FINANCIAL INFORMATION

What is your total operating budget for your current fiscal year?

\$ 690,542

Optional Budget Narrative: Is there anything about your organization's budget that you would like for us to know?

Optional: If applicable, is there anything about your program or capital expenditure budget that you would like for us to know?



DAVID L. LEDBETTER
COMMONWEALTH'S ATTORNEY

OFFICE OF THE
COMMONWEALTH'S ATTORNEY

K. ELYSSE STOLPE
SENIOR ASSISTANT
COMMONWEALTH'S ATTORNEY

WILLIAM H. FLORY
DEPUTY COMMONWEALTH'S
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(540) 942-6782

January 9, 2025

To Whom it May Concern,

I am the Senior Assistant Commonwealth's Attorney for the City of Waynesboro and am writing in support of the Valley Children's Advocacy Center's request for funding. I've had the privilege of working with the Valley CAC as a Multidisciplinary Task Force member and Advisory Committee member for nine years. I primarily prosecute child abuse and exploitation cases, and I can say without hesitation that I would not be able to do my job without the Valley CAC.

Under the leadership of Executive Director Rebecca Simmons, the Valley CAC improves the lives of children in the Staunton, Augusta, and Waynesboro areas, and beyond, by connecting children with services at every stage of the criminal justice process. In addition to being uniquely vulnerable to physical and sexual abuse, children also require specialized assistance to ensure the criminal justice system does not compound the trauma already experienced by the child. From the very moment a crime against a child is uncovered, the CAC immediately acts to protect the child by coordinating counseling, medical treatment, and other services. Simultaneously, the CAC assists investigators and prosecutors as they gather information through the child-friendly forensic interviewing process, which helps the child disclose details about the offense in a neutral, yet supportive, manner.

In addition to supporting the child through the criminal justice process, the CAC facilitates a Multidisciplinary Task Force to foster collaboration amongst local stakeholders and ensure that children are not unnecessarily retraumatized by repeat investigations across jurisdictions. I find this resource invaluable because information sharing ensures a fresh set of eyes and maximization of often limited resources as I trudge through the otherwise isolating and siloed process of prosecution. This in turn benefits all the children helped by task force members.

The Valley Children's Advocacy Center deserves every bit of support available in this community because every child in this community deserves support in the aftermath of a trauma.

Sincerely,

K. Elysse Stolpe
Senior Assistant Commonwealth's Attorney
City of Waynesboro

Valley Children's Advocacy Center
Profit & Loss Budget Overview
July 2024 through June 2025

	Jul '24 - Jun 25
Ordinary Income/Expense	
Income	
4000 · Donations, Fundraisings & Grant	
4015.02 · Board Fundraising	30,000.00
4020.03 · Public/Board Donations	75,000.00
4025.04 · Public Fundraising	1,500.00
4030.05 · Employee Donations	0.00
4035.11 · Grants - Comm. Foundation	10,000.00
4040.09 · Grants - Dept of Social Service	439,677.00
4045.12 · Grants - United Way & Designate	10,000.00
4050.13 · Grants - CAPSAW (City of Wboro)	35,000.00
4050.14 · Grants - ARPA	0.00
4055.99 · Grants - Other	30,000.00
	631,177.00
Total 4000 · Donations, Fundraisings & Grant	631,177.00
4100.15 · Locality Funding	65,000.00
	696,177.00
Total Income	696,177.00
Gross Profit	696,177.00
Expense	
5000 · Payroll Expenses	
5110 · Salaries & Wages	402,445.00
5210 · Employer Share - FICA	30,597.00
5230 · Employer Share-Health Insurance	16,612.00
5232 · Employer Share-Vision/Dental	1,200.00
5250 · Employer Share-Retirement	12,000.00
5000 · Payroll Expenses - Other	288.00
	463,142.00
Total 5000 · Payroll Expenses	463,142.00
5270 · Workers Compensation	3,000.00
5275 · Consultants/Contractors	8,600.00
5320 · Accounting Services	18,000.00
5325 · Repairs & Maintenance	20,000.00
5330 · Cleaning Services	8,000.00
5335 · Printing	5,000.00
5340 · Printing - Fundraising	2,000.00
5345 · Advertising & Marketing	1,400.00
5355 · Utilities	
5360 · Electric Services	4,400.00
5365 · Heating Services	3,000.00
5370 · Water/Sewer/Trash	1,300.00
	8,700.00
Total 5355 · Utilities	8,700.00
5380 · Postage	
5390 · Postal Services	500.00
	500.00
Total 5380 · Postage	500.00
5395 · Telephone	
5400 · Telephone-Verizon	9,000.00
5405 · Telephone/Internet - Comcast	4,600.00
	13,600.00
Total 5395 · Telephone	13,600.00
5410 · General Liability Insurance	7,000.00
5415 · Rent - Building	21,600.00
5420 · Travel Expense	40,000.00
5425 · Staff & MDT Development	10,000.00
5430 · Dues & Subscriptions	6,000.00
5435 · Office Supplies	10,000.00
5440 · Supplies - Fundraising	20,000.00
5442 · Fundraising Expenses	0.00
5445 · Education/Outreach Materials	8,000.00
5450 · Supplies-Counseling	3,000.00
5455 · Equipment and software/web	10,000.00

Valley Children's Advocacy Center
Profit & Loss Budget Overview
July 2024 through June 2025

	<u>Jul '24 - Jun 25</u>
5460 · Vehicle Expenses	<u>3,000.00</u>
Total Expense	<u>690,542.00</u>
Net Ordinary Income	<u>5,635.00</u>
Net Income	<u><u>5,635.00</u></u>

Valley Children's Advocacy Center

Profit & Loss Budget Overview

July 2023 through June 2024

	Jul '23 - Jun 24
Ordinary Income/Expense	
Income	
4000 · Donations, Fundraisings & Grant	
4015.02 · Board Fundraising	40,000.00
4020.03 · Public/Board Donations	30,000.00
4025.04 · Public Fundraising	3,000.00
4035.11 · Grants - Comm. Foundation	11,500.00
4040.09 · Grants - Dept of Social Service	429,753.00
4045.12 · Grants - United Way & Designate	10,000.00
4050.13 · Grants - CAPSAW (City of Wboro)	20,000.00
4050.14 · Grants - ARPA	15,000.00
4055.99 · Grants - Other	15,000.00
Total 4000 · Donations, Fundraisings & Grant	574,253.00
4100.15 · Locality Funding	30,770.00
Total Income	605,023.00
Gross Profit	605,023.00
Expense	
5000 · Payroll Expenses	
5110 · Salaries & Wages	331,910.00
5210 · Employer Share - FICA	25,162.00
5230 · Employer Share-Health Insurance	15,840.00
5232 · Employer Share-Vision/Dental	1,314.50
5250 · Employer Share-Retirement	9,868.00
5000 · Payroll Expenses - Other	126.00
Total 5000 · Payroll Expenses	384,220.50
5270 · Workers Compensation	2,094.00
5275 · Consultants/Contractors	21,000.00
5320 · Accounting Services	19,000.00
5325 · Repairs & Maintenance	10,000.00
5330 · Cleaning Services	8,000.00
5335 · Printing	5,000.00
5340 · Printing - Fundraising	2,000.00
5345 · Advertising & Marketing	3,000.00
5355 · Utilities	
5360 · Electric Services	4,200.00
5365 · Heating Services	4,700.00
5370 · Water/Sewer/Trash	1,100.00
Total 5355 · Utilities	10,000.00
5380 · Postage	
5390 · Postal Services	500.00
Total 5380 · Postage	500.00
5395 · Telephone	
5400 · Telephone-Verizon	7,400.00
5405 · Telephone/Internet - Comcast	4,600.00
Total 5395 · Telephone	12,000.00
5410 · General Liability Insurance	7,000.00
5415 · Rent - Building	21,600.00
5420 · Travel Expense	30,000.00
5425 · Staff & MDT Development	9,000.00
5430 · Dues & Subscriptions	6,000.00
5435 · Office Supplies	7,000.00
5440 · Supplies - Fundraising	20,000.00
5442 · Fundraising Expenses	1,500.00
5445 · Education/Outreach Materials	8,000.00
5450 · Supplies-Counseling	3,000.00
5455 · Equipment and software/web	11,000.00

09/08/23

Valley Children's Advocacy Center
Profit & Loss Budget Overview
July 2023 through June 2024

	<u>Jul '23 - Jun 24</u>
5460 · Vehicle Expenses	3,000.00
Total Expense	<u>603,914.50</u>
Net Ordinary Income	<u>1,108.50</u>
Net Income	<u><u>1,108.50</u></u>

Valley Mission

Staunton

ORGANIZATION INFORMATION:

Founded in: 1971

Mission:

Valley Mission, Inc. is a non-profit organization offering shelter, support, hope, and God's love to the homeless. Basic needs of shelter, food, clothing, and spiritual encouragement are provided to all.

Primary activities and programs:

Valley Mission is a Christian ministry whose programs center upon temporary shelter and meals for the homeless. Over the course of the last twelve years we have greatly expanded our services, understanding that our residents come to us with many traumas that need to be addressed in order for them to become self-sustaining. Our current primary programs are Client Services (includes Case Management), Pastoral Counseling, the After-School Program, the Mental Health Program, the Celebrate Recovery Program, and the Community Outreach Services Program which includes the provision of emergency food boxes to the needy as well as vouchers for clothing at our Thrift Stores. We believe that our clients deserve effective and appropriate care for the issues that have contributed to them becoming homeless. During the past twelve years, we have increased our emphasis on assisting our clients with obtaining affordable housing, mental health services, and employment. These three factors appear to contribute the most to successful independent living, thus preventing return to homelessness.

Community need(s) your organization exists to address:

Valley Mission is one of the central community agencies in our locality that works daily to break generational cycles of poverty that are evidenced in our community. During each phase of our local Community Needs Assessment (facilitated by CAPSAW), responses demonstrate that housing remains a barrier to independence in our community in addition to mental health treatment, employment opportunities, childcare needs, and advanced educational programs. Valley Mission addresses these barriers in our Case Management and Mental Health Programs. During the last eight years, our locality demonstrated a higher than state average of adults without higher education, adults with severe mental illness, adults who are dying of substance abuse related diseases, and adults who are living with untreated chronic/major health issues. CAPSAW's most recent Community Needs Assessment highlighted some of the most popular service request areas for Staunton, Augusta, and Waynesboro such as: utilities; housing and shelter; and health care. These are basic, fundamental needs that families must address in order to become self-sufficient. Valley Mission exists to fulfill these immediate needs so that our clients can then become healthy enough to focus on obtaining and maintaining safe and affordable housing.

GRANT DETAILS:

Based on how you measure your organization's impact, please share with us the magnitude of your work.

Below is a snapshot of some of our demographics and service provision measures for calendar year 2024: Number of unique individuals provided temporary shelter: 300 Number of unique households provided temporary shelter: 265 Number of people who moved into permanent housing: 67 individuals / 56 Households Number of meals served: 41,877 Number of food boxes distributed: 136 Number of employable Mission residents who obtained jobs: 52 We feel that the above measures demonstrate the clearest quantitative data regarding our service provision. However, the qualitative and anecdotal evidence of our work with our clients is not as easily measured, yet it is often more valuable. For many of our residents, the care we provide them is transformative.

What is the approximate percentage of your organization's work that benefits the communities of Staunton, Waynesboro, and/or the counties of Augusta, Highland and Nelson?

While 100% of our shelter services are provided in Staunton, we also serve clients from Waynesboro City and Augusta County.

Please share your organization's goals and objectives for 2025, or if you prefer, your long-range goals and objectives.

Our long-range goals and objectives are contained within our ongoing strategic plan. The five-year plan (2022-2026) includes the following overarching goals: Increase Board involvement regarding fundraising and donor stewardship. Continue to secure bequest intentions through the development of a comprehensive planned giving program that includes direct mail, internet outreach, personal visits, and the creation of collateral materials. Meet or exceed pay scale recommendations by 2026. Decrease employee turnover rate to 11% or less over the next five years. Modify client programming to address underlying reasons for homelessness. Reduce recidivism for homeless guests to 10% or fewer returning guests during each calendar year. Create and maintain relationships with former Mission residents to enhance client programming and foster possible future donations/agency involvement. Enhance the physical space of the Valley Mission shelter. Advocate locally to improve housing quality and/or affordability in the Staunton, Augusta, and Waynesboro region.

To the extent that other nonprofit organizations and agencies provide services in our region that are similar to your services, please share how you coordinate and/or differentiate your services.

Locally the only program that provides similar services is the Waynesboro Area Refuge Ministry. At present, those services are provided through the provision of overnight accommodation at local churches in the SAW region. Our programming at Valley Mission is more comprehensive and includes a robust onsite Case Management program complete with life skills classes and educational opportunities. We coordinate with the WARM shelter to ensure that those clients who cannot be served at Valley Mission are served in some capacity at

WARM. We are also both part of the Valley Homeless Connection, our local Continuum of Care for planning services impacting those persons experiencing homelessness.

If your organization received a 2024 Community Grant, what was the impact of that grant on how your organization serves the community?

Valley Mission received a three-year grant commitment through the 2022 Community Grants Program (\$7,000.00 per year). While these funds were unrestricted, this funding allowed us certain breathing room in our direct services budget, which resulted in us spending more on client transportation to assist clients in returning home to family due to lack of local housing opportunities. We were also able to spend more funding on initial housing deposits and first month's rent for many of our clients as a result of the additional funding we received from the CFCBR. We exceeded our direct client services budget in 2024 by 40.75%, all of which went directly to client transportation, clothing vouchers, initial housing support, medications, and other enhancements to our program such as contracted counseling services.

Tell us a story that best illustrates the impact your organization has on our community.

Brenda's life took an unexpected turn when she suffered a stroke. Her medical challenges were compounded when her relationship of 13 years ended while she was still in the hospital. With no family able to offer support due to their own challenges, she found herself navigating the stark reality of homelessness. Brenda's journey for shelter and security took her through various organizations until she arrived at Valley Mission, with little more than hope left in her possession. From the moment Brenda joined the Valley Mission community, it was clear that her spirit and determination were indomitable. Through her own resourcefulness and the aid of her Valley Mission Case Manager, Brenda managed to secure housing in a small local apartment. Reflecting on her journey, she shares a powerful message: "As long as you are determined to do it...you can do it!!" Her story is a beacon of hope to anyone facing similar hardships, illuminating the possibility of brighter days through persistence and support.

GRANT REQUEST

Are you requesting a single-year grant or three-year grant commitment?

Three-year Community Grant commitment (2025-2027)

What is the annual amount of the three-year grant you are requesting?

\$ 10,000.00

Do you wish to use this grant for General Operating purposes or a specific program or capital expenditure?

General Operating purposes (no restrictions on its use)

If your organization is awarded a 2025 Community Grant that is only a partial amount of the total funds you have requested from the Foundation this year, how will this impact your intended use of the funds?

Since we are requesting support for general operating purposes, we will continue to provide these services. However, lack of funding would likely result in less flexibility in regard to direct client service provision. Additionally, we are seeing a downturn in individual giving from the middle class due to inflation and reduced tax benefit based on an increase in standardized deductions, which also affects our direct service provision. This makes funding from organizations such as CFCBR even more vital to operations.

Optional: Is there anything else you would like for us to understand about your organization, or how you would use a 2025 Community Grant that you have not yet covered in this application?

We are honored to be able to apply for Community Foundation funding again and are hopeful regarding the future of housing in our community. While the pandemic certainly had several negative consequences, it did shine a light on the plight of the homeless in our community, and we are grateful and encouraged that other agencies in our SAW region are committed to working on ways to eliminate homelessness. We look forward to continuing positive partnerships with CFCBR and other non-profits in the future.

FINANCIAL INFORMATION

What is your total operating budget for your current fiscal year?

\$ 2,387,550

Optional Budget Narrative: Is there anything about your organization's budget that you would like for us to know?

Optional: If applicable, is there anything about your program or capital expenditure budget that you would like for us to know?

Valley Mission, Inc.		
OPERATING BUDGET		
January 1,2025-December 31, 2025		
Primary Income Categories	Budgeted	Explanation (if necessary)
Charitable Contributions and Grants	\$ 996,000.00	Individual donations, fundraising events, and local grants.
Other Income	\$ 86,550.00	Recycling, bank interest, refunds, etc.
Thrift Store Gross Sales	\$ 1,305,000.00	Two stores, Waynesboro and Staunton
Total Income:	\$ 2,387,550.00	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Employee Expenses	\$ 1,837,252.00	Includes health insurance, life insurance, payroll taxes, etc.
Operations	\$ 81,423.00	Includes commerical insurance, audit fees, professional fees, etc.
Client Services (Direct Services, Not Salaries)	\$ 82,000.00	
Development	\$ 19,750.00	
Building, Vehicle, and Equipment Expenses	\$ 196,875.00	Primarily Utilities
Thrift Store Expenses	\$ 170,250.00	Includes commercial rent for two properties
Total Expenses:	\$ 2,387,550.00	
Net Income (Loss):	\$ -	

INSTRUCTIONS: Replace the items in **RED** with your organizations' information. Please use the income and expense categories that make the most sense for your organization. Consider including separate categories for specific income and expenses of \$10,000 or greater. Smaller categories of income and expenses can be combined into an "Other" category.

Valley Mission, Inc.		
OPERATING BUDGET		
January 1,2024-December 31, 2024		
Primary Income Categories	Budgeted	Explanation (if necessary)
Charitable Contributions and Grants	\$ 893,000.00	Individual donations, fundraising events, and local grants.
Other Income	\$ 51,550.00	Recycling, bank interest, refunds, etc.
Thrift Store Gross Sales	\$ 1,180,000.00	Two stores, Waynesboro and Staunton
Total Income:	\$ 2,124,550.00	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Employee Expenses	\$ 1,624,481.00	Includes health insurance, life insurance, payroll taxes, etc.
Operations	\$ 80,274.00	Includes commerical insurance, audit fees, professional fees, etc.
Client Services (Direct Services, Not Salaries)	\$ 56,350.00	
Development	\$ 21,150.00	
Building, Vehicle, and Equipment Expenses	\$ 176,845.00	Primarily Utilities
Thrift Store Expenses	\$ 165,450.00	Includes commercial rent for two properties
Total Expenses:	\$ 2,124,550.00	
Net Income (Loss):	\$ -	

INSTRUCTIONS: Replace the items in **RED** with your organizations' information. Please use the income and expense categories that make the most sense for your organization. Consider including separate categories for specific income and expenses of \$10,000 or greater. Smaller categories of income and expenses can be combined into an "Other" category.

Waynesboro First Aid Crew

Waynesboro

ORGANIZATION INFORMATION:

Founded in: 1951

Mission:

To provide the best quality pre-hospital emergency care and rescue services to the citizens of Waynesboro and surrounding areas.

Primary activities and programs:

The Waynesboro First Aid Crew (WFAC) provides emergency 911 medical care and transport to citizens of Waynesboro and surrounding localities. WFAC's emergency medical care symbolizes security to residents during times of personal medical crisis or a community-wide disaster. In addition to emergency medical care, WFAC recently provided the follow community responses and prevention services:

August 7, 2024: Bomb Threat response at Waynesboro High School; a 15-year-old male juvenile was arrested.

August 2024: staff participated in a three-day Active Shooter Training.

The Staunton/ Augusta County/ Waynesboro (SAW) region is rolling out a trunked radio system through L3Harris, improving the ability to communicate better county-wide as well as with our surrounding counties who are already on the system. Waynesboro City police, fire, rescue, schools and public works will all be connected. Within the SAW region, police, fire and/or rescue will easily be able to talk if we have mass casualty events, wrecks on Afton Mountain, forest fires, weather related events, etc. This system is scheduled to go live in September 2025.

Community need(s) your organization exists to address:

The Waynesboro First Aid Crew is a combination agency made up of career staff and volunteers, providing crucial emergency services to the citizens of Waynesboro and surrounding area. Waynesboro has experienced an increase in population, resulting in more households potentially needing emergency medical services. From April 2020 - July 2023, Waynesboro experienced a 4.4% increase in population compared with 1% growth at the state level. Additionally, 17% of Waynesboro's residents under the age of 65 live with a disability compared to 8.5% for the state, and 11% of Waynesboro's residents under the age of 65 do not have health insurance (7.6% at the state level). According to the most recent data from County Health Rankings & Roadmaps, 18% of Waynesboro's population has poor or fair health compared to 14% for high performing localities for the state and across the nation. The health

demographics show an upward trend for the increased demand for emergency health services. Our ambulances are made up of two person crews. We have two trucks staffed and available 24/7/365 and an advanced paramedic in a quick response chase vehicle.

GRANT DETAILS:

Based on how you measure your organization's impact, please share with us the magnitude of your work.

In 2024 WFAC had 5,114 calls for service. We also experienced an increase in the acuity of patients with a 36% increase in transports to UVA, our closest Level 1 trauma center.

What is the approximate percentage of your organization's work that benefits the communities of Staunton, Waynesboro, and/or the counties of Augusta, Highland and Nelson?

For 2024, WFAC served the residents of Waynesboro (80%), Augusta County (19%), Nelson County (1%).

Please share your organization's goals and objectives for 2025, or if you prefer, your long-range goals and objectives.

For 2025, the Executive Director and the Board of Directors have prioritized the following activities:

Financial stability and income diversification: With the community growth, the demand for medical services has been steadily increasing, requiring additional resources to meet the operational budget. We recently contracted with a local consultant to increase grant funding, and the Board of Directors is in the process of developing a fundraising plan.

Staffing: We need to ensure that staff salary ranges align with the local market. Competitive salary will increase staff retention.

Security Equipment: We have a proposal pending with FEMA and the Virginia Department of Emergency Management to replace the obsolete non-supported access control system that received an "end-of-life notice" over seven years ago.

Staff Training: WFAC's Executive Director and a board member recently completed a Vulnerability Self-Assessment of the facility and operations. Findings included the need for additional staff training across multiple security topics.

To the extent that other nonprofit organizations and agencies provide services in our region that are similar to your services, please share how you coordinate and/or differentiate your services.

WFAC is the sole emergency 911 medical care and transport for the City of Waynesboro. We have mutual aid agreements with the surrounding areas. We work together to back up one

another when we have more calls than the ability to handle. There are regional protocol we operate under so we have a similar knowledge base and vocabulary. Organizational leadership communicates, as necessary, to ensure information is shared and disseminated.

If your organization received a 2024 Community Grant, what was the impact of that grant on how your organization serves the community?

N/A

Tell us a story that best illustrates the impact your organization has on our community.

This past fall, during a severe storm, we were able to deliver our first unit of O+ whole blood to a patient who was trapped when a tree fell on them. This prehospital call involved Waynesboro Fire, Waynesboro Police and WFAC in a joint effort to save their life. The patient was extricated with a chainsaw to remove the tree. They were covered to keep them warm and dry as possible, then moved to our ambulance for a full assessment, given the appropriate drugs, and transported to UVA. The patient was admitted to the hospital, made a full recovery and was discharged back home in time for the holiday season. We received a Christmas card stating they were very grateful for our service! UVA provided us feedback and we received a shoutout for a good save!

GRANT REQUEST

Are you requesting a single-year grant or three-year grant commitment?

2025 Community Grant (single-year grant)

What is the single-year grant amount you are requesting?

\$ 6,400

Do you wish to use this grant for General Operating purposes or a specific program or capital expenditure?

A specific program or capital expenditure

If applicable, please describe the specific program or capital expenditure for which you are seeking support and why it is important to our community.

In 2021, the Community Foundation of the Central Blue Ridge generously funded the purchase of four (4) Thomas Fluid Warmers. These fluid warmers are specialized bags designed to carry up to four (4) liters of fluid each and are able to bring up the internal body temperature to warm patients. While these four warmers are still operational and in use today, WFAC requires two (2) additional Thomas Fluid Warmers to provide uniformity across all our apparatus and emergency vehicles. We also need Statpacks G3 Clinician EMS Pack, Statpacks G3 Cells and Statpacks Tidal Volume Oxygen Packs to organize and protect our equipment. These can be used for a variety of medical applications, including Advanced Cardiovascular Life Support (ACLS), Advanced Life Support (ALS), and Basic Life Support (BLS). These new bags will replace bags with broken zippers, worn out bags and mismatched sets while making all vehicles the same for providers. This replication helps with muscle memory, making it easier to look for items as well as what needs restocking. Required StatPacks and features:

StatPacks G3+ TIDAL VOLUME Oxygen Pack (10): designed for safe transport of oxygen cylinders

StatPacks G3+ Airway CELL (3): organizes and protects advanced airway adjuncts (intubation, laryngoscope blades, oral pharyngeal airways, and nasal pharyngeal airways)

StatPacks G3+ Intravenous CELL (6): organizes and protects all your IV therapies

StatPacks G3 CLINICIAN EMS Pack (6): organizes basic airway, breathing, and circulation supplies

If applicable, what is this program or capital expenditure's total budget?

\$ 6,400

If your organization is awarded a 2025 Community Grant that is only a partial amount of the total funds you have requested from the Foundation this year, how will this impact your intended use of the funds?

We respectfully request \$6,400 from the Community Foundation of the Central Blue Ridge. However, if we only receive a partial grant, we are in the process of identifying additional grant prospects for identified equipment needs.

Optional: Is there anything else you would like for us to understand about your organization, or how you would use a 2025 Community Grant that you have not yet covered in this application?

FINANCIAL INFORMATION

What is your total operating budget for your current fiscal year?

\$

Optional Budget Narrative: Is there anything about your organization's budget that you would like for us to know?

WFAC sees about 50% for every dollar billed. We have seen a decrease in patient transports and an increase in patient refusals. Due to lower reimbursements for care and/or lack of payment from patients, WFAC has experienced a budget shortfall. The shortfall is being addressed by the Board in collaboration with the City of Waynesboro Manager and CFO. In early February, WFAC's Board will review a proposal that, once implemented, will help to decrease staff overtime charges which will help to decrease the budget shortfall. In addition, the City is aware of the shortfall and has demonstrated its willingness to work with WFAC to decrease or eliminate the shortfall. The City recognizes the critical importance of WFAC to the Waynesboro community and surrounding area, and their responsibility for its viability.

Optional: If applicable, is there anything about your program or capital expenditure budget that you would like for us to know?

Waynesboro First Aid Crew

OPERATING BUDGET

July 2024 - June 2025 (Current Fiscal Year)

Primary Income Categories	Budgeted	Explanation (if necessary)
MC Rewards	\$ 75.00	
Interest	\$ 304.04	
Revenue Recovery	\$ 609,401.09	
City Donations	\$ 240,000.00	
Memorial Donations	\$ 1,200.00	
Regular Donations	\$ 9,095.00	
PayPal Donations	\$ 600.00	
Square Credit Card Income	\$ 120.00	
Auxiliary Income	\$ 3,259.99	
Misc. Income	\$ 2,991.00	
Tower Rent	\$ 12,634.47	
Total Income:	\$ 879,680.59	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Stormwater fee	\$ 1,466.04	
Payroll taxes & prep	\$ 53,084.60	
Chaplin	\$ 37.90	
Building & Grounds	\$ 17,238.77	
PayPal & Square Credit Card	\$ 17.76	
Communications	\$ 6,576.83	cell phone, internet, land lines, EKG transmission, etc.
Computer Expenses	\$ 11,504.19	
Dues & Subscription	\$ 665.10	
Office Supplies	\$ 1,037.79	
Postage	\$ 140.05	
Professional Services	\$ 9,790.00	Auditor, drug testing, other
Salary & Benefits	\$ 698,635.10	
Uniforms	\$ 2,858.15	
Utilities	\$ 3,872.06	
Incentives (Meals)	\$ 96.81	
Conferences & Training (Continuing Education)	\$ 210.16	
Preventive Maintenance	\$ 727.18	
Generator	\$ 951.27	
First Aid Supplies	\$ 39,352.12	
Medical Director Fees	\$ 10,500.00	
Shop Tools	\$ 28.68	
Vehicle Maintenance	\$ 53,253.32	
Vehicle Fuel	\$ 3,794.08	
Auxiliary Expenses	\$ 7,248.25	
Total Expenses:	\$ 923,086.21	
Net Income (Loss):	\$ (43,405.62)	

INSTRUCTIONS: Replace the items in **RED** with your organizations' information. Please use the income and expense categories that make the most sense for your organization. Consider including separate categories for specific income and expenses of \$10,000 or greater. Smaller categories of income and expenses can be

Waynesboro First Aid Crew

OPERATING BUDGET

2023/2024 Actual Budget

Primary Income Categories	Budgeted	Explanation (if necessary)
City Donations	\$ 240,000.00	
4 For Life	\$ 49,995.30	
County Donation	\$ 30,000.00	
Bequests	\$ 3,975.00	
Memorial Donations	\$ 5,075.00	
Regular Donations	\$ 13,966.54	
Community Foundation	\$ 7,272.00	
PayPay Donations	\$ 1,850.00	
Mis Income	\$ 4,720.00	
Tower Rent	\$ 12,634.47	
Grants	\$ 271,116.00	
Interest	\$ 531.39	
Revenue Recovery	\$ 1,097,432.10	
Total Income:	\$ 1,738,567.80	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Payroll taxes & prep	\$ 88,534.93	
Chaplin	\$ 60.00	
Building & Grounds	\$ 12,455.13	
Communications	\$ 8,802.49	
Computer Expenses	\$ 10,903.59	
Dues & Subscription	\$ 11,207.53	
Office Supplies	\$ 3,311.34	
Postage	\$ 167.02	
Professional Services	\$ 13,225.00	
Salary & Benefits	\$ 1,171,712.69	
Uniforms	\$ 537.64	
Utilities	\$ 12,563.10	
Incentives (Meals)	\$ 159.43	
Administrative (Other)	\$ 272.80	
Conferences & Training (Continuing Education)	\$ 1,908.64	
Preventive Maintenance	\$ 1,224.00	
Generator	\$ 1,798.38	
First Aid Supplies	\$ 54,046.39	
Medical Director Fees	\$ 18,000.00	
Small Unit Equipment	\$ 2,491.30	
Vehicle Maintenance	\$ 56,243.18	
Vehicle Fuel	\$ 9,905.14	
Finances & Late Charges	\$ 13.98	
Total Expenses:	\$ 1,479,543.70	
Net Income (Loss):	\$ 259,024.10	

INSTRUCTIONS: Replace the items in RED with your organizations' information. Please use the income and expense categories that make the most sense for your organization. Consider including separate categories for specific income and expenses of \$10,000 or greater. Smaller categories of income and expenses can be

Waynesboro First Aid Crew		
SPECIFIC PROGRAM/CAPITAL BUDGET		
First Aid Equipment Budget		
Primary Income Categories	Budgeted	Explanation (if necessary)
Community Foundation Grant	\$ 6,400.00	
Total Income:	\$ 6,400.00	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
IV Warmers (2)	\$ 1,400.00	Unit price \$700
StatPacks G3+ Tidal Volume Oxygen Pack (10)	\$ 2,579.70	Unit price \$257.97
StatPacks G3+ Airway Cell (3)	\$ 396.00	Unit price \$132
StatPacks G3+ Intravenous Cell (6)	\$ 585.00	Unit price \$97.50
StatPacks G3 Clinician EMS pack (6)	\$ 1,440.00	Unit price \$240
Total Expenses:	\$ 6,400.70	
Net Income (Loss):	\$ (0.70)	
INSTRUCTIONS: Replace the items in RED with your organizations' information. Please use the income and expense categories that make the most sense for your organization. Consider including separate categories for specific income and expenses of \$5,000 or greater. Smaller source of income and expenses can be		