

**2025**  
**Community Grants**  
**Program**

**Grant Proposals**  
**Category # 8**

*Life Skills for Better Outcomes*

**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.

## **Bridge Ministry (The)**

Charlottesville

### **ORGANIZATION INFORMATION:**

**Founded in:** 1996

#### **Mission:**

The Bridge Ministry, Inc. was founded informally in the home of William Washington more than thirty years ago and began operating as a 501(c)(3) organization in December 1996. The Bridge works in Virginia to transform the lives of troubled men and their families by providing behavioral and mental health classes, mentoring, vocational skills, education, and the relationships they need to bridge the gap from addiction to productive community and family life. The Bridge currently has an overall success rate of more than 85% and a 100% job placement rate.

At this residential treatment program, 100% of the men are fighting to overcome addiction and combat recidivism. The majority of those served are determined to have a high risk of recidivism, nearly 90% are homeless, 95% are unemployed, 20% are veterans, and 50% did not graduate from high school.

#### **Primary activities and programs:**

The Bridge Ministry has a two-phase program which 1) receives men into an eighteen-month residential program in Buckingham County; and 2) allows certain men the opportunity to complete the last six months of the program in a transitional house in Charlottesville.

While the students are in the program, they are able to participate in a variety of vocational training opportunities. These opportunities include training in auto mechanic work, body shop work, manufacturing and assembly, landscaping, gardening, onsite construction, heating and air conditioning, electrical work, and heavy machinery operation. The Bridge Ministry also partners with Piedmont Virginia Community College to provide professional certification courses in small engine repair, welding, culinary arts, and many more.

Students also participate in classes at five days per week where they learn how to communicate in a positive way, work with others, lead their families, manage their finances, and become a productive member of their communities. The Bridge is a certified GED testing location, so students are also able to earn their GED while in the program. All students also receive individual, group, and family counseling as well as evidenced-based addiction recovery programming such as Matrix, Seeking Safety, and Moral Reconition Therapy taught by qualified instructors.

#### **Community need(s) your organization exists to address:**

The Bridge Ministry has 50 beds to serve residents from throughout Virginia. At this residential treatment program, 100% of the men are fighting to overcome addiction and combat recidivism. The majority of those served are determined to have a high risk of recidivism, nearly 90% are homeless, 95% are unemployed, 20% are veterans, and 50% did not graduate from high school.

Clients enter the Bridge as an alternative to incarceration. According to the Fredericksburg, Virginia Free Lance-Star editorial, "In 2020, 93,000 people in the United States died of a drug overdose, up nearly 30 percent from the previous year. Almost 70,000 of those deaths were from opioids. In Virginia, however, it's worse than that. The state is one of 10 in which the overdose fatalities increased by more than 40 percent." ("Digging deeper into opioid overdose crisis," July 21, 2021) The problem that the Bridge Ministry, Inc. looks to address is the high proclivity of recidivism that adult men ages eighteen and up face when returning to the community following incarceration. The target population is composed of men within the state of Virginia who have been convicted of any offenses consistent with drug possession, distribution, manufacturing, and related behaviors such as larceny and breaking and entering, which can be correlated to their drug use. According to the National Council on Drug and Alcohol Dependence, drugs and alcohol are implemented in an estimated 80% of all offenses committed in the United States. According to 2021 Virginia Department of Corrections statistics, there are approximately 24,000 individuals who are incarcerated, 93% of the inmates are men, and 97% of incarcerated individuals will require reentry services. At a local jail, 39% of the individuals who have spent a minimum of thirty days in the jail experience recidivism within three years of release and 79% experience recidivism within five years. The recidivism rate for the Bridge Ministry is only 14%. It is critical that adequate reentry services are present to assist the target population in their reintegration into their particular communities in Virginia. The Bridge Ministry Program is an 18-month intensive reentry residential program to help men with life controlling issues return to their community post incarceration with productivity and successful employment. This is accomplished through substance abuse treatment, vocational technical training, education, and mental health support services. These individuals are dealing with the immediate threat of reoffending upon release from incarceration due to the lack of a change in environment. These individuals also face a significant challenge when they possess a felony conviction, thus adversely affecting their employability. This is compounded by the fact that the majority of individuals are indigent and lacked vocational skills at the time of their initial incarceration. Lack of education is another major problem. According to 2017 data from the Virginia Department of Corrections, 46% of incarcerated individuals are high school dropouts. The Bridge offers the potential for college correspondence courses and is an official GED testing site as well.

### **GRANT DETAILS:**

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

The Bridge Ministry has 50 beds to serve residents from throughout Virginia. At this residential treatment program, 100% of the men are fighting to overcome addiction and combat recidivism. The majority of those served are determined to have a high risk of recidivism, nearly 90% are homeless, 95% are unemployed, 20% are veterans, and 50% did not graduate from high school. Most enter the Bridge as an alternative to incarceration. Approximately 20-40% of the students in the program are from the Community Foundation Central Blue Ridge service area. To measure our impact, we keep track of the number of students who enter the program, where

they are from, and how many professional certifications they earn. After their graduation, we measure if they find and maintain employment and also if they remain free from their addiction and incarceration. Success after graduation is measured at least two years after graduation.

**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.**

We have recently complete a new 10,000 square foot Learning Center in the center of our campus. This will allow us to offer more professional certification classes and workforce development classes on our campus. This Learning Center also has the technology to begin offering virtual and in-person college level courses to our students beginning in 2026. In 2024, we began offering 4Work classes at the Bridge. These are weekly classes that focus on creating resumes and applying for jobs, basic computer literacy, interviewing for jobs, improving communication skills, and improving academic skills for the workplace. These classes are taught by instructors from Piedmont Virginia Community College and will continue in 2025 and beyond. The Bridge is also committed to maintaining the 100% job placement rate for graduates. Our current overall success rate is 86% for men never returning to their addiction or incarceration and we believe that rate will increase even more with the addition of the new educational and vocational classes and increased behavioral and mental health classes.

**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 Bridge Ministry is the only organization offering long-term residential programming in Virginia. Although there are other organizations that offer parts of what we offer, there are none that combine all of these services and have such a high success rate. The Bridge works with local community organizations, judges, attorneys, probation and parole officers, and jail staff in the area to receive recommendations for the program. Many times, the Bridge works with clients who have not been successful in other short-term or outpatient rehabilitative programs, but the Bridge will work with these programs to receive clients.

**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.**

One story of how the Bridge has impacted the community is a student who graduated in 2022. He earned three professional certifications through our partnership with Piedmont Virginia Community College. During his last six months of the program, he decided that he wanted to pursue a career in welding, which was one of the certifications he earned in the program. He graduated over three years ago and continues to maintain this employment, remained free from

his addiction, and not returned to incarceration. The Bridge has many examples of success like this from this 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?**

\$ 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?**

The Bridge Ministry will use all funds received to support students from the CFCBR service area. If the full amount is not received, the Bridge may not be able to help as many students from this area. Students do not pay anything to participate in the program, leaving the Bridge to raise all funds to support each student.

**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?**

Thank you for taking the time to review our request!

### **FINANCIAL INFORMATION**

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

\$ 910,500

**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?**

The Bridge Ministry 2025 Budget

	Budget
<b>Income</b>	
Contributions - Individuals	375,000
Contributions - Churches and Businesses	85,000
Contributions - Grants and Foundations	455,000
<b>Total Income</b>	<b>915,000</b>
<b>Expense</b>	
Salaries - Administrative	60,000
Salaries - Accounting	38,000
Salaries - Property Supervisors	165,000
Vocational Training Program	226,440
Educational Programs	80,350
Reentry Program	22,700
Grant Writing and Fundraising	23,000
Advertising	3,500
Banking Expenses	1,400
Client Assistance	5,100
Contracted Services/Counseling	5,340
Groceries	36,400
Property, Liability, Vehicle, and Workers Compensation Insurance	44,820
Health and Life Insurance	45,820
Medical Expenses	1,400
Miscellaneous Expenses	1,400
Office Supplies and Expenses	5,600
Postage and Shipping	3,300
Professional Fees	7,110
Safety and Security	7,780
General Buckingham Supplies	19,500
Ministry Supplies	1,400
Taxes and Licenses	4,740
Payroll Taxes	38,230
Telephone and Communications	10,300
Travel	5,300
Rubbish Removal	820
Water and Sewer	280
Electricity	17,900
Gas and Propane	11,160
Subscriptions and Membership Fees	140
Gifts and Donations	1,400
Yearly Audit	8,870
Discretionary Fund for Director	6,000
<b>Total Expense</b>	<b>910,500</b>

The Bridge Ministry 2024 Budget

	2024 Budget
<b>Income</b>	
Contributions - Individuals	375,000
Contributions - Churches and Businesses	85,000
Contributions - Grants and Foundations	455,000
<b>Total Income</b>	<b>915,000</b>
<b>Expense</b>	
Salaries - Administrative	60,000
Salaries - Accounting	38,000
Salaries - Property Supervisors	165,000
Vocational Training Program	226,440
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Reentry Program	22,700
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Client Assistance	5,100
Contracted Services/Counseling	5,340
Groceries	36,400
Property, Liability, Vehicle, and Workers Compensation Insurance	44,820
Health and Life Insurance	45,820
Medical Expenses	1,400
Miscellaneous Expenses	1,400
Office Supplies and Expenses	5,600
Postage and Shipping	3,300
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General Buckingham Supplies	19,500
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Gas and Propane	11,160
Subscriptions and Membership Fees	140
Gifts and Donations	1,400
Yearly Audit	8,870
Discretionary Fund for Director	6,000
<b>Total Expense</b>	<b>910,500</b>

## **DCCU Cares Foundation**

WAYNESBORO

### **ORGANIZATION INFORMATION:**

**Founded in:** 2024 Foundation /1959 Credit Union

#### **Mission:**

The DCCU Cares Foundation will accomplish its purpose by extending its ability to empower individual success and self-sufficiency through financial education and resources. The aim of the DCCU Cares Foundation is to advance our community's financial health in inspiring ways both presently and for many years to come. The DCCU Cares Foundation goes beyond access to beneficial and affordable financial products and services, by building meaningful relationships through thoughtful strategic philanthropy.

#### **Primary activities and programs:**

As the charitable arm of DuPont Community Credit Union and independent 501(c)(3) nonprofit, DCCU Cares Foundation focuses on four key initiatives. The activities and programs the DCCU Cares Foundation undertakes to fulfill its mission are as follows: Financial Wellness – Promote financial education and resources to empower individual and family sustainability.

Promote Education – Offer post-secondary scholarships along with community based financial education to schools and other organizations that will support financial wellness initiatives that aid in building a financially responsible and better prepared workforce.

Member, Employee and Community Engagement – Connect our members, employees, neighbors, businesses and community organizations to charitable giving programs, events and volunteer opportunities that impact our outreach to the entire community.

Community Partnerships – Foster transformative community projects that contribute to a higher quality of life, financial stability, a more competitive economic region, and relief in times of need for our members and neighbors.

#### **Community need(s) your organization exists to address:**

Our organization exists to impact and improve the financial health of the community! The affiliated DuPont Community Credit Union officially opened its doors in 1959 as Waynesboro DuPont Employees Credit Union, Inc. Our first "office" was in the basement of an employee's house from the Waynesboro plant. By the end of 1959, the credit union had 1,275 accounts, \$72,827 in loans, \$91,251 in assets. Twenty years after its founding, the credit union was owned by over 7,000 members with nearly \$32 million in assets.

In 1985, the first branch not located on plant property was opened on West Main Street in Waynesboro. By 1997, it expanded to become a community credit union, meaning that membership became based on geography instead of only where someone worked. To reflect this growth, our name changed to DuPont Community Credit Union (DCCU) and today we

serve over 120,000 members and have over \$1.8 billion in assets. As a member-owned financial cooperative, we believe in people – not profits.

DuPont Community Credit Union (DCCU) is democratically controlled, so members take part in electing the Board of Directors. We strive to keep costs low, and profits are returned to our members through lower fees and higher dividends. Since 1959, DCCU has worked to meet the needs of our owners by providing a safe and sound financial alternative. Whether it's opening a child's first savings account or buying a new home, your Credit Union membership is a valuable asset. An investment of only \$5 in a savings account opens a world of privileges.

As a CDFI – Community Development Financial Institution we have a mission to serve the needs of low and middle-income individuals who have been underserved by traditional banks and lending. Many of these individuals and families make up ALICE: Asset Limited, Income Constrained, Employed – households that earn above the Federal Poverty Level (FPL) but cannot afford the cost of living and may not qualify for public assistance. Our SAW region collectively exceeds the state ALICE indexes of percentage of ALICE households and households in poverty, while median household income is far below the statewide level, demonstrating an ongoing and growing trend of financial vulnerability.

The creation of the DCCU Cares Foundation in 2024 as the charitable arm of the credit union means that even greater emphasis is being placed on financial wellness education and access to resources. The Virginia ALICE Report highlights how for solutions to be effective, they must be comprehensive and interconnected to address as many areas of struggle as possible. The Foundation seeks to offer our community a pathway to prosperity by tying financial education, beneficial tools and resources, community giving and volunteerism to support our non-profit sector who also support financial wellness initiatives, investment in schools and post-secondary education, and a financially responsible and better prepared workforce. All of this woven and integrated into product and service offerings aligned to meet the needs of our community and members at every age and stage in their lives thereby empowering financial wellness.

### **GRANT DETAILS:**

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

2024 was the inaugural year of the DCCU Cares Foundation with a public launch in April. We are tracking our impact over a nine-month period April - December. In 2024, the DCCU Cares Foundation funded seven (7) transformative community projects that contributed to a higher quality of life, financial stability, a more competitive economic region, and relief in times of need for our community. Donations helped us fund a total of \$35,000 to non-profits who align to provide critical services impacting financial stability. We served over 2,000 individuals through 122 financial education presentations directly through the Foundation and even more with the assistance of resource navigation from regional and funded community partners. Currently awarding \$1,000 scholarships in 35 eligible categories, more than \$500K in

scholarship funds have been gifted to students since 1995. In 2024, donations supported the awarding of \$26K in scholarships to worthy students across our service area.

**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?**

We serve 16 localities in the Greater Shenandoah Valley with Staunton, Augusta, Waynesboro being our legacy market. Highland is in our expansion market, and we do not have field of membership in Nelson county, but county residents may be members if they work, worship, attend school or volunteer in our field of membership localities. 75% of the Foundation's work is centered in SAW region.

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

DCCU Cares Foundation Goals and Objectives in 2025

**Define Primary Stakeholders:**

2024 Primary Stakeholders - Employees, DCCU Corporate, DCCU Vendors

2025 Primary Stakeholders are expanded to include - Members, Non-Profits, Community Partners and Businesses

**Stakeholder Focus - What Matters Most?**

In 2024 What Mattered Most? - Employee Benefits, "Your Foundation Early Adoption" Financial Education, Community Involvement, Financial Health

In Year 2025 What Matters Most is expanded to include - Member Benefits, Member Wellbeing, Member Financial Education, Strategic Funding, Financial Health

We accomplish this through Targeted Promotional Intro - a brand strategy with Marketing focus on Foundation in Member Matters, Internal and External Signage, Website, Social Media and Community Events

**Activity:**

2024 Activities - Employee Giving Programs, Financial Education, Volunteerism, Discovery Grants, Foundation Events

2025 Activities - Members Giving Programs, Member Financial Education, Strategic Funding - Grants Expansion, Foundation Events Expanded

**How to Best Engage?**

2024 Engagement - Scholarships, Employee, Individual and Community Financial Coaching, Foundation Fridays - Employee Giving, Employee Emergency Assistance Fund, Intro to Strategic Funding, Events - Golf Tournament, Volunteerism, Research and Apply for Grants

2025 Engagement - Scholarships expanded (Named and Endowed), Member Financial Coaching, Members Disaster Relief, Expand Strategic Funding - Secure Grants, Program Funding Expansion, Planned Giving, Local Change Program

**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 DCCU Cares Foundation joins the ranks of other regional funders such as CAPSAW, Augusta Health and the Community Foundation. With the affiliation and expertise of a trusted local financial institution partner, DuPont Community Credit Union, we collaborate with service providers who align with and contribute to our key philanthropic focus areas of Financial Wellness, Promotion of Financial Education, Member and Community Engagement, and Community Partnerships. Donations helped us fund a total of \$35,000 to non-profits who provide critical home repair such as Renewing Homes of Greater Augusta and Central Valley Habitat for Humanity, to allow veterans to keep their homes and seniors to age in place. We partnered with our regional food bank, Blue Ridge Area Food Bank, and its affiliated pantries to maximize food sources and delivery channels, and offer financial education to recipients, to maintain and increase financial stability of working, underserved households who need financial resources.

**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.**

Salvation Army The DCCU Cares Foundation collaborated with the Salvation Army in Waynesboro to offer two financial wellness workshops each month for families enrolled in the Angel Tree program. Participants gained insights into budgeting, saving, understanding credit, and effectively managing their financial responsibilities. In total, 75 families participated in these classes. Kiota Global The Foundation also partnered with a local nonprofit organization called KIOTA Global to provide a series of financial wellness workshops. The CEO and Founder, Monique Tshilboal, originally from the Congo, started the organization in 2019, with a mission in mind to empower women and underserved communities through education, good health, economic resiliency and advocacy. Over the course of several months, a series of financial wellness workshops were organized to educate individuals on various topics, including navigating the US banking system, budgeting effectively, savings strategies, understanding credit and recognizing predatory lending practices as well as fringe banking options. Supporting Personal Finance At Local High Schools The DCCU Cares Foundation is committed to supporting Personal Finance teachers by conducting classroom visits that align with the personal finance requirements set by the state of Virginia. The Foundation also partners with Banzai, an online Financial Education Program for select high schools. Through a series of interactive modules, students learn essential personal finance topics. The program emphasizes practical skills and real-world applications, empowering users to make informed financial decisions. During the 2023-2024 school year, more than 500 students participated in the Banzai program. New Scholarship Fair Earlier this year, The DCCU Cares Foundation partnered with Shenandoah County Public Schools and The Shenandoah County Chamber of Commerce to host the first ever College and Career Fair for high school juniors and seniors. Both students and parents had the chance to engage with different organizations that provide scholarships to assist with funding higher education. Students also had the opportunity to speak with local

employers about various career opportunities in the Shenandoah County area. The event was a huge success, attracting over 100 students and parents. GreenPath The DCCU Cares Foundation provides access to our remote financial education partner GreenPath. The Foundation cares about your financial health and believes that the more education and tools you have to manage your money, the more likely you are to establish a secure financial future for you and your family. DCCU has partnered with GreenPath financial wellness solutions to deliver free, valuable information you can put into practice immediately. GreenPath is a non-profit company that helps you achieve your financial goals so you can pay bills on time, build a financial cushion, save for the future, and enjoy life without financial stress. GreenPath offers guidance in a variety of areas, including money management, housing counseling, debt repayment, and more. Services are provided in more than 180 languages, are confidential and extended evening and weekend hours are available. Visit GreenPath on the Foundation website. [www.mydccu.com/learn/resources/financial-wellness/greenpath-financial-wellness](http://www.mydccu.com/learn/resources/financial-wellness/greenpath-financial-wellness)

## **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 DCCU Cares Foundation is excited to head into its first full year after launching in April of 2024. During our inaugural year we offered both a Scholarship Program and a Discovery Grants Program. Together, DCCU and the Foundation, have provided more than \$500,000 in scholarships to deserving students. In 2024, a total of \$26,000 was awarded in scholarships. The Foundation will continue the legacy of providing scholarships in our service area. We hope to offer named and endowed scholarships in the near future. Moving forward, we anticipate growth in the number and dollar amount of our scholarships and grants. As we enter 2025, we are conducting a planned pivot from the Discovery Grant phase, whereby known community partners who in prior years benefitted from receiving monetary gifts from DuPont Community Credit Union, were now required to demonstrate how their funding requests would impact the financial health of the community in a proposal format developed by the Foundation.

Organizations were invited to apply and the process for applying was a simplified one-page application with required interim and final reports on status of outcomes and funds spent. We awarded seven (7) \$5,000 Discovery Grants in 2024 for a total of \$35,000 between April – December 2024. The purpose of the Discovery Grant process was to increase communication and ease the transition of our longstanding community partners out of requesting gifts and

position them into a competitive grant process, that most if not all were already experienced at navigating, just not at DCCU/DCCU Cares Foundation. By currently offering thirty-five (35) scholarship opportunities and with plans to fund up to twenty (20) grants through a strategic grant process, 2025 will require additional resources to manage both processes. Having significant experience and familiarity with using Smarter Select in roles as both grant applicant and evaluator/funder, the DCCU Cares Foundation is seeking funding to acquire the Smarter Select application management system for use at the Foundation. Implementing Smarter Select will allow us to streamline collection and evaluations and determine awards for better and more efficient decision making and tracking. One of the overarching priorities of the DCCU Cares Foundation is to engage employees. The use of Smarter Select will allow us to invite employees as evaluators from across our 16 plus locations spanning the Greater Shenandoah Valley to participate in helping to choose which non-profits best demonstrate alignment and innovation in impacting financial health and help determine how to award funding from their Foundation. The funding request is for a three (3) year commitment to fund Smarter Select at the \$5,000 Enhance Level. Not only would this make the application process better, but it also is an investment in our community allowing the DCCU Cares Foundation to expand its giving programs and community engagement, to fulfill the mission to impact the financial health of the community in inspiring ways presently and for years to come.

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

\$ 15,000 for a three (3) year annual commitment to the Smarter Select Enhance Plan Application Management System .

**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 would be grateful for any funding the Community Foundation of the Central Blue Ridge awarded us. If partially funded, we would still want to implement the Smarter Select Application Management System, but may need to choose the lower level plan, delay implementation, or use additional funding from other sources such as event fundraising or apply for other grants.

**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?**

The DCCU Cares Foundation is the charitable arm of DuPont Community Credit Union. The Foundation is so grateful to have received and continue to receive generous in-kind and other support from DuPont Community Credit Union. The goal of both organizations is to ease the reliance on the Credit Union for financial and other support incrementally to create a Foundation that is independent and self sustaining, yet still enjoy the mutual benefit of being in a partnership. Successful donor programs, fundraising events and of course grant funding are all priorities we undertake and goals we need to achieve. Thank you for considering our grant 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?**

As a new and affiliated Foundation, our parent organization DuPont Community Credit Union, a financial institution with \$1.8 Billion in assets, generously provides many centralized services such as IT, Human Resources, Accounting, Training, Office Space and other services as in-kind, along with seed funding to allow the Foundation to have secured financial support as it launches its fundraising and donor awareness campaigns. Each year, the amount provided to the Foundation by DuPont Community Credit Union is expected to decrease incrementally as the Foundation demonstrates financial success and autonomy, thereby increasing its ability to impact and improve the financial health of the community.

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

Your investment in the DCCU Cares Foundation, helps us provide an investment in the community through our scholarships and community grants programs of approximately \$100,000 in 2025. Thank you!



**Blue Ridge**  
— AREA —  
**FOOD**  
**BANK**



*We serve your community through one of four distribution centers.*

**Western Region Distribution Center and Headquarters**

PO Box 937  
96 Laurel Hill Rd.  
Verona, VA 24482  
P 540-248-3663

**Eastern Region Distribution Center**

1207 Harris St.  
Charlottesville, VA  
22903-5319  
P 434-296-3663

**Southern Region Distribution Center**

501 12th St., Suite B  
Lynchburg, VA  
24504-2527  
P 434-845-4099

**Northern Region Distribution Center**

1802 Roberts St.  
Winchester, VA  
22601-6312  
P 540-665-0770

[WWW.BRAFB.ORG](http://WWW.BRAFB.ORG)



October 22, 2024

Margaret Hersh  
Executive Director  
DuPont Community Credit Union, DCCU Cares Foundation  
*[sent via email]*

Dear Margaret and Committee Members,

Thank you for your generous gift through DCCU Cares Foundation in support of the Food Bank's Public Benefits Outreach program to Support Household Financial Stability, one of our current strategic goals.

For more than 43 years, the Blue Ridge Area Food Bank has been helping our neighbors access the groceries they need. Today, we face new challenges, and our current Strategic Plan sets a bold direction to ensure equitable access, support health, and help lift neighbors out of a cycle of poverty.

While providing nourishing food to more than 148,200 people every month, we're expanding our efforts to tackle food insecurity by addressing its root causes. One of our key goals is to support household financial stability by connecting neighbors who qualify with essential resources including public benefits that improve both food security and health.

We are grateful for DCCU's long-standing support of the Blue Ridge Area Food Bank. We truly could not do our work without trusted community partners like you. We are delighted to expand our work together as we attempt to improve the household financial stability of our neighbors in the Blue Ridge region.

If you have any questions about the information that follows, please reach out to Millie by phone or email.

With gratitude,

Karen Ratzlaff  
Chief Philanthropy Officer  
(540) 213-8404  
kratzlaff@brafb.org

Millie Winstead  
Director of Development & Community Engagement  
(434) 220-4335  
mwinstead@brafb.org

<b>DCCU Cares Foundation</b>		
<b>OPERATING BUDGET</b>		
<b>2025</b>		
<b>Primary Income Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Fundraising Revenue and Charitable Contributions	\$ 105,000.00	Individual Donations, Fundraising Events, Vendor Donations DCCU Campaign and Local Grants
Federal & State Grants	\$ 5,000.00	Virginia Credit Union League, Misc
DCCU Contribution	\$ 80,000.00	DCCU Corporate Foundation Donation, Community Grants, Corporate Charity Pledges, Scholarship Program
<b>Total Income:</b>	<b>\$ 190,000.00</b>	
<b>Primary Expenses Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Wages & Benefits	\$ -	DCCU In Kind Contribution
Rent & Utilities	\$ -	DCCU In Kind Contribution
Professional and Legal Fees	\$ 8,000.00	CPA, Bookkeeping, Legal Services
Printing and Marketing	\$ 9,000.00	Collateral, Printing, Giveaways Select Marketing Services DCCU In-Kind Contribution
Office Expenses	\$ 10,500.00	Software Programs, Checks, Workshop Expense
Other	\$ 2,200.00	Mileage, Meals, Workshops, Merchant Fees
Remote Financial Counseling	\$ 10,000.00	GreenPath Remote Financial Counseling
Sponsorships	\$ 5,000.00	
Yearly Scholarshi Program	\$ 35,000.00	
Communtiy Grants Program	\$ 60,000.00	
Foundation Event Expense	\$ 15,000.00	
<b>Total Expenses:</b>	<b>\$ 154,700.00</b>	
<b>Net Income (Loss):</b>	<b>\$ 35,300.00</b>	

**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

<b>DCCU Cares Foundation</b>		
<b>OPERATING BUDGET</b>		
<b>2024</b>		
<b>Primary Income Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Fundraising Revenue and Charitable Contributions	\$ 70,000.00	Individual Donations, Fundraising Events, Vendor Donations DCCU Campaign and Local Grants
Federal & State Grants	\$ 5,000.00	Virginia Credit Union League
DCCU Contribution	\$ 104,000.00	DCCU Corporate Foundation Donation, Community Grants, Corporate Charity Pledges, Scholarship Program
<b>Total Income:</b>	<b>\$ 179,000.00</b>	
<b>Primary Expenses Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Wages & Benefits	\$ -	DCCU In Kind Contribution
Rent & Utilities	\$ -	DCCU In Kind Contribution
Professional and Legal Fees	\$ 10,000.00	CPA, Bookkeeping, Legal Services
Printing and Marketing	\$ 9,000.00	Collateral, Printing, Giveaways Select Marketing Services DCCU In-Kind Contribution
Office Expenses	\$ 10,000.00	Software Programs, Checks,
Other	\$ 1,500.00	Mileage, Meals,
Remote Financial Counseling	\$ 9,516.00	GreenPath Remote Financial Counseling
Sponsorships	\$ 5,000.00	
Yearly Scholarshi Program	\$ 35,000.00	
Communtiy Grants Program	\$ 44,000.00	
Foundation Event Expense	\$ 15,000.00	
<b>Total Expenses:</b>	<b>\$ 139,016.00</b>	
<b>Net Income (Loss):</b>	<b>\$ 39,984.00</b>	

**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

DCCU Cares Foundation		
SPECIFIC PROGRAM/CAPITAL BUDGET		
Implementation of Smarter Select Application Management System		
Primary Income Categories	Budgeted	Explanation (if necessary)
Community Grants - DCCU Contribution	\$ 45,000.00	
Scholarship Program - DCCU Contribution	\$ 35,000.00	
Fundraising Revenue for Community Grants	\$ 15,000.00	
<b>Total Income:</b>	<b>\$ 95,000.00</b>	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Community Grants Funded	\$ 60,000.00	
Scholarships Funded	\$ 35,000.00	
Smarter Select Enhance Plan	\$ 5,000.00	
<b>Total Expenses:</b>	<b>\$ 100,000.00</b>	
<b>Net Income (Loss):</b>	<b>\$ (5,000.00)</b>	
<b>INSTRUCTIONS:</b> Replace the items in <b>RED</b> 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		

## **Fight Like a Grrrl Club**

Lovington

### **ORGANIZATION INFORMATION:**

**Founded in:** 2019

#### **Mission:**

Fight Like a Grrrl Club offers free self-defense workshops in central Virginia. F.L.A.G.'s mission is not only to teach self-defense but also to build strength, independence, and resilience in young girls, challenging outdated norms that prioritize submission over self-sufficiency and confidence. We focus on helping vulnerable populations and survivors of assault, especially women, adolescents, and members of the LGBTQ+ communities, but we welcome all people into our classes. By sharing self-defense techniques and strategies that are simple, efficient and effective, we aim to give members of communities impacted by gender-based violence a sense of agency and the confidence to avoid, prevent, and resist assault. Our long-term goal is to train qualified instructors throughout Virginia to bring these programs directly to their communities.

#### **Primary activities and programs:**

F.L.A.G. travels regionally throughout central Virginia to host workshops that provide empowerment self-defense training and are always completely free to attendees. Our instruction methods include hands-on demonstrations and practice of de-escalation and avoidance techniques, with strategies for situations ranging from mildly aggressive interactions to dangerous encounters which require survival self-defense skills. We share these various tactics paired with examples of relevant social contexts to prepare students for any situation they may encounter, from uncomfortable to life-threatening. By providing an inclusive, consent-based, and affirming learning space, our workshops build increased individual confidence and stronger community connections.

#### **Community need(s) your organization exists to address:**

In central Virginia, sexual violence remains a pervasive issue that disproportionately affects women, adolescents, and LGBTQ+ individuals. This issue is particularly acute in underserved and marginalized communities, where resources on how to recognize, resist, and prevent sexual assault are often limited or unavailable. Widespread cultural socialization that pressures girls and women to be passive or accommodating in situations where they feel unsafe, prioritizing social expectations over their own comfort and safety, only compounds these issues. These problems are borne out by the statistic that one in five women in the United States experiences completed or attempted rape during their lifetime, and one in three of those victims experienced it for the first time between the ages of 11 and 17 (<https://www.nsvrc.org/statistics>). Walking through the world with knowledge of their vulnerability to sexual assault and other non-consensual behavior can strip a person of their freedom and even affect their ability to contribute to their society to their full potential. Most self-defense programs focus on stranger attacks, which account for only 20% of sexual violent incidents; 80% are committed by acquaintances, family, or partners

(<https://www.nsvrc.org/statistics>). Studies have proven that women who participate in empowerment self-defense education (ESD) programs experience significant reductions in all forms of sexual assault, but access to such programs is often limited to college settings that primarily serve white, middle-class students (<https://doi.org/10.1177/10778012231197576>). Expanding low-barrier versions of these programs to broader communities would ensure that all women and gender diverse community members would have equitable access to such preventative education. The risks of experiencing sexual assault and other types of gender-based violence are greatly increased for racialized and LGBTQ+ communities (<https://doi.org/10.1177/10778012241289425>), which is why we take an intersectional approach to providing no-cost access to self-defense training.

### **GRANT DETAILS:**

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

In 2024, we provided nine workshops, teaching over 150 people accessible self defense strategies and techniques. We partnered with 13 community organizations and businesses to reach our target communities and expand our reach. By tracking attendees and analyzing surveys and feedback, both immediately after workshops and for several months thereafter, we found that participants showed a marked increase in knowledge, confidence and preparedness. Participants were able to point to specific techniques they believe they would be able to use in a real-life situation, and 93% of participants said they would attend another F.L.A.G. workshop. Feedback received from attendees teaches us which aspects of instruction they found most useful and what we should consider adding to or removing from future workshops. The goal of our measurements is to make our organization more efficient and effective in order increase our positive impact in furthering our mission.

**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?**

The majority of our work is done in seven counties and cities throughout central Virginia, and we work hard to evenly distribute our resources among them. Staunton, Waynesboro, and Nelson County are three of these seven regions, and they benefit from appr

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

We plan to expand our workshop calendar as well as our online resources to expand access to our preventative trainings for those who may not be able to attend workshops in person. We already have four more workshops scheduled for the upcoming year than in 2024, with more still in the planning stages. We expanded our instructor team in 2024, and we plan to recruit even more in 2025. Our long-term goal is to train teachers throughout Virginia to bring this program to their own communities.

**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.**

While no other organization in the region offers services similar to ours, we strive to work with local organizations that share a similar demographic, including H.E.R. Sports, SARA, Lynchburg Sattva Wellness Center, Nelson County Heritage Center, Charlottesville Out & About, Prolyfyck Run Crew, Shenandoah LGBTQ Center, Friendly City Safe Space, Jefferson School African American Heritage Center, and Rockfish Valley Community Center.

**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.**

In 2024, a teen with special needs attended a workshop with her mother. She was nervous about participating, so our head instructor took time before the workshop began to discuss her fears and goals, and then offered her specific modifications during the workshop. The following week, one of this participant's acquaintances was touching her more than she felt comfortable with, so she used one of the preventative techniques we taught by blocking his hand and saying "No! Unwanted touch!". Her mother reported to us that she was very proud and so were the girl's peers. In another instance, a young woman whom we had worked with was walking home alone from work after dark when she realized she was being followed. She turned around and yelled "WHY are you following me?!" The assailant tried to attack her, but she hit, kicked, screamed and scratched him until he gave up and ran away. She told us "I didn't remember a single combination that you guys taught me, but all I could hear was you guys telling me to REACT which very well could have just saved my life." These stories demonstrate that our teaching method of providing specific self-defense tactics and strategies for a variety of situations and giving each participant a chance to practice them works to actively prevent violence.

## **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?**

\$ 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.**

We are seeking funding to launch and sustain empowerment self-defense education workshops designed to equip women, adolescents, and LGBTQ+ individuals with the skills to prevent and resist sexual violence. These workshops will be grounded in research showing that ESD programs significantly reduce incidents of sexual assault while also empowering participants to resist coercive behaviors, trust their intuition, and assert boundaries. The program aims to provide not only practical defense techniques but also psychological empowerment, enabling individuals to build a culture of prevention. We will provide two three-hour workshops to at least 25 people per workshop, focusing on women, adolescents, and LGBTQ+ individuals, in Waynesboro and Staunton. These workshops will be taught by trained instructors and will focus on verbal de-escalation, boundary-setting, and intuition, followed by physical defense techniques. Workshops are free to all attendees and will be held in multiple locations in order to remove barriers faced by people in rural communities without the resources to travel long distances for instruction. Priority for venues will be given to local community centers. Empowerment Self Defense programs like those offered by Fight Like a Grrrl Club not only reduce sexual assault but also create a ripple effect that transforms attitudes, behaviors, and ultimately, communities. Such programs play a critical role in not only equipping women, adolescents, and LGBTQ+ folks with the skills to resist coercive behavior but also in reducing the prevalence of sexual violence in their communities by providing marginalized groups with critical tools for personal empowerment and safety. Access to such programs is often limited to college settings that primarily serve white, middle-class students, but expanding these programs to broader communities with programs like ours helps to ensure that all communities at risk of experiencing gender-based violence have access to such preventative education.

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

\$ 5,056.00

**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?**

Any amount we receive through grants or contributions means more programs we can offer to the public. We are actively fundraising in order to be able to expand our calendar of events, and we are applying for capacity-building grants to improve the quality and efficiency of our operations. If we are not awarded the full amount requested, we will continue to work tirelessly to fundraise, and will self-fund workshops for our communities as long as we have the means to do so.

**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?**

We have not offered as many programs in the Staunton and Harrisonburg areas as other parts of the region, and part of our strategy is to work to build relationships with local organizations to strengthen our network here.



August 31, 2022

Dear Grant Selection Committee,

HER Sports is pleased to endorse and recommend Fight Like a Grrrl (FLAG) for continued funding to present much-needed workshops to our local community. FLAG strives to empower people with the ability to protect their physical and emotional wellbeing through feminist-driven self-defense education.

We collaborated on an event this past summer for our summer academy with the attendance of 15 girls. The girls absolutely loved the workshop and requested for FLAG to return. As data shows, teenagers are the most common age group for abduction, and with organizations like FLAG, this provides hope and confidence that with their mission, our community will be educated enough to escape.

We are proud to be affiliated with FLAG.

Peace and Love,

A handwritten signature in black ink, appearing to read "Jessica Carter". The signature is fluid and cursive, with the first name "Jessica" and the last name "Carter" clearly distinguishable.

Jessica Carter  
Executive Director

tapping, and even spontaneous dancing. Caregivers note that spouses are talking more at home, laughing, and asking when can they return.

**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?**

Ninety-nine percent (99%) of HSW current program activities benefit the community of Nelson County.

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

The overarching goal of HSW is to meet the needs of seniors residing in the communities of Wintergreen, Nelson County and southern Albemarle. To effectively address the increasing demand, HSW is exploring adding additional program staff, increasing member fees, and further building strategic partnerships. Specific goals and objectives for the existing NEC program include: (a) increasing the number of members to 15; (b) expanding from 2 to 3 days/week; (c) increasing the diversity of members, including gender, race, and economic diversity; and (d) ensuring financial viability. Currently, revenue generated by NEC member fees only supports approximately 42% of program cost; the remainder is subsidized via grants and donor contributions. Nelson County is a large county, covering over 400 square miles with very limited public transportation resources. To address the need for respite care, we have envisioned creating multiple group respite programs in the service area. Outreach and marketing initiatives will be critical in 2025 and beyond to achieve our objectives. Goals for 2025 include the development of a video and support to enhance social media outreach. We also hope to provide technical assistance to organizations in the Valley who have expressed interest in implementing a program similar to the NEC.

**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.**

HSW is one of few organizations providing senior services--utilizing primarily volunteers--in the Nellysford area and the only one that provides readily accessible transportation services to its members. The NEC is the only respite care program in Nelson County and surrounding communities. The only program similar in mission to the NEC is an adult day care program in Charlottesville, a 45-minute drive from the NEC service area. It is a licensed facility and a medical model; whereas, NEC is a social model, with no medical care provided. For most members the commute is only a 10-15 minute commute; for four members, the commute averages 20-25 minutes. Members are driven to-and-from the Club by family members, neighbors, or paid caregivers. Should a NEC member need adult day care services, program staff would make a referral to the Charlottesville program, though accessing available transportation would be a barrier.

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

Not Applicable

PROJECTED BUDGET 2025 - Fight Like a Grrrl Club

2025

Income		
Grants		15,000.00
Individuals, Business, In-Kind		20,000.00
Merch Sales		500.00
Private Events		1,000.00
<b>Total Income</b>		<b>36,500.00</b>
Expense		
Grant writing		1,000.00
Printing, Mailing, Digital Marketing		500.00
Insurance - Liability, D and O		1,900.00
Office, Website, Advertising		1,050.00
Accounting		0.00
Graphic Design, Marketing, Media Communication		4,000.00
Total General & Administrative		<b>8,450.00</b>
Program Services		
Program Development		1,500.00
Workshops		
Instructor & Staff Pay		9,600.00
Marketing, Communications, Data		7,000.00
Space Rental		3,750.00
Supplies & Equipment		450.00
Total Workshops		20,800.00
Total Program Services		<b>22,300.00</b>
Total Expense		30,750.00
Net Ordinary Income		5,750.00

2024 ANNUAL BUDGET - Fight Like a Grrrl Club

2024

Income		
Grants		8,500.00
Individuals, Business, In-Kind		21,496.62
Merch Sales		882.54
Private Events		700.00
<b>Total Income</b>		<b>31,579.16</b>
Expense		
Grant writing		2,500.00
Printing, Mailing, Digital Marketing		0.00
Insurance - Liability, D and O		1,802.00
Office, Website, Advertising		1,056.41
Accounting		375.00
Graphic Design, Marketing, Media Communication		480.00
Total General & Administrative		<b>6,213.41</b>
Program Services		
Program Development		0.00
Workshops		
Instructor & Staff Pay		6,609.00
Marketing, Communications, Data		1,850.00
Space Rental		1,872.50
Supplies & Equipment		1,520.00
Total Workshops		11,851.50
Total Program Services		<b>11,851.50</b>
Total Expense		18,064.91
Net Ordinary Income		13,514.25

Proposed Budget: Self Defense Workshop	Subtotal	Description
One 3 hour event, + 1 hour setup/breakdown		
Venue rental	\$900.00	Two venues
SUBTOTAL STAFF	\$3,220.00	Staff, Instructors, Event Coordinator, Digital & Media Promotion, Photographer / Videographer
Printing Waivers, Handouts, etc	\$150.00	Printing Waivers, Handouts, etc
Travel Costs		
Harrisonburg	\$321.60	
Staunton	\$214.40	
Total Travel Costs	\$536.00	Travel @ .67 mile
Equipment and Supplies	\$250.00	
PROJECTED BUDGET TOTAL	\$5,056.00	

## Here to Stay in Wintergreen

Nellysford

### ORGANIZATION INFORMATION:

**Founded in:** 2019

**Mission:**

Here to Stay in Wintergreen (HWS) is a 501 (c) 3 non-profit organization whose mission is to empower individuals, primarily seniors, by providing essential services and information enabling them to safely remain at home for as long as possible, delaying and/or reducing the need for institutionalization.

**Primary activities and programs:**

HSW is modeled after the "Village Movement" where seniors assist seniors who want to continue living safely and independently in their homes. The primary focus of services is for individuals living in the Wintergreen communities located in Nellysford, Va. In 2024, however, HSW expanded its outreach to beyond these communities, specifically to those living in Nelson and Southern Albemarle Counties. HSW offers a range of programs for members and non members. These include health education classes, classes offering information on health and legal resources, social events, a monthly caregiver support group, referrals to agencies that can offer additional services to families, personal car use for medical appointments, transportation for grocery shopping, and a 12-passenger van for field trips. On September 4, 2024 HSW launched its newest program, the Nelson Enrichment Club (NEC), a group respite program for participants living with memory loss and/or Parkinson's Disease. The program is modeled after the Respite for All social model established in 2012; but unlike this model, the NEC is a secular, non faith-based program that currently meets twice a week for four hours each session in the fellowship hall of a local church. The purpose of the program is threefold: (1) enhance the quality of life for adults living with dementia or Parkinson's Disease; (2) provide valuable, restorative, respite for caregivers; and (3) provide a meaningful volunteer experience for those looking to serve needs of the community. The NEC is guided by an Advisory Committee of experts in aging and memory care, ensuring high-quality programming and best practices. Activities during the sessions include music, movement (e.g. Tai Chi, chair yoga, dance), games, art, service projects, pet therapy, and other activities that promote physical and mental health.

**Community need(s) your organization exists to address:**

Since 2019, HSW has been addressing the needs of seniors. Based on feedback from its members, HSW identified group respite care as a significant unmet need among local caregivers of those living with memory loss and/or Parkinson's Disease. Respite programs provide planned breaks for family and other unpaid care partners; there is much evidence demonstrating the benefits of respite for both the care recipient and care partners (Commonwealth of Virginia's Dementia State Plan, 2024-2027). HSW is located in Nellysford, VA, a community with a population of 1,397 and median age of 65.1 years. Nellysford is located in Nelson County, a county that is 100% rural, with a population of approximately

14,800. The median age of all Nelson County residents is 50.7, 12 years higher than than the statewide average; according to the 2020 Census, 26.5% of Nelson County's population is over 65. Eighty-one percent of Nelson County residents are White with approximately 12% Black; 30% of all Black residents live in the southern parts of the county. The prevalence of diseases associated with memory loss increases with age; adults over 55 have a 42% lifetime risk of developing dementia (New York Times, 1/13/2025). National statistics indicate that Black Americans are twice as likely to develop dementia, develop dementia at younger ages, and have a higher lifetime risk (New York Times, 1/13/2025; Brain & Life, Oct/Nov, 2024). Age is the most important non-modifiable risk factor for dementia; it is estimated that 1 in 9 Virginians over 45 self-report cognitive decline (CDC, 2021). Most affected individuals live at home, cared for primarily by family members. Isolation, loneliness, burnout, and preventable institutionalization can occur without accessible and affordable support. Social isolation increases the risk and the progressive nature of Alzheimer's and other forms of dementia. Rural communities typically have fewer accessible community resources that provide opportunities for social engagement and outlets to support mental and physical well-being. A significant challenge for Nelson County residents is the limited public transportation options that could increase access to the more urban communities of Lynchburg, Crozet, Charlottesville, and Waynesboro. Ensuring that those with memory loss or Parkinson's receive necessary health care, as well as social, cognitive, and emotional support, is critical to their long-term wellness and capacity to remain at home (Brain & Life, Oct/Nov 2024). Additionally, caregivers, many of whom are also seniors, are considered "seniors in need" due to the additional responsibilities they assume and the evidence-based impact caregiving has on their health. Since launching the HSW NEC program, caregivers have been expressing interest in expanding the program to include a third day. As news of the new respite program has spread, interest has been generated in exploring implementation of a similar program for communities located just west of the Blue Ridge Mountains in the communities of Waynesboro, Augusta County, and Staunton. According to UVA's Memory and Aging Care Clinic, approximately 103 clients currently served by the clinic live in these communities (Dementia Care Coordinator, Liz Boyd, 1/2025).

### **GRANT DETAILS:**

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

Starting with 73 members and 31 volunteers, HSW has grown to 225 members and 60 volunteers. Programs have expanded to include the greater Nellysford community, more services, and new partnerships. Impact of its newest program, the NEC, is measured by: (a) number of members; (b) number of volunteers; (c) diversity of members; (d) average attendance; (e) observations of engagement by members; (f) feedback from caregivers; and, (g) feedback from the larger community. Currently, there are 10 members – all White males – and ~30 volunteers. For each session, an average of 7 members attend along with 7-9 volunteers and the Program Director. After only a 90-day period, engagement by members with one another and volunteers has increased significantly. Music seems to trigger a lot of smiles, to

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

Begun in 2019, HSW was incorporated in 2020 as a 501 (c) 3 non profit organization patterned after the Village to Village national network of grassroots organizations serving seniors largely through community-based volunteers. Once incorporated, HSW began to offer a number of services to those living in the Wintergreen communities in Nellysford, VA. These communities consist of approximately 1,276 households with mostly retired residents, or those close to retirement age. Services included transportation, minor in-home maintenance, technology help, monthly workshops, short-term meals in emergency situations, and home visits when requested. Monthly coffees were held with either a health-related presentation, or as a purely social event. In 2021, in response to increasing demand for support from family caregivers of members with chronic illnesses, a monthly caregivers' support group was formed. In 2023 caregivers expressed the need for more support, and in spring 2024 planning began to launch a group respite program for members experiencing memory loss and/or those with Parkinson's Disease. Over the last several years, programs have expanded, though membership fees have remained the same. Committees have been formed to direct major activities, i.e. Membership & Volunteer Outreach, Technology, Education and Social. Small social groups have been formed to support social engagement and special interests, such as Memoir Writers, and Bridge groups. Since 2022, HSW has worked hard to expand services to the greater Nellysford community. By working collaboratively with the Rockfish Valley Community Center (RVCC), Jefferson Area Board for Aging (JABA), Blue Ridge Medical Center (BRMC), Rockfish Presbyterian Church (RPC) and the UVA Medical Center, HSW has established/created community-wide programs, e.g. the Annual Care Fair at RVCC, Meals on Wheels, and a UVA satellite pharmacy in downtown Nellysford. The next closest pharmacy is 40 minutes distant. With formal MOUs between HSW, BRMC, and RPC, and guidance and support from local and national organizations, the NEC was launched in fall 2024. To date, over 35 group respite sessions have occurred offering a diversity of engagement activities. Feedback from members, caregivers, volunteers, and the larger community is obtained through in person and virtual meetings and has been overwhelmingly positive. Recruitment and outreach activities to increase the number of members and volunteers are ongoing with a focus on increasing diversity of the membership. Scholarship monies have been created to enable those not able to pay \$40/session to only pay \$10. Program volunteers and "special session" volunteers who travel north from Massie's Mill, east from the Valley, and west from Charlottesville--often provide music, art, movement, and educational programs. Volunteers are the core of NEC's success. Ongoing volunteer training is planned next for February 2025 and at least quarterly throughout the year. Transportation, however, continues to be a significant challenge for all services. JAUNT, the primary regional transit system for non profit organizations and persons with limited abilities, offers very limited service within the catchment area for NEC. HSW is committed to increasing transportation access for county residents over the coming year through both public and private means.

**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 Year 1; \$7,500 Year 2; \$7,500 Year 3

**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 requestiing funds for HSW's group respite program, the NEC. The importance to our community can best be described as follows: January 19, 2025. My spouse suffers from moderate Alzheimer's. With limited social interactions due to his cognitive decline, we desperately needed an outlet, and safe environment, offering activities that were appropriate given his diminished skills as well as opportunities for him to make new friends. The Nelson Enrichment Club (NEC) answered our prayers. Compassionate, friendly, and energetic staff and volunteers, coupled with fun activities (music, art projects, chair exercises, games, etc.) have made a huge difference for us. When I pick him up he is always very enthusiastic about his day and is disappointed on those days when the NEC is closed. I am his sole caregiver so his time at the NEC has given me opportunities to take care of tasks at home, go to Doctor appointments, run errands... activities that are very difficult when my husband is home. My life is a lot less stressful as a result. We would greatly benefit from a third day of NEC and strongly support their efforts to obtain funding to increase this critical service to benefit the community. (Jessie) January 19, 2025. My husband, Ed, has been a client of Nelson Enrichment Club since its opening in September. It has become an important part of his life. Almost every night at dinner, he asks if we have club tomorrow. When I pick him up, I always ask how his day went. His reply consistently is that he can't remember what he did but that had fun! Ed has made friends at the club where he has lost old friends. He always remarks about the kindness of his club friends and doesn't distinguish between the amazing volunteers and the other clients. He loves the music even though he says that he doesn't sing because he is a bad singer. It has been leaked to me that he is an eager dancer. We took pictures of his painting and sent it to our children. Our home was decorated this year with his Christmas centerpiece. Ed takes pride in his accomplishments and I am delighted. Ed is not the only one who benefits from the club, it has allowed me to make appointments for myself, have down time to read, cook, visit with friends and get chores done. It is a wonderful feeling to leave Ed off and know that he is in capable, loving hands. (Ginger Fries) January 21, 2025. I have had the good fortune of being a member of the Stay at Home Wintergreen/Nelson Enrichment Club and have found the time I have spent there very rewarding physically, mentally, and emotionally. The planned activities are always stimulating and when the weather permits we are outside. The program benefits the members as well as freeing up caregivers to relax and have some time for themselves. All things considered it is a very successful program, and is refined to neighbors taking care of neighbors. (Brad)

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

\$ 124,830

**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?**

Full funding awarded through a 2025 Community Grant would support general operations of the existing NEC program, costs of program expansion to a third day at the existing site, planning efforts to expand to new sites within the service area, and support technical assistance for implementation of a similar respite program to residents living in the Shenandoah Valley. Partial funding would provide critical support for general operations of the existing program. The actual cost of each session day is approximately \$68; currently members pay \$40/session and the remainder is subsidized through donations and grant funding. Additional funding would be secured through outreach to individual donors, area churches, and efforts to seek other grant funding.

**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?**

Since its incorporation, the cost of HSW's programs, excluding the NEC, has been relatively low as most programs and services are provided by volunteers. However, with the increasing demand for services, and in consideration of costs generated by the NEC, HSW is currently engaged in a strategic planning process to evaluate the need to increase membership fees from \$180 to \$250-\$300, which is closer to the average fee for Village to Village member organizations, and restructure its oversight of all program activities to include additional paid staff.

## **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?**

Historically, HSW's budget has reflected a low cost budget. Most revenue generated has been from annual membership fees of \$120/person or \$180/household. Almost all HSW's programs are led and supported by volunteers, thus generating very little cost. The 9-member, all volunteer Board is responsible for the work of the organization. The Board Chair is responsible for overseeing all program activities. Paid staff for HSW include a part-time administrative and bookkeeping support of 10-15 hours/week. As programs have grown, increased cost and the need for increased revenue has grown. The largest program is now the NEC generating significantly higher costs and revenue. HSW's proposed budget for 2025 is uploaded, excluding the NEC program budget for 2025; the NEC program budget has been attached separately. Both budgets have been drafted and proposed by the Treasurer of the Board and reviewed by the Board chair. Budgets will be approved by the full Board by the end of the month.

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

Paid staff for the NEC includes a part-time program director at 20 hours/week for 13 weeks, with projected increases of 28 hours/week beginning April 1st, and 3-5 hours/week of administrative/bookkeeping support. Other significant costs include costs of program supplies, meals/snacks, and marketing and outreach. Carryover funds from grant awards exist largely due to awards received late in the 2024 calendar year and with the program only in operation for the last three months of the fiscal year.

January 14, 2025

To Whom It May Concern:

I strongly support the expansion of the Nelson Enrichment Club (NEC) social respite program. This program is an answer to some of the challenges that many family caregivers of persons living with dementia cope with. NEC provides an important socialization opportunity for people who may be socially isolated due to their condition. It supports the skills and independence of persons living with dementia while giving caregivers a restorative break to attend to personal needs and interests, and serves as a model for other initiatives in Virginia.

As a professional employed and committed to establishing and supporting dementia-friendly environments, I understand the importance of respite opportunities for families and individuals living with dementia. Social models of respite can improve lives by helping individuals to remain living at home longer and restoring the health and well-being of families. NEC is unique due to its rural setting and the significant utilization of volunteers who will share talents such as music, art, storytelling, and other activities to stimulate and engage participants. I am also excited that the program is actively pursuing grants and donations to ensure that those unable to meet the full cost of the program will be able to access a scholarship fund and attend at an affordable rate.

I look forward to further contributing to the expansion and sustainability of the NEC in my role as a member of the planning and advisory committee. The committee comprises a broad group of passionate and dedicated individuals with many years of experience working with families and persons living with dementia in diverse roles such as social work, recreational therapy, family medicine, ministry to the elderly, and nursing care.

Sincerely,



George Worthington  
Lead, Dementia Friendly Central Virginia  
Co-lead, Dementia Friendly Virginia

2025 HSW Budget (Draft)

<b>Revenue</b>		<b>2025 Budget</b>	<b>2024 Actuals</b>
	HSW Dues (Renewals)	\$23,000	\$22,740
	Donations	\$4,500	\$4,474
	Event Fees	\$0	\$490
	Grants	\$0	\$0
	Interest	\$0	\$1
	Total income	\$27,500	\$27,705
<b>Expenses</b>			
	Office and platform expenses	\$4,500	\$4,185
	Equipment	\$400	\$367
	Donations	\$0	\$500
	Organization insurance	\$2,200	\$2,068
	Background screening	\$200	\$314
	Membership fee assistance	\$300	\$0
	Staffing	\$10,000	\$6,444
	Transportation/Shuttle	\$3,500	\$3,611
	Programs (Social)	\$6,000	\$5,767
	Programs (Educational)	\$150	-\$22
	Programs (Community)	\$250	\$43
		\$27,500	\$23,277
<b>Difference</b>		\$0	\$4,428

Here to Stay in Wintergreen (HSW)  
Statement of Financial Activity, Jan. 1 - Dec. 31, 2024

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	General HSW	HSW - NEC (*)	Total
<b>REVENUE</b>			
Fees	23,230	9,240	32,470
Donations	4,474	6,501	10,975
Grants	-	69,000	69,000
Interest	1	1	2
<i>Total Revenue</i>	\$ 27,705	\$ 84,742	\$ 112,447
<b>EXPENDITURES</b>			
Office Expenses	4,761	818	5,579
Online Platforms	1,270	368	1,638
Program Expense	5,788	2,669	8,457
Transportation Expenses	3,611	-	3,611
Volunteer Support	314	191	505
Professional Fees; Ind. Contractors	6,444	22,365	28,809
Misc.	1,089	-	1,089
<i>Total Expenditures</i>	\$ 23,277	\$ 26,411	\$ 49,688
<b>NET REVENUE</b>	<b>\$ 4,428</b>	<b>\$ 58,331</b>	<b>\$ 62,759</b>
<hr/>			
<i>End of Year Balance</i>	\$ 36,080	\$ 58,331	\$ 94,411
<hr/>			

\*NEC = Nelson Enrichment Club

Here To Stay in Wintergreen		
SPECIFIC PROGRAM/CAPITAL BUDGET 2025		
Nelson Enrichment Club		
Primary Income Categories	Budgeted	Explanation (if necessary)
Charitable Contributions	\$ 3,000.00	Includes individual donations, special event income
Grants—Unrestricted	\$ 22,000.00	Includes grants requested from Twice is Nice, Nelson County Community Fund, &
Grants—Restricted	\$ 4,000.00	Scholarship monies
Fees for Program Services	\$ 38,000.00	Member fees (4 months at 2 days/week and 8 months at 3 days/week)
Carry Over Funds from Year 1	\$ 54,330.00	Includes unspent monies for start up funds ~ \$5,000 (Respite for All, Brookdale
Interest	\$ 1,500.00	
In Kind	\$ 2,000.00	Rockfish Presbyterian Church: Use of space for programming & storage, utilities
<b>Total Income:</b>	<b>\$ 124,830.00</b>	
Primary Expenses Categories	Budgeted	Explanation (if necessary)
Wages & Benefits	\$ 57,812.00	Program Director (\$52,052) and Bookkeeper & Administrative support (\$5,760)
Marketing/Outreach	\$ 5,000.00	Travel, printing/postage (brochures & flyers), video, website support
Office Expenses: Misc.	\$ 5,000.00	Office equipment & supplies, telephone, & software (ZOOM, SquareSpace)
Program Activity Expenses	\$ 4,500.00	Art supplies, equipment, field trips
Meals & Snacks	\$ 4,200.00	Moms Meals, snacks, drinks
Member Fees	\$ 4,000.00	Scholarships
Volunteer Activities	\$ 1,200.00	Training costs, recognition events
Continuing Education for Program Staff	\$ 4,000.00	Annual Conferences, webinars
Consultant Services	\$ 5,000.00	Grant Writing & Technical support for program expansion
Rental Space/Utilites	\$ 2,000.00	In Kind Donation from church partner
Operating Reserve/Contingency @ 25.7%	\$ 32,118.00	
<b>Total Expenses:</b>	<b>\$ 124,830.00</b>	
<b>Net Income (Loss):</b>	<b>\$ -</b>	
<b>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 into an "Other" category.</b>		

# Just Neighbors

Annandale

## ORGANIZATION INFORMATION:

**Founded in:** 1996

### **Mission:**

The mission of Just Neighbors is to provide high-quality immigration legal services to low-income immigrants, asylees, and refugees in Virginia, Maryland and Washington, DC; and to build community among clients, staff, volunteers and the larger society through education, advocacy, and volunteerism.

### **Primary activities and programs:**

Just Neighbors was founded in 1996 by pastors and attorneys of the United Methodist Church as a practical response to the challenges their immigrant neighbors were facing. Originating out of an "English as a Second Language" (ESL) program in the basement of a church in Northern Virginia, the program began when teachers and volunteers realized a concrete way to help their students was to assist them in navigating the immigration system. Besides learning English, the students could only achieve their employment goals if they were able to work legally in this country. The community came up with the solution to match volunteers (attorneys and others) with their neighbors to help them accurately apply for the immigration benefits for which they qualified.

Since then, Just Neighbors has provided immigration legal services to 19,000 low-income immigrants and refugees from over 150 countries. Just Neighbors accomplishes its work efficiently and cost effectively with a staff of 24, an active board, and more than 150 volunteers each year. The Just Neighbors board meets quarterly and provides leadership in development, finance, governance and strategic planning. Volunteers help keep services accessible to vulnerable immigrants, regardless of their ability to pay. The interactions between clients, volunteers, and board also create experiences that foster mutual awareness and understanding between immigrants and the larger community. Just Neighbors furthers this awareness by educating community leaders, organizations, and potential clients through presentations about immigration law and policies.

### **Community need(s) your organization exists to address:**

Many immigrant families living in the cities of Staunton, Waynesboro, and the surrounding counties of Augusta and Nelson struggle to make ends meet. According to recent census data for this area, individuals with Hispanic/Latino descent make up more than 4% of the population, over 7,000 people. In Waynesboro the proportion, at 9%, is growing fastest. Census figures in these counties and cities indicate that about 5,200 people are foreign born. Research from VCU, indicates that among the foreign-born population, two thirds are not U.S. citizens, 44 percent have less than a high school education, and 69 percent do not speak English well. Many live in "mixed-status" families (with U.S. citizen children or spouse) and are especially

vulnerable since they live below the poverty line. However, because of the major barrier of legal status, they have few resources for improving their situation. Community service providers frequently hit roadblocks in their ability to help immigrant families because of their lack of legal status. What the foodbanks, free clinics, and social service agencies tell us, and research confirms, is that an immigrant's legal status "constitutes the single and most potent barrier to socioeconomic mobility in the U.S." The ability to secure a stable and legal job leads to greater family stability, health insurance, education and training opportunities for families as well as a chance to pursue their family's dreams. The driving forces behind our work in the rural areas of Virginia is the growing requests for our services from the immigrant community and other nonprofits, faith communities and health centers working with immigrant families. Individuals who may have a pathway to legal status or work authorization cannot apply for them because they are unable to afford an expensive attorney, do not have access to transportation to get to attorneys in the bigger cities, or simply do not have a referral to the few, already-full, legal service providers in Virginia. When immigrants have no recourse to affordable and reliable immigration help, it 1) prevents them for applying for immigration benefits that would allow them to work, get out of poverty, and/or keep their family together, 2) impedes immigrant victims of domestic violence from seeking the legal help they need to live free of their abusers, and 3) forces immigrants to choose between paying for their legal status or for the basic needs of food and housing. Our walk-in legal clinic model allows clients to access as attorney without pre-scheduling. By co-locating our clinic with the Augusta Neighborhood Health Clinic at the Embrace Community Center, families can talk to an immigration attorney and the attorney can identify clients who may qualify for full representation. Based on our 27 years of providing immigration services, we know that helping families obtain legal status addresses the root of poverty for immigrant families. Last year, 82% of clients said they obtained/maintained employment after the assistance of Just Neighbors and 96% said they were better able to participate in their community after the assistance.

### **GRANT DETAILS:**

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

In 2024, Just Neighbors provided immigration legal services to low-income immigrants in Virginia, Maryland, and DC. Staff attorneys oversaw each case, with assistance from over 200 volunteers (attorneys and others). We helped residents throughout Virginia, Maryland, and Washington, DC, from 84 different countries (46% women, 30% men, 24% children) conducting 2,446 cases for 1,541 clients. Thirty percent of these clients came from rural areas of Virginia. Of the 2,446 immigrations cases in 2024: 948 allowed immigrants to Escape Violence and be able to work (39%) 413 unified families (17%) 394 provided work authorization (16%) 69 helped clients achieve citizenship (3%) 622 advice and counsel cases (25%) More than 3,575 other community members were educated about immigration issues through 215 presentations and outreach events.

**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?**

Five percent of our clients are from this area – 76 clients.

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

In 2025, Just Neighbors will equip at least 1,500 immigrant families with the tools to thrive in the community by providing immigration legal counsel. Approximately 1,000 of these clients will have cases that could enable them to work legally in the U.S. (employment authorization, green cards, citizenships, etc.). Staff and volunteer attorneys will guide immigrants through the necessary legal steps (counsel, employment authorization, representation, form completion, and USCIS interviews). The main objective for this grant is to provide walk-in immigration legal clinics to residents of Waynesboro and Staunton, serving approximately 200 individuals. Our attorneys will also provide immigration case work to at least 25 of these residents, positively impacting approximately 100 family members. Together with our partnership with Sin Barreras and the Embrace Community Center, Just Neighbors will assist eligible immigrants with applications to U.S. Citizen and Immigration Services (USCIS) that will unite them with their families, allow the to attain authorization to work, and enable them to escape from situations of domestic violence. A secondary objective of this grant is to bring together the immigrant and non-immigrant communities so that people can be enriched by better understanding those with a different background and culture than

**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.**

Just Neighbors has formal partnerships with Sin Barreras and the Embrace Community Center to provide coordinated services to better serve low-income immigrants in Waynesboro and surrounding areas. Sin Barreras & Embrace provide direct services to Hispanic families through social and health services and educational programs, and Just Neighbors provides the expertise in immigration law to help clients overcome the major barrier of legal status. Attorneys meet with clients once a month at the two offices and, when possible, helps clients apply for a work permit, green card, or citizenship. One of the attorneys specifically represents immigrant children in the Shenandoah Valley, including this region. She meets with children at Sin Barreras who qualify for asylum or other special protections for abused and abandoned children. These partnerships allow us to offer comprehensive services for families. There are no other nonprofit legal immigration services in the region.

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

Funding from the 2024 Community Grant allowed Just Neighbors to provide immigration legal services to 269 low-income immigrant residents in the Central Blue Ridge area:

194 received one-on-one legal information sessions with an attorney

75 received full legal casework (43 from Waynesboro, 21 Staunton, 11 Augusta). This impacted 231 family members. 46 were new clients in 2024 for whom the attorney helped file applications for work authorizations, green cards and T-visas (for trafficking victims). Some clients were not eligible for legal status and so received trustworthy legal advice about their immigration situation. The other 29 clients had pending cases with USICS; the attorney has to regularly provide updates to clients and file additional paperwork.

The impact for these families is life changing as they can legally work and more fully participate in the community. Having legal status and even pending applications provides greater protection against possible deportation.

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

Lorena\*, originally from Mexico but now an Augusta County resident, had been living in the United States since 2000. She never knew she had a pathway to lawful status until she consulted with a Just Neighbors attorney. She had decided to take advantage of the free walk-in legal clinic at the Embrace Center when she was there for the Augusta Neighborhood Mobile Health Clinic. After talking with the Just Neighbors attorney, she learned that because her son had served in the U.S. Marine Corps, she was eligible for a special immigration program available to military families. Just Neighbors worked with Embrace to ensure that Lorena was able to comply with all the green card application requirements, including helping her get up to date with her vaccines for her medical exam. After 25 years, Maria now has her green card and is able to work legally in the United States. \*name changed to protect her identity

**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?**

\$ 4,000

**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 funding we are requesting for Waynesboro and Staunton families falls under the "Just Neighbors Rural Program," which was initiated in 2019 in connection with four districts of the United Methodist Church (Virginia Conference). Just Neighbors continues to work with these districts to fund the rural program. Last year, 30 percent of our clients (462) were for clients in the rural areas. Seventy-five of those cases were for families living in Waynesboro, Staunton and Augusta. The funding we have received from the Community Foundation over the past 3

years has been critical in allowing us to provide these services to residents of the Central Blue Ridge. The funds would go directly to providing monthly walk-in immigration legal clinics and the subsequent full scale legal representation of clients if they qualify for immigration legal status.

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

\$ 280,932 Budget for the Rural Program

**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 full amount is not awarded, we will still be able to continue offering services, but we will not be able to help as many families from the Central Blue Ridge.

**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?**

Thank you for your consideration of our requests and for caring for your immigrant neighbors!

#### **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?**

This is the budget for the entire organization.

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

## Memorandum of Understanding

Just Neighbors Ministry, Inc. (Just Neighbors) and Sin Barreras have agreed to the following coordinated service model that will enable both organizations to better serve low-income immigrants in Waynesboro and the surrounding area. This Memorandum of Understanding (MOU) is in effect from January 4<sup>th</sup>, 2022 until December 31<sup>st</sup>, 2026 and may not be amended except in writing and by agreement of both parties.

### **1. Sin Barreras agrees to the following:**

Sin Barreras will refer clients residing in Waynesboro and the surrounding area to Just Neighbors for immigration legal services.

Sin Barreras will evaluate clients referred by Just Neighbors for services according to Sin Barreras' policies and procedures and within capacity constraints.

Sin Barreras will allow Just Neighbors to use its Waynesboro office space to meet with clients in a confidential manner. Space will be made available to Just Neighbors' staff and volunteers once a month on a mutually agreed upon day, and additionally upon request as Sin Barreras is able to accommodate.

While sharing space, Sin Barreras will provide Just Neighbors with internet access. Sin Barreras will also allow Just Neighbors use of its technology (printer, copier, etc.) as a back-up should Just Neighbors' own portable devices malfunction.

Sin Barreras will provide administrative support to Just Neighbors staff when not in the Sin Barreras office for the purpose of accommodating clients' needs. Such support will include scanning and emailing client documents, allowing clients to pick up documents in the Sin Barreras office, printing client applications for their signature in office, and other similar tasks.

Access to Sin Barreras office space, technology and administrative support will be provided without charge to Just Neighbors. Should Just Neighbors need to use these resources on a more frequent basis than originally contemplated, both parties agree to discuss amending this MOU.

### **2. Just Neighbors agrees to the following:**

Just Neighbors will refer clients to Sin Barreras as appropriate for the various types of assistance provided by Sin Barreras.

Just Neighbors will conduct a phone intake for all clients referred by Sin Barreras to evaluate their eligibility for services. Just Neighbors will provide advice and counsel and represent eligible referred clients in their immigration legal cases according to Just Neighbors' policies and procedures and within capacity constraints.

A legal staff member from Just Neighbors will see clients in Sin Barreras' Waynesboro office at least once a month. During this time, the staff member will participate in Sin Barreras' events and give priority to scheduling appointments with joint Just Neighbors/Sin Barreras clients, clients referred by Sin Barreras, and other clients who live in Waynesboro and the surrounding area.

Just Neighbors staff and volunteers will be respectful of Sin Barreras' staff, volunteers, office space, and technology at all times; and will comply with all relevant Sin Barreras site policies. Just Neighbors will request use of Sin Barreras' office space beyond the regular schedule with as much advance notice as feasible, and will endeavor to bring all required technology when working in Sin Barreras' office to minimize impact on Sin Barreras. Just Neighbors will only request Sin Barreras administrative support after confirming with clients that no other appropriate option exists to accomplish the required task.

**3. Both parties agree to the following:**

Just Neighbors and Sin Barreras will work collaboratively to serve the immigrant community living in Waynesboro and the surrounding area, in accordance with each party's overall vision, mission and goals.

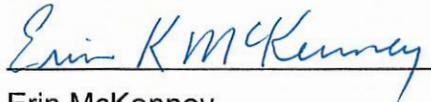
Just Neighbors and Sin Barreras will advertise their coordinated service model on their respective websites and other appropriate publicity. Each party approves the use of its name and logo for promotional materials, provided that any such materials shall be provided to each party in advance for review and approval.

Just Neighbors and Sin Barreras will provide presentations about their services and areas of expertise, individually or jointly, to the local community. During any such presentation, Just Neighbors and Sin Barreras will highlight their coordinated service model when appropriate to do so.

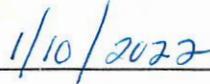
Just Neighbors and Sin Barreras will share information and data about their respective services to support funding applications and reports, community outreach efforts, and marketing strategies. When appropriate,

the parties will seek joint funding in furtherance of this coordinated service model.

In performing their respective duties under this agreement, each of the parties will be operating as an independent entity. Nothing contained in this MOU will in any way constitute any legal partnership. Each party will accept and serve clients according to its own rules and procedures and under its own liability policies. Each party will comply with its own duty of client confidentiality and will require written permission from clients prior to sharing protected information, except as permitted by law.



Erin McKenney  
Executive Director  
Just Neighbors  
7630 Little River Turnpike  
Suite #900  
Annandale, VA 22003



Date



Edgar Lara  
Executive Director  
Sin Barreras Without Barriers  
PO Box 6433  
Charlottesville, VA 22906



Date

**Just Neighbors Budget**  
**Fiscal Year Beginning 07/01/2024**  
**Line Description**

<b>INCOME</b>	<b>Proposed FY 2025 Budget</b>
<b>Grants</b>	
<b>Government Grants</b>	
Fairfax County	\$229,655
Virginia Dept of Justice	\$40,510
Arlington County	\$30,000
Loudoun County	\$42,000
VA Dept of Soc Svcs ARPA	\$15,000
VA Domestic Violence	\$73,500
Montgomery County	\$26,623
Alexandria City	\$41,908
Other government	
<b>Total Government Grants</b>	<b>\$499,196</b>
<b>Non-governmental Grants</b>	
<b>Total Non-governmental Grants</b>	<b>\$667,850</b>
<b>Total Grants</b>	<b>\$1,167,046</b>
<b>Contributions from Organizations</b>	
Faith Communities	\$50,000
Corporations & Law Firms	\$10,000
<b>Total Contributions from Organizati</b>	<b>\$60,000</b>
<b>Individual Gifts</b>	
<b>Total Individual Gifts</b>	<b>\$375,000</b>
<b>Other Income</b>	
<b>UAC fees from ACACIA</b>	<b>\$444,000</b>
ILJ Consulting Attorney Grant	\$20,000
IJC Fellowships	\$117,188
Rent Income/ILJN Reimbursement	\$1,500
Interest Income	\$3,000
Miscellaneous Income	\$2,500
Endowment Income	
gain/loss Sale of securities	
Client Appointment Fees	\$16,000
<b>Total Other Income</b>	<b>\$604,188</b>
<b>Total Income</b>	<b>\$2,206,234</b>

<b>EXPENSES</b>	
<b>Salaries and Benefits</b>	
<b>Total Salaries</b>	<b>\$1,453,099</b>
<b>Health Insurance</b>	<b>\$96,873</b>
<b>Pensions</b>	<b>\$112,240</b>
<b>Payroll Taxes</b>	<b>\$111,162</b>
<b>Total Salaries and Benefits</b>	<b>\$1,773,374</b>
<b>Total General and Administrative</b>	<b>\$131,767</b>
<b>Total Professional Staff Expenses</b>	<b>\$29,500</b>
<b>Total Rent and Utilities</b>	<b>\$166,918</b>
<b>Total Outside Professional Fees</b>	<b>\$40,700</b>
<b>Total Expenses</b>	<b>\$2,142,259</b>
<b>NET INCOME</b>	<b>\$63,975</b>

**Just Neighbors Ministry, Inc**  
**Budget vs. Actuals: FY\_2024 - FY24 P&L**  
 July 2023 - June 2024

		TOTAL	
	ACTUAL	BUDGET	OVER BUDGET
<b>Income</b>			
<b>Grants</b>			
<b>Non-governmental Grants</b>			
Other Grants	200,770	221,150	-20,380
BWC	77,000	77,000	0
Potomac Health Foundation	75,000	75,000	0
PATH Foundation	60,000	70,000	-10,000
Phillip Graham Fund	0	50,000	-50,000
Cafritz Foundation	40,000	40,000	0
Meyer Foundation	60,000	40,000	20,000
ILJ grants	27,528	28,782	-1,254
Mason Hirst	20,000	20,000	0
Virginia Law Foundation		20,000	-20,000
Kaiser		10,000	-10,000
<b>Total Non-governmental Grants</b>	<b>560,298</b>	<b>651,932</b>	<b>-91,634</b>
<b>Government Grants</b>			
Fairfax County	199,881	163,503	36,378
VA DV	76,590	69,500	7,090
Virginia Dept of Justice	40,510	40,510	-1
Loudoun County	38,133	38,133	0
Arlington County	30,000	30,000	-0
Montgomery County	18,540	21,200	-2,660
Other Government Grants		15,000	-15,000
City of Alexandria	41,908		41,908
<b>Total Government Grants</b>	<b>445,561</b>	<b>377,846</b>	<b>67,715</b>
<b>Total Grants</b>	<b>1,005,859</b>	<b>1,029,778</b>	<b>-23,919</b>
<b>Contributions</b>			
<b>Individuals</b>			
Unrestricted Donations	303,256	390,000	-86,744
Allison Soulen Fund	1,730		1,730
<b>Total Individuals</b>	<b>304,986</b>	<b>390,000</b>	<b>-85,014</b>
<b>Organizations</b>			
Faith Communities	46,403	50,000	-3,597
Corporations & Law Firms	10,444	20,000	-9,556
<b>Total Organizations</b>	<b>56,847</b>	<b>70,000</b>	<b>-13,153</b>
Contributions to Endowment	5,000		5,000
<b>Total Contributions</b>	<b>366,833</b>	<b>460,000</b>	<b>-93,167</b>
<b>Legal Services</b>			
Vera/ACACIA fees	103,079	25,000	78,079
ILJ Consulting Attorney Contra	20,000	20,000	0
Client Intake Fees	18,063	16,000	2,063
Immigration Legal Clinics	8,440		8,440

		TOTAL	
	ACTUAL	BUDGET	OVER BUDGET
<b>Total Legal Services</b>	<b>149,582</b>	<b>61,000</b>	<b>88,582</b>
Other Income			
Income from Investments			
Interest & Dividend Income	2,818	4,000	-1,182
Endowment Gain/Loss	20,476		20,476
Endowment Income	2,307		2,307
Gain/(Loss) Value of Securities	3,067		3,067
<b>Total Income from Investments</b>	<b>28,669</b>	<b>4,000</b>	<b>24,669</b>
Rental Income	3,000	3,000	0
Misc. Income	1,842	2,500	-658
<b>Total Other Income</b>	<b>33,511</b>	<b>9,500</b>	<b>24,011</b>
<b>Total Income</b>	<b>\$1,555,785</b>	<b>\$1,560,278</b>	<b>\$ -4,493</b>
GROSS PROFIT	<b>\$1,555,785</b>	<b>\$1,560,278</b>	<b>\$ -4,493</b>
Expenses			
Salaries & Benefits			
Salaries		989,319	-989,319
Salaries - Alexandria	35,387		35,387
Salaries - Arlington County	25,940		25,940
Salaries - ARPA DV	26,864		26,864
Salaries - Fairfax County	67,685		67,685
Salaries - General	765,602		765,602
Salaries - Loudoun	32,850		32,850
Salaries - Va Dept of Justice	35,076		35,076
Salaries - VA Social work	47,328		47,328
<b>Total Salaries</b>	<b>1,036,731</b>	<b>989,319</b>	<b>47,412</b>
Pensions		79,146	-79,146
Pensions - Alexandria	3,044		3,044
Pensions - Arlington County	2,075		2,075
Pensions - Fairfax County	5,634		5,634
Pensions - General	58,009		58,009
Pensions - Loudoun	2,628		2,628
Pensions - Va Dept of Justice	2,778		2,778
Pensions - VA Social Work	4,061		4,061
<b>Total Pensions</b>	<b>78,229</b>	<b>79,146</b>	<b>-917</b>
Payroll Taxes		75,683	-75,683
Payroll Taxes - Alexandria	1,955		1,955
Payroll Taxes - Fairfax County	10,823		10,823
Payroll Taxes - General	55,576		55,576
Payroll Taxes - Loudoun	2,628		2,628
Payroll Taxes - Va Dept Justice	2,657		2,657
Payroll Taxes - VA Social Work	3,687		3,687
Payroll Taxes -Arlington County	1,984		1,984
<b>Total Payroll Taxes</b>	<b>79,310</b>	<b>75,683</b>	<b>3,627</b>
Health Insurance		51,076	-51,076
Health Insurance - Alexandria	1,522		1,522
Health Insurance -Fairfax	5,634		5,634
Health Insurance General	46,828		46,828
<b>Total Health Insurance</b>	<b>53,984</b>	<b>51,076</b>	<b>2,908</b>

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
<b>Total Salaries &amp; Benefits</b>	<b>1,248,254</b>	<b>1,195,224</b>	<b>53,030</b>
Rent & Utilities			
Rent - Annandale Office	149,419	149,304	115
Telephone & Internet	10,767	8,270	2,497
Rent - Rockville Office	2,066	6,716	-4,650
Rent - Herndon Office	815	1,990	-1,175
Rent - Wheaton office	3,900		3,900
<b>Total Rent &amp; Utilities</b>	<b>166,966</b>	<b>166,280</b>	<b>686</b>
General & Administrative			
Development Director (Eric)	45,174	60,232	-15,058
Data Analysis (Farah)	26,480	26,480	-0
Systems Admin Support	28,748	20,000	8,748
Legal & Data Base Software	14,201	14,553	-352
Copier	11,516	9,202	2,314
Postage & Delivery	8,209	8,000	209
Marketing & Development	5,543	5,000	543
Office Supplies	7,512	5,000	2,512
Donor and Website software	3,999	3,948	51
Computer Equipment & Software	12,402	3,500	8,902
Printing & Publicity	4,839	3,000	1,839
Interns	3,500	2,000	1,500
Insurance - general	1,812	1,500	312
Equity Initiatives		1,000	-1,000
Volunteer Apprec. & Clinics	139	500	-361
Miscellaneous Expenses	2,378	300	2,078
<b>Total General &amp; Administrative</b>	<b>176,452</b>	<b>164,215</b>	<b>12,237</b>
Outside Professional Fees			
DV contractor	14,947	13,000	1,947
Audit Fees	9,925	9,925	0
Nonprofit Registrations	7,997	8,500	-503
Accounting & Payroll Fees	2,542	3,000	-458
Miscellaneous Fees	23	1,500	-1,477
Background Checks	304	50	254
<b>Total Outside Professional Fees</b>	<b>35,738</b>	<b>35,975</b>	<b>-237</b>
Professional Staff Expenses			
Travel & Parking	12,060	8,000	4,060
Client Filing Expenses	352	7,500	-7,148
Dues	10,325	6,050	4,275
CLE/Training/Conferences	5,310	5,000	310
Allison Soulen Fund	1,730	3,000	-1,270
Meals	604	750	-146
Board Activities	480	500	-20
Books & Subscriptions	397	500	-103
Insurance - prof liab	3,500		3,500
<b>Total Professional Staff Expenses</b>	<b>34,758</b>	<b>31,300</b>	<b>3,458</b>
<b>Total Expenses</b>	<b>\$1,662,168</b>	<b>\$1,592,994</b>	<b>\$69,174</b>
NET OPERATING INCOME	<b>\$ -106,382</b>	<b>\$ -32,716</b>	<b>\$ -73,666</b>
NET INCOME	<b>\$ -106,382</b>	<b>\$ -32,716</b>	<b>\$ -73,666</b>

<b>Just Neighbors</b>		
<b>SPECIFIC PROGRAM</b>		
<b>Rural Program- Immigration Legal Services</b>		
<b>Primary Income Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Charitable Contributions	\$ 50,000.00	Includes individual donations, special event income, and in-kind donations.
Local Grants	\$ 100,000.00	Includes grants requested from PATH Foundation, United Way of Northern Shenandoah Valley, Community Foundation of Northern Piedmont, Virginia Law Foundation, VA United Methodist Foundation
Fees for Program Services	\$ 4,000.00	for consultations, we charge a one-time \$100 fee which is waived in 1/2 cases
Federal contract	\$ 100,000.00	federal contract to work with unaccompanied minors
<b>Total Income:</b>	<b>\$ 254,000.00</b>	
<b>Primary Expenses Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Wages & Benefits	\$ 258,432.00	Salary and Benefits for Managing Attorney, Senior Attorney and DOJ Representative
Rent	\$ 7,500.00	Rural office rent in Winchester
Travel	\$ 5,000.00	travel between all of the rural offices and client meetings
Postage and Supplies	\$ 5,000.00	postage for immigration papers and filings
Support fees and services	\$ 5,000.00	Includes IT management, insurance, Bar dues etc.
<b>Total Expenses:</b>	<b>\$ 280,932.00</b>	
<b>Net Income (Loss):</b>	<b>\$ (26,932.00)</b>	
<b>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</b>		

## Learn English and Reading Now

Fishersville

### ORGANIZATION INFORMATION:

**Founded in:** 1981 under a different name

**Mission:**

Our mission is to increase opportunities for adults in our community through instruction in English language and literacy.

**Primary activities and programs:**

We offer free, confidential literacy tutoring to anyone 18 or over living in Staunton, Waynesboro, or Augusta County who requests it. This tutoring is offered by trained adults in either a one-to-one or very small group setting. Tutoring includes nuts and bolts of reading and writing and also how to address concerns of daily living like getting a job, obtaining appropriate healthcare, and being a good citizen.

**Community need(s) your organization exists to address:**

According to ProLiteracy (2023), 48% of American adults read at or below the 3rd grade reading level, and these low levels lead to higher welfare and other social network costs, lost tax revenues due to unemployment, higher levels of incarceration, and greatly expanded healthcare costs. These figures do not reflect the pain that families face daily or the loss of human potential. The costs of adult illiteracy are high and growing while funding for programs that address this need is shrinking.

Neither the Adult Learning Center nor Building Blocks offers individual, goal-focused tutoring for individuals with skills as low as those we serve. While they do offer classes, these are group classes and may meet at times when childcare or transportation are not available to learners. We offer flexibility, individual attention, and individually tailored programs for each learner.

### GRANT DETAILS:

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

LEARN English, through our volunteer tutors, have served and worked directly with 41 adults from our community. Most of the adults we serve have families of their own, and in turn our

service has helped multiple families by providing the necessary skills for our learners to advance in their careers, help their child in school, provide them a way to pass their drivers test, and helped them navigate medical needs. Even though we directly served 41 learners, we have indirectly served 70+.

**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?**

90%

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

We hope to keep growing the number of adults we tutor as well as growing our volunteer tutor numbers to help meet the needs of our learners. We also hope to start a Health Literacy course in 2025. Through our learner intake form, we have noticed a significant need for education in Health Literacy in the non-English speaking community. This course we are putting together would give our tutors a better understanding of the needs medical professionals see that this community group is struggling with. The tutors would be trained and given a curriculum that they could work with to help bridge this gap.

**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.**

We are one of the only completely free tutoring services in the area that work with adults wanting to not only improve their English skills, but also English speakers learning reading and writing skills. We also have tutors in a variety of different locations that can meet with a learner in at a place that is convenient for them. This also allows for tutoring to be flexible to the learners need. Meaning, tutors are willing to work around learners work schedule, as well as, tailoring tutoring to meet the learners specific needs.

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

The 2024 Community Grant helped Learn English fund their sole employee, the executive director, so the organization could stay active. The executive director was able to register ten new learners that were matched with tutors. The grant also went into helping supplying our tutors with the curriculum they work on with their learners. We supply our tutors with the appropriate level for their learners of the Ventures curriculum. Part of the fund went into keeping our books stocked.

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

In the spring of 2024, one of our students had the opportunity to share her story of immigrating to the United States from Thailand and her two-year experience working with one of our tutors. Upon joining our organization for tutoring, she started in our level 1 curriculum and is now nearing completion of our level 4. Over the years, her English comprehension has significantly improved, opening numerous opportunities for her and her family. Witnessing her recount her

journey and observing her remarkable progress in her English language skills was an enriching experience.

## **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?**

\$ 3,000

**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?**

We are requesting a general operating grant, however, a portion of the grant will go into our new Health Literacy program. If we did not receive the full amount of our grant, we might not be able to prioritize this goal this year. We would not be able to supply our tutors with the right material for them to help the learners bridge this very necessary gap.

**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?**

\$ 35,136

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

I. Personnel Executive Director - \$26,000 The Executive Director will oversee all project activities, ensuring the project is implemented effectively, efficiently, and on schedule. They will handle strategic planning, fundraising, and communication between tutors and learners. The Executive Director's salary of \$26,000 reflects part-time leadership responsibilities throughout the project.

II. Fringe Benefits FICA Tax - \$1,989 The Federal Insurance Contributions Act (FICA) tax is calculated at a rate of 7.65% of the Executive Director's salary. This covers the employer's portion of Social Security and Medicare taxes, which are required by federal law.

III. Office Expenses - \$4,355 Office expenses are essential to ensure smooth day-to-day operations.

These expenses are broken down as follows: • General Office Expenses - \$500 General office costs include expenses for utilities, office equipment maintenance, and any other miscellaneous administrative costs that ensure a functional working environment. • Conferences - \$400 Attendance at relevant local or virtual conferences is necessary for the Executive Director and/or project staff. These events provide professional development, networking opportunities, and insights into best practices. • Educational Materials - \$1,000 Funds will be allocated for educational resources, such as training materials, books, and guides. These materials will help tutors effectively help our learners reach their goals. • Membership Fees - \$100 This will cover membership to resources for our tutors. • Supplies - \$100 This includes the purchase of basic office supplies such as pens, paper, and folders, which are necessary for maintaining organized project documentation and facilitating daily tasks. • Phone Services - \$400 Phone services are required for communication between the office and learners, as well as anyone looking to reach out to LEARN. • Printing - \$300 This covers the cost of printing brochures, flyers, reports, and other materials needed for the dissemination of project information. Printed materials are important for outreach and stakeholder engagement. • QuickBooks Subscription - \$972 QuickBooks will be used for financial tracking and reporting for the project. Accurate accounting and financial management are crucial to ensuring transparency and compliance with budgetary guidelines. • Shipping - \$500 Shipping costs will cover any mail that is sent out to the community with information about LEARN. • Zoom Subscription - \$83.95 Zoom will be used for virtual meetings and virtual tutoring.

IV. Advertising and Marketing - \$1,791.92 Advertising and marketing efforts will help promote the project and increase public awareness. This includes: • Spring 2025 Gala – Venue - \$1,239.92 This will cover the venue rental for the Spring 2024 Gala, an essential fundraising event to support the project's operations and outreach efforts. • Website Maintenance - \$552 The website is a critical tool for communicating project updates, engaging with stakeholders, and providing information to the public. The \$552 will cover necessary updates and maintenance of the website throughout the project period.

V. Insurance - \$1,000 Insurance will cover general liability and other necessary coverage to protect the project from potential risks. This cost ensures compliance with safety standards and minimizes financial risk to the organization. Total Budget: \$35,135.87

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

**LEARN English and Reading Now, Inc. Budget 2024-2025**

Category	Revenue
Grants	\$ 7,500.00
Fundraisers (yard sale, kroger card, dine outs, etc)	\$ 1,000.00
Annual Campaign Donations	\$ 20,000.00
Annual Campaign Donations-Corporate	\$ 1,850.00
Donations	\$ 3,000.00
Donations-Corporate	\$ 1,050.00
Spring Gala Ticket Sales	\$ 1,350.00
<b>Total Revenue</b>	<b>\$ 35,750.00</b>
Category	Expenses
Advertising & marketing	
Spring 2024 Gala-Venue	\$ 1,239.92
Website	\$ 552.00
<b>Total Advertising &amp; marketing</b>	<b>\$ 1,791.92</b>
Insurance	\$ 1,000.00
<b>Total Insurance</b>	<b>\$ 1,000.00</b>
Office expenses	\$ 500.00
Conference, Meetings, Symposium Fees	\$ 400.00
Educational Materials	\$ 1,000.00
Memberships & subscriptions	\$ 100.00
Office supplies	\$ 100.00
Phone	\$ 400.00
Printing & photocopying	\$ 300.00
QuickBooks	\$ 972.00
Total Shipping & postage	\$ 500.00
Zoom	\$ 83.95
<b>Total Office expenses</b>	<b>\$ 4,355.95</b>
Payroll expenses	
FICA tax	\$ 1,989.00
Executive Director	\$ 26,000.00
<b>Total Payroll expenses</b>	<b>\$ 27,989.00</b>
<b>Total Expenditures</b>	<b>\$ 35,136.87</b>

Learn English And Reading Now, Inc.			
Budget 2023 - 2024			
Income		Expenses	
	Budget		Budget
<b>Grants</b>	<b>6000</b>	<b>Outreach</b>	<b>650</b>
VLF	2000	Social Media	350
Community Foundation	2500	Printing	300
Dollar G	1500		
AH	500		
<b>Donations</b>	<b>22500</b>	<b>Programs</b>	<b>1750</b>
Corporate	500	Tutor Training	250
Annual Campaign	20000	Gatherings/Workshops	500
Other	2000	Tutor/Learner Material	1000
<b>Fundraising</b>	<b>6600</b>	<b>Fundraising</b>	<b>1000</b>
Kroger Cards	100	Admin	1000
Yard Sale	500		
Dine Out	500		
Events	5500		
		<b>Personnel</b>	<b>27989</b>
		Executive Director	26000
		FICA	1989
		<b>General &amp; Administration</b>	<b>4400</b>
		Registration Fees	400
		Phone	400
		Insurance	1000
		Board Retreat/Ext. Relations	200
		Conference/Travel/Meals	400
		Office Expenses	500
		Miscellaneous	200
		Computer/Printer	1300
		Tech Software	240
<b>TOTAL REVENUE</b>	<b>35100</b>	<b>TOTAL EXPENSES</b>	<b>35789</b>
		Deficit	<b>-689</b>

# Love Forward Foundation

Staunton

## ORGANIZATION INFORMATION:

**Founded in:** 2017

### **Mission:**

Love Forward Foundation is dedicated to empowering children and young adults who have faced Adverse Childhood Experiences (ACEs), especially due to parental incarceration and other justice-related issues. Our mission is to help these youth and their caregivers build resilience through self-reliance, overcome challenges, and achieve their full potential. Through mentoring, life skills training, recreational programs, and creative workshops, we provide the tools and wraparound support necessary for these individuals to thrive. We envision a world where every child and young adult affected by adversity can live with dignity, hope, and love. We strive to create brighter futures and stronger communities.

### **Primary activities and programs:**

Love Forward Foundation is dedicated to empowering youth who have faced Adverse Childhood Experiences (ACEs). Our mission is to help these youth build resilience through self-reliance, overcome challenges, and achieve their full potential. To fulfill this mission, we offer a range of impactful programs that incorporate:

**Peer Mentoring:** We provide group peer mentoring to foster positive relationships and guidance from caring peer mentors. This support helps youth navigate life's challenges with confidence.

**Life Skills Training:** Our workshops equip participants with essential life skills such as financial literacy, effective communication, time management, and goal setting, building a strong foundation for their future.

**Self-Esteem Building:** Through the arts, we offer positive, healthy, and constructive outlets. These programs promote a sense of belonging, teamwork, and personal growth.

**Unique and Innovative Workshops:** We host creative workshops in art, music, and writing, providing youth with avenues for self-expression, emotional healing, and personal development. Hair Art and Design, Rug Tufting, Candle and Jewelry Making, Guitar, Podcasting, T-Shirt Design, and Creative Written Expression are just some of the workshops that we offer.

**Community Engagement and Support:** We engage with families, schools, and local organizations to build strong, supportive communities. Through community events, partnerships, and collaborations, we create a network of support they need to succeed academically and pursue their future goals. We help youth feel connected and valued.

These programs create a comprehensive approach to helping youth build resilience, overcome challenges, and achieve their full potential, while fostering a world where they can live with dignity, hope, and love.

**Community need(s) your organization exists to address:**

Love Forward Foundation addresses a critical and pressing need in the Staunton, Waynesboro, and Augusta County areas of Virginia. The issue of parental incarceration significantly impacts these regions, leaving behind a profound and lasting effect on children. Parental Incarceration Statistics:

Staunton: 946 people incarcerated per 100,000 residents

Waynesboro: 1,079 people incarcerated per 100,000 residents

Augusta County: 514 people incarcerated per 100,000 residents

With a conservative estimate that one-third of these incarcerated individuals have at least one child, we find that around 846 children in the region are grappling with the absence of a parent due to incarceration. These children face unique challenges, including stigma, shame, emotional trauma, and a lack of supportive resources, which can lead to mental health issues, academic struggles, and an increased risk of future incarceration. Adverse Childhood Experiences (ACEs): Children with incarcerated parents are more likely to experience multiple ACEs, including household dysfunction, abuse, and neglect. According to the American Academy of Pediatrics, these children are at a higher risk for mental health issues, substance abuse, and poor academic performances. Studies have shown that elevated ACE scores are associated with increased risk of juvenile justice system contact, with the odds increasing by 1.68 times for every additional ACE. Preventative Approach for Youth Development: Given the presence of Shenandoah Valley Juvenile Center, Commonwealth Center for Children and Adolescents, and the Juvenile Courts in the region, it is imperative to adopt a preventative approach to youth development. Love Forward Foundation focuses on early intervention and support to prevent at-risk youth from becoming involved in the justice system by providing comprehensive programs that address the root causes of adversity, promoting positive outcomes for these youth. Anecdotes: Take Emily, for instance, a young girl from Waynesboro who struggled in school and faced severe emotional challenges after her father was incarcerated. Through our organization's hair art workshops, she's found an outlet that helps her self-regulate her emotions, and gives her a career to explore in cosmetology. Emily now volunteers in our workshops. Similarly, Michael, a teenager from Staunton, faced the risk of dropping out of school due to the emotional turmoil of having his mother in jail. Through our IEP education, his mother was able to advocate for educational support for Michael, and he received the tools he needed to stay focused on his education. Michael is now on track to graduate high school, breaking the cycle of adversity in his family. The Community Action Partnership of Staunton,

Augusta, and Waynesboro (CAPSAW) Needs Assessment Report highlights additional challenges such as poverty, housing instability, and limited access to mental health and substance abuse services. These factors exacerbate the difficulties faced by children with incarcerated parents, creating a cycle of adversity that is challenging to break. Love Forward Foundation's Impact: Our foundation is crucial to the residents of Staunton, Waynesboro, and Augusta County because it provides targeted support to vulnerable youth, making it an essential asset to the residents of the SAW area.

### **GRANT DETAILS:**

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

At Love Forward Foundation, we measure our impact through a combination of quantitative and qualitative metrics, ensuring a holistic understanding of our reach and effectiveness.

#### 1. Number of Individuals and Families Served:

Youth Engagement: In the most recent year, we served over 200 youth through our various programs, including workshops, mentoring sessions, and creative entrepreneurship initiatives.

Family Support: We provided direct support to families through financial literacy workshops, support groups, and community events.

#### 2. Program Effectiveness:

Workshop Attendance and Engagement: Our in-person workshops consistently see high attendance rates, with over 90% of participants completing the weekend programs.

Participant Feedback: We collect feedback through surveys and interviews, with 85% of participants reporting significant improvement in their skills and confidence.

#### 3. Community Impact:

Success Stories: We document and share success stories that highlight the personal growth and achievements.

**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%

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

**Goal 1: Enhance Program Delivery and Reach**

Expand our in-person and virtual workshops to serve an additional 100 youth, providing valuable educational and life skills training.

Develop new creative entrepreneurship programs, like T-shirt design workshops, to empower participants with marketable skills.

**Goal 2: Strengthen Organizational Capacity**

Transition the Executive Director role to a paid position for effective leadership and strategic growth.

Invest in staff professional development, including training on technology integration and community engagement.

**Goal 3: Foster Community Connections and Support**

Establish a dedicated visitation center for families to connect with incarcerated loved ones through virtual visits and email to decrease the financial strain.

Strengthen partnerships with local schools, healthcare providers, and community organizations to create a supportive network.

Increase our online presence and community engagement through strategic social media management and marketing efforts.

By achieving these goals and objectives, the Love Forward Foundation aims to create a lasting positive impact on the youth and families we serve, fostering resilience, growth, and long-term success within the 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.**

Love Forward Foundation collaborates with local schools, healthcare providers, and community organizations to ensure comprehensive support and avoid service duplication. We actively participate in community needs assessments and maintain regular communication with partners, fostering a coordinated network of support. Our differentiation lies in our holistic approach, focusing on educational support, mental health, creative entrepreneurship, and family connections. We offer unique programs like Hair Art and T-shirt design, Jewelry Making, Canvas Art, and Creative Written Expression workshops, empowering participants with marketable skills. Additionally, our commitment to leveraging technology sets us apart, as we plan to offer high-quality virtual workshops, online resources, and a dedicated visitation center for virtual family connections. By combining personalized support, innovative programs, and a strong emphasis on technology, the Love Forward Foundation effectively addresses the unique needs of our community, maximizing our impact.

**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.**

Sarah is a bright and talented teenager from Staunton. Sarah had always dreamed of starting her own business, but the challenges of growing up in a low-income household made it difficult for her to access the resources and support she needed. Her family's financial struggles and the lack of opportunities in her community often left her feeling discouraged and uncertain about her future. In early 2024, Sarah's school counselor referred her to the Love Forward Foundation's Creative Haven Workshops that incorporates Entrepreneurship in each program. Eager to explore her potential, Sarah joined our jewelry making workshops, where she learned the ins and outs of jewelry design and jewelry making techniques, and marketing strategies. With the guidance of our dedicated peer mentors, Sarah discovered her passion for creating unique and meaningful designs. Through our program, Sarah received technical skills and valuable lessons in financial literacy and business management. She gained the confidence to present her ideas, market her products, and manage her finances. The support and encouragement she received from her mentors and peers fueled her determination to succeed. Inspired by her newfound skills and knowledge, Sarah launched her own small business on Etsy, where she sells custom-designed jewelry online. Her creative designs have gained popularity among her community and beyond. Within a few months, Sarah's business was thriving, and she was able to contribute to her family's income. But Sarah's journey didn't stop there. She became a role model for other youth in her community, inspiring them to pursue their passions and dreams. She actively participated in our support groups and mentoring sessions, sharing her experiences and offering advice to her peers. Sarah's story has become a possibility for many young people facing similar challenges. Sarah's success story is a testament to the transformative power of Love Forward Foundation's programs. By providing youth with the skills, resources, and support they need, we empower them to overcome obstacles, achieve their dreams, and create positive change in their communities. Sarah's journey from uncertainty to entrepreneurship illustrates the profound impact we have on the lives of the youth and families we serve.

### **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?**

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.**

Love Forward Foundation is requesting a grant to support a critical capital expenditure that supports an upgrade in our technology infrastructure. This project is designed to significantly enhance our program delivery, increase accessibility, and provide crucial support services to the youth and families in our community. Project Description:

1. High-Speed Internet Installation and Annual Service:

Installation Cost: \$500

Annual Service Fee: \$1,440/year x 3 years = \$4,320

Importance: Reliable internet connectivity is essential for offering virtual workshops, online resources, and a dedicated visitation center for virtual family connections. This ensures uninterrupted access to our programs and services.

2. Computers and Laptops:

Cost: 10 Laptops at \$600 each = \$6,000

Importance: Providing new computers and laptops for staff and participants will facilitate engagement in workshops, mentoring sessions, and virtual support groups. Access to technology is crucial for effective program delivery and participant empowerment.

3. Technology and Software: Cost: \$2,000

Importance: Acquiring essential software and technology tools will enhance program delivery, data management, and communication. This investment will ensure that our programs are efficient, effective, and impactful.

4. Smart TVs and Multimedia Equipment: Cost: Smart TVs at \$1,500 and Multimedia Equipment at \$2,180 = \$3,680

Importance: Purchasing smart TVs and multimedia equipment will support presentations, workshops, and online sessions, providing a dynamic and interactive learning environment for participants.

5. Facility Upgrades: Cost: \$5,000

Importance: Improving our facility will create a conducive environment for learning, community engagement, and a dedicated visitation center for families to connect with incarcerated loved ones. A welcoming and well-equipped facility is essential for fostering positive community interactions.

6. T-Shirt Design Workshop Tools: Cost: Cricut Machine and Accessories at \$1,500

Importance: Investing in equipment for creative workshops and entrepreneurial programs will foster creativity and entrepreneurship, providing participants with valuable skills and opportunities for personal and professional growth

Total Project Budget: \$22,000

Importance to the Community: In today's digital age, access to reliable technology and internet is critical for providing effective support and services. The Technology and Infrastructure Upgrade project is vital for bridging the digital divide in our community and ensuring that youth and families have access to the resources they need to succeed. The COVID-19 pandemic has underscored the importance of virtual connectivity, and this project will enable us to offer high-quality virtual workshops, online resources, and remote learning opportunities. Furthermore, the project will support the creation of a dedicated visitation center for families to connect with incarcerated loved ones. Maintaining family connections is crucial for emotional well-being and rehabilitation, and this compassionate space will provide a vital resource for families. By investing in technology and infrastructure, we will enhance our program delivery, increase accessibility, and provide comprehensive support to the youth and families we serve. This project aligns with our mission to empower youth, strengthen families, and foster resilience, growth, and long-term success within the community. Your support for this capital expenditure will have a profound and lasting impact, enabling us to build a stronger, more resilient organization capable of making a positive difference.

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

\$ 22,000.00

**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 our organization is awarded a 2025 community grant that is only a partial amount of the total funds requested, we will prioritize the most critical components of the Technology and Infrastructure Upgrade to ensure significant progress. Specifically, we will focus on the following priorities: 1. High-Speed Internet Installation and Annual Service: Ensuring reliable internet connectivity for virtual workshops and the visitation center. 2. Essential Computers and Laptops: Providing necessary technology for staff and participants to access and engage in our programs. 3. Facility Upgrades: Improving our facility to create a supportive environment for program delivery and family connections. Even if we receive partial funding, Love Forward Foundation is committed to moving forward with the Technology and Infrastructure Upgrade. We will seek additional funding from other sources, such as:

Fundraising Events: Organizing community events to raise funds for the remaining project costs.

Additional Grant Applications: Applying for other grants that align with our mission and project goals.

Charitable Donations: Engaging with our network of supporters and donors to secure additional contributions.

By prioritizing the most critical components and leveraging multiple funding sources, we aim to complete the full scope of the project and achieve our objectives. This approach ensures that we can still make substantial progress in enhancing our program delivery, increasing accessibility, and providing vital support services to our community.

**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 would like to add some additional information about Love Forward Foundation and our use of the 2025 community grant: There is a Holistic Community Impact:

Comprehensive Support: Love Forward Foundation prides itself on providing holistic support that goes beyond immediate needs. Our programs address various aspects of well-being, including educational support, mental health, financial literacy, and creative entrepreneurship. This comprehensive approach ensures that our participants receive well-rounded assistance, empowering them to achieve long-term success and resilience.

**Focus on Innovation:** We continuously strive to innovate and adapt our programs to meet the evolving needs of the community. By leveraging technology and creative solutions, we ensure that our services remain relevant and effective. For example, our virtual workshops and online resources will allow us to maintain engagement and support even during challenging times.

**Community-Centered Approach:** Our organization is deeply rooted in the community, and we prioritize building strong relationships with local residents and stakeholders. We actively involve community members in the planning and implementation of our programs, ensuring that our initiatives are tailored to their unique needs and aspirations. This community-centered approach fosters a sense of ownership and empowerment among our participants.

**Dedication to Equity and Inclusion:** Love Forward Foundation is committed to promoting equity and inclusion in all aspects of our work. We actively seek to address disparities and provide targeted support to underserved populations. By creating inclusive programs and fostering an environment of respect and belonging, we ensure that everyone in our community has the opportunity to thrive.

**Sustainability and Growth:** Our long-term vision includes achieving financial sustainability and expanding our reach to serve more youth and families. A 2025 community grant would significantly contribute to this goal by enabling us to make critical investments in our infrastructure and programs. These investments will not only enhance our current services but also lay the foundation for future growth and impact.

**Impact of the 2025 Community Grant** By awarding us the 2025 community grant, you will be supporting an organization that is dedicated to making a lasting positive impact on the lives of youth and families. The grant will allow us to:

Enhance our program delivery through upgraded technology and infrastructure.

Increase accessibility to our services, ensuring that more individuals can benefit from our support.

Foster community connections and provide compassionate spaces for families to connect with incarcerated loved ones.

Empower youth with the skills and resources they need to succeed in their personal and professional lives.

Promote resilience, growth, and long-term success within the community. Your support will have a ripple effect, creating positive change that extends beyond the immediate recipients of our programs. It will strengthen our community as a whole, fostering a brighter and more equitable future for all.

Thank you for considering our application. We look forward to the opportunity to continue making a meaningful difference in our community with your support. This additional information provides a deeper understanding of our organization's impact and how the 2025 community grant will be utilized to achieve our goals.

## 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?**

Love Forward Foundation's operating budget is designed to prioritize both program delivery and operational sustainability. Here are a few key points and explanations that provide additional context for our budget:

1. Paid Executive Director Position:  
Rationale: Transitioning our Executive Director role from a volunteer position to a paid position is essential for ensuring effective leadership and strategic growth. This change will allow us to attract and retain a skilled leader who can dedicate their full attention to managing the organization and driving our mission forward.

1. Impact: A paid Executive Director will enhance our organizational capacity, improve program oversight, and strengthen our fundraising and community engagement efforts.

2. Diverse Funding Sources:

Charitable Donations and Grants: Our income includes a mix of charitable donations and grants from various sources. This diverse funding approach helps mitigate financial risks and ensures stability. We continuously seek new funding opportunities to support our programs and initiatives.

Classes and Fundraising Events: We generate additional income through classes and fundraising events. These activities not only provide financial support but also engage the community and raise awareness about our mission.

3. Investment in Technology and Internet Services:

Rationale: Significant investments in technology and high-speed internet services are crucial for delivering virtual workshops, remote learning, and online resources. These investments ensure that our programs are accessible to all participants, regardless of their location or circumstances.

Impact: Upgraded technology infrastructure will enhance program delivery, increase participant engagement, and enable us to provide high-quality virtual support.

4. Social Platforms Management:

Rationale: Allocating funds for social platforms management is essential for maintaining a strong online presence and engaging with the community. Effective social media management helps us reach a wider audience, promote our programs, and build connections with supporters and partners.

Impact: Enhanced online engagement will increase community involvement, attract new participants, and strengthen our outreach efforts.

#### 5. Workshops and Program Supplies:

Rationale: A significant portion of our expenses is dedicated to workshops and program supplies. These investments are vital for providing high-quality, impactful programs that address the needs of our participants.

Impact: Well-equipped workshops and sufficient program supplies ensure that our participants receive valuable skills and resources, fostering personal and professional growth.

By providing this context, we aim to offer a clearer understanding of our budget and the strategic decisions behind our income and expenditures.

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

The Technology and Infrastructure Upgrade project is a critical initiative aimed at enhancing Love Forward Foundation's ability to serve the community effectively. Here are some additional details about the budget and its significance:

#### 1. High-Speed Internet Installation and Annual Service:

Justification: Reliable internet connectivity is fundamental for offering virtual workshops, online resources, and a dedicated visitation center for virtual family connections. This ensures uninterrupted access to our programs and services, particularly important during times when in-person interactions may be limited.

#### 2. Computers and Laptops:

Justification: Providing new laptops for staff and participants will facilitate engagement in workshops, mentoring sessions, and virtual support groups. Access to modern technology is essential for effective program delivery and participant empowerment.

#### 3. Technology and Software:

Justification: Acquiring essential software and technology tools will enhance program delivery, data management, and communication. This investment ensures that our programs are efficient, effective, and impactful.

#### 4. Smart TVs and Multimedia Equipment:

Justification: Purchasing smart TVs and multimedia equipment will support presentations, workshops, and online sessions, providing a dynamic and interactive learning environment. This equipment will also be used for virtual family connections, ensuring a compassionate and supportive space for families.

#### 5. Facility Upgrades:

Justification: Improving our facility will create a conducive environment for learning, community engagement, and virtual family connections. A welcoming and well-equipped facility is essential for fostering positive community interactions and supporting the overall well-being of our participants.

#### 6. T-Shirt Design Workshop Tools:

Justification: Investing in equipment for creative workshops and entrepreneurial programs will foster creativity and entrepreneurship, providing participants with valuable skills and opportunities for personal and professional growth. These workshops are a key component of our mission to empower youth and strengthen families.

Overall Impact: The Technology and Infrastructure Upgrade project will enable Love Forward Foundation to expand its reach, increase accessibility, and provide comprehensive support to the youth and families we serve. This investment aligns with our mission to foster resilience, growth, and long-term success within the community. By enhancing our technological infrastructure and facilities, we ensure that our programs remain relevant, effective, and impactful. The grant will have a ripple effect, creating positive change that extends beyond the immediate recipients of our programs and strengthening the community as a whole. Thank you for considering our application. Your support will enable us to continue making a meaningful difference in the lives of youth and families in our community.



January 31, 2025

Kiesha Nicholson  
Love Forward and Artful Strands  
41 N Augusta St  
Staunton, Va 24401

Dear Ms. Nicholson,

I am pleased to write a letter of support for your grant application to continue to support the unique programs of Love Forward Foundations.

We are committed to working with our youth and families on mental health concerns and recognize the ways that home-life stability, vocation, expressive access is connected to the overall health and wellness for youth.

The curriculum/lay out of your programs seem to connect to the work that we do already with our youth clients to reduce their risky behaviors, manage their mental health and wellness, and set them up for long-term success. The systemic approach to high-quality programming coupled with the involvement of families proposed in your organizational design will provide youth with a strong foundation for future success.

ARROW fully supports Love Forward Foundation and is excited to identify ways to support you in this work. Including but not limited to continuing to offer an appropriate and affordable program space. If the proposal is funded, ARROW Project will gladly be an active participant in support of your efforts.

I wish you success with this proposal to bring needed programming to our community in order to highlight issues our youth are facing in our society today. Please keep me posted on the outcome of this grant and I look forward to working collaboratively with you in 2025!

Sincerely,

Sabrina Burress, LPC  
Executive Director ARROW Project

Filename: 1.31.25 CFCBR-YPC-Love Forward Letter of Support.docx  
Directory: /Users/sabrinaburress/Library/Containers/com.microsoft.Word/Data/Documents  
Template: Normal.dotm  
Title:  
Subject:  
Author: Sabrina Burress  
Keywords:  
Comments:  
Creation Date: 1/31/25 11:53:00 AM  
Change Number: 2  
Last Saved On: 1/31/25 11:53:00 AM  
Last Saved By: Sabrina Burress  
Total Editing Time: 0 Minutes  
Last Printed On: 1/31/25 11:53:00 AM  
As of Last Complete Printing  
Number of Pages: 1  
Number of Words: 249  
Number of Characters: 1,308 (approx.)

<b>Love Forward Foundation</b>		
<b>OPERATING BUDGET</b>		
<b>2025</b>		
<b>Primary Income Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Charitable Contributions	\$ 33,406.00	
Classes	\$ 15,000.00	
Charitable Grants	\$ 26,594.00	
<b>Total Income:</b>	<b>\$ 75,000.00</b>	
<b>Primary Expenses Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Administration (ED & Program Coordinator)	\$ 40,000.00	
Monthly Material Costs and Workshops	\$ 18,000.00	
Rent	\$ 9,600.00	
Internet and Telephone	\$ 2,040.00	
Other Organizational Expenses	\$ 5,360.00	
<b>Total Expenses:</b>	<b>\$ 75,000.00</b>	
<b>Net Income (Loss):</b>	<b>\$ -</b>	

**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

<b>Love Forward Foundation</b>		
<b>OPERATING BUDGET</b>		
<b>2024</b>		
<b>Primary Income Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Charitable Contributions	\$ 55,000.00	
Classes	\$ 10,000.00	
Fundraising	\$ 5,000.00	
<b>Total Income:</b>	<b>\$ 70,000.00</b>	
<b>Primary Expenses Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Executive Director	\$ -	Volunteer Position
Program Coordinator	\$ 15,000.00	
Monthly Material Costs	\$ 18,000.00	
Rent	\$ 9,600.00	
Internet and Telephone	\$ 2,040.00	
Workshops	\$ 18,000.00	
Other Expenses	\$ 7,360.00	
<b>Total Expenses:</b>	<b>\$ 70,000.00</b>	
<b>Net Income (Loss):</b>	<b>\$ -</b>	

**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

(Name of Nonprofit Organization)		
SPECIFIC PROGRAM/CAPITAL BUDGET		
(Name of Program or Capital Expenditure)		
<b>Primary Income Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Community Foundation Grant	\$ 10,000.00	
Charitable Donations	\$ 5,000.00	
Fundraising Events	\$ 3,000.00	
Additional Grant Applications	\$ 2,000.00	
Corporate Sponsorships	\$ 2,000.00	
<b>Total Income:</b>	<b>\$ 22,000.00</b>	
<b>Primary Expenses Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
High-Speed Internet	\$ 4,820.00	Annual high-speed internet service fee for 3 years and misc charges
Computers and Laptops	\$ 6,000.00	Purchasing 10 laptops for staff and participants
Technology and Software	\$ 2,000.00	Essential software and technology tools
Smart TVs and Multimedia Equipment	\$ 3,680.00	Purchasing smart TVs for presentations and workshops
Facility Upgrades	\$ 4,000.00	Improving facilities for a conducive learning environment
T-Shirt Design Workshop Tools	\$ 1,500.00	Equipment for creative workshops and entrepreneurial programs
<b>Total Expenses:</b>	<b>\$ 22,000.00</b>	
<b>Net Income (Loss):</b>	<b>\$ -</b>	
<b>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</b>		

## Love No Ego Foundation (The)

Charlottesville

### ORGANIZATION INFORMATION:

**Founded in:** 2018

**Mission:**

The Love: No Ego Foundation helps youth and young adults ages 10-24, go beyond egotistical pressures, and live with purpose.

**Primary activities and programs:**

Since Love: No Ego was founded in 2018, our organization has been actively engaged in the lives of local youth and young adults. Since that time, we have expanded our programmatic offerings to include professional motivational speaking, interactive workshop curriculums, health and wellness practices, and direct one-on-one mentoring. Our approach and program services promote positive self-development and awareness of the ego in our youth and get them excited about loving and living life. Brief descriptions of our programs are as follows: Professional Motivational Speaking: Boosting the morale and esteem of the whole environment. Interactive Workshop Curriculums: In-depth collaboration and communication addressing the everyday pressures of our youth. Health and Wellness: Utilizing fitness to build purposeful lives. Mentoring: Providing the tools for real, true, and sustainable growth.

**Community need(s) your organization exists to address:**

Every day, the mental health of our young generation faces challenges. The youth and young adults we support are exposed to numerous negative influences, including daily pressure and judgment from peers, the news, radio, television, music, sports, politics, social media, and unhealthy food options. These influences, often unbeknownst to those we serve, create a world that is confusing, judgemental, and unkind. Now more than ever, young individuals struggle to discover their purpose and place in the world. "Love...No Ego" is an organization that strives to be inclusive, aiming for all youth encountering our programs to enhance their lives despite the world's challenges. This work is not only something we believe but is also backed by current and compelling evidence. The Future of Children, a publication of Princeton Brookings Institution, emphasizes the increasing importance of social-emotional learning and project-based learning, which aligns with our work and is actively replacing traditional school learning environments. According to the same publication, children participating in formal mentoring programs perform better in school and are less likely to enter the criminal justice system. We have six mentees from the Augusta/Staunton/Waynesboro area, and our goal is to connect with more as we continue to grow. Our program takes pride in preventing crises and instilling practices promoting positive mental health and well-being. The strategies and goals of our programs are also proven through multiple peer-reviewed publications. For example, Youth.gov highlights the significant impact of mentorship, citing enhanced academic performance, improved school attendance, fostered positive attitudes, reduced likelihood of

engaging in illegal drug and alcohol use, and diminished incidents of violent behavior as benefits of mentoring. Furthermore, they delve into the connection between mentoring and its positive influence on social-emotional development, improved youth perceptions of parental relationships, and increased opportunities for pursuing higher education, citing the linkage between mentorship and beneficial youth development. The impact of mentoring is also seen locally. In 2021, UVA Batten Associate Professor Ben Castleman and his colleagues published a working paper showcasing that implementing peer mentoring on a national level resulted in significant enhancements in the quality of college enrollment for students from lower-income backgrounds. A continuation of this study published a few years later added to these findings, stating that continued peer mentorship contributed to staid college persistence several years after high school.

### **GRANT DETAILS:**

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

Quantitatively, The Love No Ego Foundation has worked with over 50 schools across the region, state, and country. Additionally, LNE has collaborated with 25 churches and treatment facilities across our area (Virginia) to diversify our impact and mission. Our foundation has touched the lives of over 7,662 youth in 2023, with 7,500 benefiting from motivational speaking, 22 from mentoring, and 140 from workshops and events. Demographically, LNE has worked with 61% males, 39% females, 46% African Americans, 42% Caucasian, 8% Hispanic and Latina Americans, and 4% Asian Americans. See our full impact report at <https://www.lovenoego.org/impact>.

**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

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

Fundamentally, LNE holds the view that behavioral and mental health challenges in youth and the outcomes they create exert adverse effects on our younger generation. Conversely, we maintain that these same challenges offer the initial opportunities for change, led by our youth. To support this change, LNE has developed mentorship and development programs designed to empower and nurture the growth of today's youth and young adults. Our mission is to address these challenges collaboratively with those we serve, aiming to inspire and uplift them to lead lives rooted in kindness, respect, confidence, self-awareness, and humility. Some of our long-term objectives include: Fostering a Sense of Belonging: Helping youth recognize and embrace their inherent greatness and potential. Understanding Peer Pressure: Encouraging individuals to focus on being their best selves, reducing the need to conform or compare to others. Improving Organization: Teaching how to set goals, plan effectively, and create positive

life experiences. Resolving Internal Conflict and Enhancing Self-Esteem: Promoting overall wellness through spiritual, physical, and mental fitness. In the coming year, we aim to expand our outreach by partnering with five additional middle and high schools across Augusta County to deliver our programs and services.

**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.**

Our approach to those we serve is different from any other organization in the local area. While many different groups provide much-needed services to youth and young adults, our services are designed to continually aid the development of individuals while simultaneously and personally meeting them where they are. This support system alleviates the burden of self-doubt, insecurity, depression, anxiety, and other challenges that many young people face. As a result, it enables them to confront their struggles openly and gain a deeper understanding of themselves as they strive for true well-being and a profound love for life. Our programs/services are unique in this approach as we look to address the core issues of what it means to create positive and lasting change in youth.

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

LNE was awarded a community grant of \$1,500.00 in 2024, which was utilized to mentor youth in the Waynesboro, Staunton, and Augusta areas. The funds supported six months of Love: No Ego Mentoring to two individuals in the area.

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

Recently, Love: No Ego (LNE) had the opportunity to support a young individual from Augusta County. Over nearly two years, LNE provided mentoring and physical activity programs designed to boost self-confidence and foster an environment of positivity, self-love, and improved mental health. Reflecting on their experience with LNE, this individual shared: "During one of the most challenging times in my life, Freddy's mentoring felt like a helping hand, guiding me through my struggles. The support I received from LNE has been invaluable in helping me become a more positive and happy person. Through LNE, I've discovered my truest self, uncovering my passions and motivations along the way. Freddy was always someone I could turn to, someone I trusted to offer the best advice for becoming my best self... To me, 'Love... No Ego' means finding joy in the simple yet beautiful things in life, like nature and meaningful connections with others. It also means staying true to yourself and resisting the pressures to become something you're not."

## **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?**

Simply put, any amount provided through this opportunity helps advance our mission and programs. As this grant is specified for operational funding, we will use any amount given to advance our mission throughout the local area. However, if partial funds are awarded, LNE will continue to tap into revenue derived from unrestricted or restricted donations, fundraisers, other event programming, and grant opportunities.

**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?**

\$ 40,085

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

As outlined in the notes section of our FY 2025 budget, LNE intends to add two full-time positions, each with a proposed starting salary of \$30,000. While these positions are not yet represented numerically in our expenditures, LNE plans to move forward with this initiative in late 2025/early 2026 if the anticipated revenue targets are achieved.

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

**Love No Ego Foundation, Inc. Operating Budget 2025**  
**FY July 1, 2024 - June 30, 2025**

DEBTOR	AMOUNT	HOW OFTEN	DATE ADDED	DESCRIPTION
Wix Web Host Plan (lovenoego.org)	\$456	yearly		
Wix Web Host Domain (lovenoego.org)	\$25	yearly		
Wix Web Host Domain (lovenoego.com)	\$25	yearly		
Wix App - Comments	\$60.00	yearly		
Wix Email Accounts (6)	\$519	yearly		
Wix Ascend Business Tools	\$348	yearly		
Xfinity Wifi	\$456	yearly		
State Farm Small Business Insurance	\$336	yearly		
Virginia State Corporation Commision	\$25	yearly		
Quickbooks	\$600	yearly		
Auto Insurance (LNE Van #1) Statefarm	\$972.00	yearly		
Charlottesville Personal Property Taxes	\$230	yearly		
United States Post Office (Box Rental)	\$120	yearly		
Wix (MrLoveNoEgo.org)	\$336	yearly		
United States Post Office (Box Rental)	\$182	yearly		
Speakers Network	\$420	yearly		
Team Pay and Reimbursements:	\$19,200	year 2025		
Team Training Expenses (Twice per Year) Mentors and Team Training: occurs 2x per year including LNE Curriculum, CPR (every 2 years) to help increase the capacity and sustainability of The Courage to Be You Youth Mentoring Program, and receive resources to support our mentoring field.	\$5,000.00	year 2025		
Mentoring Program Supplies, Materials, and Curriculum Materials: (Hammocks, Books, Puzzles, T-shirts, National Park Passes, etc)	\$2,575.00	year 2025		
Office Site Supplies and Rent	\$8,200.00	year 2025		
<b>2024 OPERATING BUDGET AMOUNT</b>	<b>\$40,085</b>	<b>YEAR 2025</b>		

REVENUE EXPECTED	AMOUNT			
Wegmans Annual Donation	\$5,000	year 2025		
Reclaimed Hope Initiative Partnership	\$7,900	year 2025		
Individual Donors, Business Donors, Partnerships, and Sponsorships	\$20,000	year 2025		
Grants (City of Charlottesville, CACF Bama Works, etc.)	\$40,000	year 2025		
Fee for Speaking Services	\$20,000	year 2025		
Fee for Mentoring Services	\$5,200	year 2025		
Annual LNE Charity Golf Tournament	\$10,500	year 2025		
<b>TOTAL REVENUE EXPECTED 2024</b>	<b>\$108,600</b>	year 2025		
<b>Potential Net:</b>	<b>\$68,515</b>			
<b>ADDITIONAL NOTES:</b> Part of the Strategic Plan 2025 is to create 2 salaried positions of at least \$30K with funding.				

**Love No Ego Foundation, Inc. Operating Budget 2024  
(projections). FY July 1-June 30, 2024**

DEBTOR	AMOUNT	HOW OFTEN	DATE ADDED	DESCRIPTION
Wix Web Host Plan (lovenoego.org)	\$456	yearly		
Wix Web Host Domain (lovenoego.org)	\$25	yearly		
Wix Web Host Domain (lovenoego.com)	\$25	yearly		
Wix App - Comments	\$60.00	yearly		
Wix App - Calendar	\$59.88	yearly		
Wix Email Accounts (6)	\$519	yearly		
Wix Ascend Business Tools	\$348	yearly		
Xfinity Wifi	\$456	yearly		
State Farm Small Business Insurance	\$336	yearly		
Virginia State Corporation Commision	\$25	yearly		
Quickbooks	\$480	yearly		
Auto Insurance (LNE Van #1) Statefarm	\$972.00	yearly		
Mentoring Pay, Expenses, and Reimbursements * Curriculum and writing materials, payment to Mentors, and expenses of travel cost and food reimbursement * Cost of Hammocks, LNE Books, Foundation for Success Puzzle, LNE Journals Six (5) Mentors: Mentors' Pay: average \$50 per 1.5 hour session.	\$52,500	yearly	P	
Mentors' Training: occurs 2x per year with Mentor Virginia and Reclaimed Hope Initiative. Mentors receive training, including CPR (every 2 years) to help increase the capacity and sustainability of Courage to Be You Youth Mentoring Program, and receive resources to support our mentoring field.	\$5,000			
Hammocks \$1050, Journals \$80, Books #1) Love...No Ego: Where Are You Living From and #2) The Youser's Manual \$690, Mats \$600, LNE Foundation for Success Puzzle \$1200	\$3,620		R	
National Park Passes: Shennadoah National Park (2)	\$110	yearly	R	
Monthly Group Sessions (All Mentors and their repsective mentees outings). Note: we invite program graduates, who are usually still involved with the program, typically volunteering, speaking at events, or becoming junior mentors.	\$1,300		R	
Travel Expenses: Gas (\$3600), Micellaneous Purchase Reimbursements of drinks/lunch/snack (\$1350)	\$4,950			
Volunteer and Mentor Screening (criminal background check/child welfare check	\$720			
Office site supplies and rent	\$2,120			
Mentoring Program Coordinator Pay:	\$6,504	yearly	p	
Charlottesville Personal Property Taxes	\$230	yearly		
United States Post Office (Box Rental)	\$120	yearly		
Wix (MrLoveNoEgo.org)	\$336	yearly		
United States Post Office (Box Rental)	\$182	yearly		
Black Speakers Network	\$420	yearly		

Team Pay: Fundraising Coordinator	\$5,800	yearly	p	
Team Pay: Community Connector	\$4,000	yearly	p	
<b>2024 OPERATING BUDGET AMOUNT</b>	<b>\$91,674</b>	<b>YEARLY</b>		
<b>REVENUE EXPECTED</b>	<b>AMOUNT</b>			
Wegmans Annual Donation	\$5,000	yearly		
Reclaimed Hope Initiative Partnership	\$7,900	yearly		
Individual Donors, Business Donors, Partnerships, and Sponsorships	\$20,000	yearly		
Grants (City of Charlottesville, CACF Bama Works, etc.)	\$40,000	yearly		
Fee for Speaking Services	\$20,000	yearly		
Fee for Mentoring Services	\$5,200	yearly		
<b>TOTAL REVENUE EXPECTED 2024</b>	<b>\$98,100</b>	<b>yearly</b>		
- Expense Row 24 -				
<b>Potential Net:</b>	<b>\$6,426</b>	<b>yearly</b>		
<b>ADDITIONAL NOTES:</b> 1) If an overflow of funding occurs, LNE Fdn 1) sponsors youth sports, sports organizations (specifically clubs and organizations in the Charlottesville, Albemarle, Buckingham, and Fluvann areas) conducts outings, nature, and educational trips for youth mentees in the program. 2) New LNE Vehicle purchase is a goal in late 2024 to early 2025.				

# NewBridges Immigrant Resource Center

Harrisonburg

## ORGANIZATION INFORMATION:

**Founded in:** 2000

### **Mission:**

NewBridges Immigrant Resource Center (NewBridges) is a nonprofit organization founded in 2000 with the mission to engage immigrants, connect cultures, and build a thriving, inclusive community where everyone can feel at home. Responding to the growing number of families who moved to the Shenandoah Valley in search of opportunities or safety, NewBridges has dedicated itself to supporting immigrants and refugees by providing essential human services, reducing the challenges they face, and promoting local understanding of their experiences. Over the past 25 years, NewBridges has become a trusted resource, offering culturally competent services in multiple languages to help newcomers navigate complex systems, access immigration representation, and integrate into the community. Our team works closely with individuals and families to ease the burdens of immigration while highlighting the valuable contributions newcomers make to the area's social and economic fabric. Committed to fostering a welcoming, inclusive environment, NewBridges collaborates with local residents, businesses, leadership and other key partners to ensure our community remains a place where everyone can thrive. Looking ahead, we continue to focus on empowering immigrants by providing the resources and support they need to succeed and contribute to the collective success of our community.

### **Primary activities and programs:**

NewBridges offers two primary programs to fulfill its mission of supporting immigrants and refugees in the Shenandoah Valley. The Immigration Legal Program (ILP) provides vital legal services, including consultations, document filing, and legal representation for immigrants, asylum seekers, refugees, and other newcomers. Led by an experienced immigration attorney, the ILP offers complete and accurate counsel on a wide range of immigration matters, such as work authorization and eligibility for immigration benefits. By partnering with community funders who support immigrants' contributions to the area, NewBridges ensures that these essential services are accessible without the burden of expensive legal fees. In addition, the Resource Navigation and Referrals Program (RN&R) addresses other critical needs of immigrants, assisting with navigating various systems such as applying for emergency Medicaid, working with the Virginia Employment Commission, and requesting vital records from the Commonwealth of Virginia. RN&R also helps with practical matters like completing medical financial aid applications, providing language support at community events, and connecting individuals to other local resources. These services are offered free of charge, ensuring that financial barriers do not prevent individuals from accessing the support they need to thrive in their new community. Together, these programs empower immigrants and refugees

to overcome the challenges of settling in a new country while fostering a sense of belonging and inclusion in the Shenandoah Valley.

**Community need(s) your organization exists to address:**

NewBridges exists to address the critical needs of immigrant populations in the Shenandoah Valley, an area that has seen significant waves of migration over the years, driven by refugee resettlement, migrant labor, and family reunification. According to recent census data (2018-2022), foreign-born individuals represent between 2.5% and 5.7% of the population in the SAW area, with between 4.1% and 8.5% speaking a language other than English at home. The Hispanic/Latino population alone makes up between 3.8% and 9.3% of the community. However, these statistics do not fully capture the diversity and needs of the populations NewBridges serves, which include immigrants eligible for specific benefits, DACA and TPS recipients, and undocumented individuals who may not qualify for legal status. These vulnerable groups are often underrepresented in official data but are present and in urgent need of support. In a 2023 meeting with Augusta Health Embrace Clinic, stakeholders reported that the Hispanic/Latino population in the SAW area has more than doubled in the last three years. This growth, along with the increase in speakers of languages other than English, highlights the pressing need for bilingual and language-access services in the region. Immigrants in the area face a complex array of barriers, from navigating ever-changing immigration policies to accessing basic needs like housing, employment, healthcare, food, and education. Without the proper legal status, individuals may be unable to apply for jobs, medical insurance, or higher education, and may be preyed upon by fraudulent entities charging exorbitant fees for services they cannot access. The lack of clarity in immigration processes leads to significant emotional, physical, and financial strain on immigrant families. Navigating the U.S. immigration system can be incredibly difficult, even for well-meaning community members, and errors or missteps can have devastating consequences. Fraudulent entities take advantage of this vulnerability, charging high fees for services that may not benefit the immigrant at all. NewBridges' legal staff helps clients understand their immigration options, access and maintain lawful status, and pursue a clear pathway to permanent legal status or citizenship – safeguarding them from exploitation and providing a sense of stability and security. NewBridges' service area extends throughout the Shenandoah Valley, from Winchester to Roanoke. In 2024, 4% of our clients came from the SAW area, and with the growing Hispanic/Latino population, we aim to increase our presence and outreach in this region. As one of only two local organizations offering immigration representation to immigrants and the only one that is 100% locally funded, NewBridges is uniquely positioned to help these communities. We recognize that many immigrants in the SAW area are unaware of the legal services they are eligible for, and we see a significant opportunity to deepen our relationships with both clients and local community organizations to better meet these needs.

**GRANT DETAILS:**

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

NewBridges tracks several data points to measure the impact of our work, including inquiries, unique clients, household income, and the number of individuals per household. We define "household" as a group of persons living together and sharing expenses, such as rent and utilities. Additionally, we track the services clients receive and any referrals made to other community partners. These data are collected on a yearly basis, aligned with the calendar year, to help us understand whom we are serving and identify service gaps. In 2024, NewBridges served 368 clients, with 15 clients reporting residing in the SAW area, underscoring the need for continued outreach in this region. This data allows us to continually refine our programs and outreach to meet the evolving needs of our 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?**

Conservatively, 4%

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

In 2025, NewBridges aims to expand our reach and services, particularly in the SAW area, in response to the growing immigrant populations in these regions. Our primary goal is to increase awareness of our legal and resource programs to ensure that newcomers can access the support they need, especially as many are moving to more affordable areas due to rising housing costs. To achieve this, we will focus on strengthening collaborations with local organizations, community leaders, and businesses to build a network of support for immigrants. We aim to increase the number of clients served in the SAW area while continuing to provide high-quality, culturally competent services to all clients in our service area. In the long term, we envision an inclusive and thriving community, where immigrants are fully integrated, supported, and able to contribute to the region's economic and social well-being.

**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.**

NewBridges prioritizes building strong relationships with other nonprofits, faith-based organizations, and service providers to ensure coordination and avoid service duplication. We maintain open communication to assess community needs and adjust our services based on feedback regarding demand. By staying connected with our partners, we ensure that our work either complements or fills gaps in services, depending on the needs reported in the areas we serve. In areas with high demand, we strive to align services and support each other, while in underserved areas, we explore how to expand our offerings and collaborate with others to maximize impact. This collaborative approach allows us to differentiate our services where necessary and ensures that the populations we serve receive the support they need without redundancy. Ultimately, it allows us to identify and respond to community needs in a way that ensures efficient use of resources and equitable access to services.

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

Receiving the 2024 Community Grant had a significant impact on NewBridges' ability to serve the SAW community and helped cover approximately one-third of the cost of serving 15 SAW clients. This funding directly supported our ability to provide critical legal and resource navigation services to those clients without the barrier of high fees. As the demand for our services continues to rise, this grant has allowed us to address the increasing gap in resources and helped to improve access for underserved populations in the Staunton, Augusta, Waynesboro area. Continued support from the Community Foundation of the Central Blue Ridge will allow us to further expand our presence in the SAW area, strengthening our ability to meet the growing needs of the community.

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

One of the most heartwarming examples of NewBridges' impact on the community began unexpectedly, over the summer, with a small gesture of generosity. One day, a mother walked in with her two children, and one of them asked for a snack. That small moment sparked an idea: perhaps offering snacks and other basic essentials could help meet the immediate needs of families and individuals who walk through our doors. A group of children at a vacation Bible school offered to build us a modest shelf intended to hold shelf-stable snacks and pantry items for clients who might need them. At the time, we didn't anticipate how significant this simple shelf would become. But what began as a small shelf of snacks quickly grew into something much larger—a "shelf of plenty." As word spread, local churches, individuals, and even business owners began contributing food, toiletries, and other items to support the initiative. Stocking the shelf is so popular that we had to reorganize our storage area to accommodate all the donations. But the impact didn't stop there. The increased community involvement led to a winter collaboration, where we were able to offer free coats, jackets, toys, and games to families in need. The shelf has created sense of shared support and community care. It isn't just about providing items—it's about making sure every person who walks into NewBridges feels seen and supported, no matter their circumstance. This initiative, sparked by a simple request for a snack, became a powerful symbol of how our community can come together to meet the needs of immigrants and their families. It showed us that small acts of kindness can have far-reaching effects, creating a network of support that extends well beyond the walls of our organization. Now, as the shelf is stocked and bags are available for clients to take home essentials, we are reminded that NewBridges is not just a place for legal support and resource navigation—it's also a place where kindness and community 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 we are awarded a partial grant for 2025, it will significantly affect our ability to maintain the scope of our outreach and services in the SAW (Staunton, Augusta, Waynesboro) area. A full award would allow us to expand awareness and ensure we continue to offer low-cost immigration legal services and fee-free resource navigation to individuals in need. As demand for these services rises, especially with the ongoing changes to immigration systems, the need for our support is only expected to grow. A partial award, however, will limit our outreach efforts and reduce our capacity to serve as many individuals as we would like. We would need to prioritize our resources, potentially limiting the number of individuals we can assist. Additionally, the reduced funding could force us to increase service fees, making it harder for vulnerable community members to access the help they need. Ultimately, while we will continue to serve our community to the best of our ability, partial funding will strain our resources and hinder our efforts to provide accessible immigration legal and resource navigation support to those who rely on us most.

**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 acknowledge the growing demand for our services in the area, particularly as many immigrants would benefit from increased access to our legal and resource navigation support. With a 2025 Community Grant, we aim to strengthen existing partnerships and establish new connections with local community organizations. By working together, we can better identify the unique needs of immigrants and complement the services already provided by these organizations. We are committed to collaborating and creating a stronger network of support for immigrants in our community.

**FINANCIAL INFORMATION**

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

\$ 395,607

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

Our approved budget for 2025 does not reflect several staff changes occurring in January 2025, which may significantly impact our spending. These changes are expected to result in a reduction of overall expenses, potentially bringing our expenditures in at approximately 75% of what is currently budgeted. That said, it is important to highlight that the final financial picture may differ as we navigate the transition. This shift could free up resources that may be

redirected to support direct services, such as immigration legal assistance and resource navigation. However, it is important to note that these savings are due to staffing changes and not due to a reduction in demand or the need for our services. We remain committed to providing high-quality support to our community, and we will continue to prioritize the needs of immigrants in our service area.

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

<b>NewBridges Immigrant Resource Center</b>		
<b>OPERATING BUDGET</b>		
<b>2025</b>		
<b>Primary Income Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Direct Public Support	\$ 142,000.00	Individual donations and private support
Local Grants	\$ 27,000.00	Rockingham County, City of Harrisonburg, Community Foundation of the Central Blue Ridge
Fees from Program Services	\$ 74,400.00	
Special Events Contributions	\$ 78,000.00	Includes annual gala, spring online fundraiser, fall bike event
Capital Campaign	\$ 74,107.00	
Investment income	\$ 2,500.00	
<b>Total Income:</b>	<b>\$ 398,007.00</b>	
<b>Primary Expenses Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Wages and Benefits	\$ 289,932.00	Expect administrative/development costs to come in <u>significantly</u> lower due to staff changes
Rent and Utilities	\$ 47,600.00	
Office Expenses	\$ 14,175.00	Business registration fees, office supplies, postage, computer equipment, software, and other misc. costs
Program Expense	\$ 4,500.00	Immigration Legal and Resource and Referral Program supplies, Affiliate Dues for DOJ Accrediting Agency, case management software and case mailing costs
Special Events	\$ 17,000.00	
Insurance	\$ 6,000.00	
Staff Development	\$ 1,200.00	Required and suggested continuing education training
Professional Fees	\$ 9,000.00	Development consultant to support Capital Campaign, CPA to file 990
Fundraising and Marketing	\$ 6,200.00	Newsletters, online processing fees, donor relations, and other fundraising and marketing costs
<b>Total Expenses:</b>	<b>\$ 395,607.00</b>	
<b>Net Income (Loss):</b>	<b>\$ 2,400.00</b>	

**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

<b>NewBridges Immigrant Resource Center</b>		
<b>OPERATING BUDGET</b>		
<b>2024</b>		
<b>Primary Income Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Direct Public Support	\$ 169,000.00	Individual donations and private support
Local Grants	\$ 129,475.00	Rockingham County, City of Harrisonburg, United Way of Harrisonburg and Rockingham County, Community Foundation of the Central Blue Ridge, Sentara Cares
Fees from Program Services	\$ 26,400.00	
Special Events Contributions	\$ 103,000.00	
Investment Income	\$ 9,000.00	
<b>Total Income:</b>	<b>\$ 436,875.00</b>	
<b>Primary Expenses Categories</b>	<b>Budgeted</b>	<b>Explanation (if necessary)</b>
Wages and Benefits	\$ 316,308.00	
Rent and Utilities	\$ 41,600.00	
Office Expenses	\$ 11,875.00	Business registration fees, office supplies, postage, computer equipment, software, and other misc. costs
Program Expense	\$ 9,500.00	Immigration Legal and Resource and Referral Program supplies, required continuing education trainings, Affiliate Dues for DOJ Accrediting Agency, case management software and case mailing costs
Special Events	\$ 16,000.00	
Insurance	\$ 5,600.00	
Staff Development	\$ 2,000.00	
Professional Fees	\$ 2,115.00	
Fundraising and Marketing	\$ 8,500.00	Newsletters, online processing fees, donor relations, and other fundraising and marketing costs
<b>Total Expenses:</b>	<b>\$ 413,498.00</b>	
<b>Net Income (Loss):</b>	<b>\$ 23,377.00</b>	

**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

# Salute of Virginia

Waynesboro

## ORGANIZATION INFORMATION:

**Founded in:** 2024

### **Mission:**

"At SALUTE of Virginia, we are dedicated to supporting and empowering veterans who have selflessly served our nation. Our commitment extends to every service member, veteran, and their families, ensuring they receive the respect, recognition, and support they deserve for their sacrifices. Together, we strive to build a future where veterans thrive in their civilian lives, empowered by a supportive and grateful community."

### **Primary activities and programs:**

Salute of Virginia is committed to empowering veterans by providing critical support services that address their unique challenges as they transition to civilian life. Our programs focus on fostering community, offering essential resources, and ensuring veterans receive the respect and assistance they deserve.

A core component of our mission is addressing veterans' mental health, housing, and transportation needs. We partner with over 30 organizations to connect veterans with mental health counseling, peer support groups, and wellness programs, ensuring they have access to the care and resources necessary for their well-being. Additionally, we provide direct housing assistance, including emergency shelter resources and connections to long-term housing solutions, helping veterans secure stable and safe living environments.

To further support veterans' access to essential services, we offer transportation to and from VA facilities, ensuring they can attend medical appointments, access mental health services, and participate in community events without barriers. Beyond these critical services, we foster camaraderie and social engagement through weekly brunches, resource connection events, monthly movie nights, holiday dinners, and outdoor recreational activities.

Our physical location serves as a hub for eight veteran organizations, creating a centralized space for collaboration and direct support. Through these comprehensive efforts, Salute of Virginia strives to build a future where veterans can thrive, supported by a network that understands and meets their needs.

### **Community need(s) your organization exists to address:**

Community Needs

Salute of Virginia exists to address the critical challenges veterans face in our community, particularly in mental health, housing, and transportation – three areas identified as urgent concerns in the 2024 CAPSAW Report. Without targeted intervention, veterans remain at high risk for homelessness, mental health crises, and economic instability.

## Mental Health Needs

Veterans experience higher rates of PTSD, depression, and anxiety, with a suicide rate 1.5 times higher than the general population. Since 9/11, military suicides have outpaced combat deaths fourfold. Locally, over 20% of residents report poor mental health—significantly higher than the national average. Meanwhile, the region has only 274 mental health providers, a lower rate than the state average, making access to care even more difficult.

Salute of Virginia addresses this crisis by connecting veterans with critical mental health services, peer support groups, and crisis intervention programs. Our organization also serves as a hub for veteran-focused partners, creating a coordinated network of care. Through our community engagement events, we reduce isolation and foster meaningful connections for veterans struggling with mental health challenges.

## Housing Challenges

One in ten U.S. veterans has experienced homelessness, and those facing housing instability are more likely to suffer from mental health conditions, substance use disorders, and suicidal ideation. The CAPSAW report identifies affordable housing access as a major issue in our region, making it difficult for low-income veterans to secure stable living arrangements.

To address this, Salute of Virginia partners with over 30 organizations to connect veterans with emergency, transitional, and permanent housing solutions. We provide direct referrals, assist with navigating VA housing programs, and offer emergency resources to prevent veteran homelessness.

## Transportation Barriers

Access to transportation remains a major obstacle for veterans seeking medical care, employment, and community resources. Nearly 6% of households in the region lack a motor vehicle, with even higher rates in Staunton (8.48%) and Waynesboro (6.89%). Limited public transit options further isolate veterans in rural areas, making it difficult to attend VA appointments, mental health counseling, and job interviews.

Salute of Virginia helps eliminate these barriers by providing transportation to and from VA facilities, ensuring veterans can access critical services without unnecessary hardship.

## Why Salute of Virginia is Vital

The needs of veterans in our community directly align with the challenges outlined in regional reports. Without intervention, many veterans will continue to struggle with homelessness, mental health conditions, and economic instability.

Salute of Virginia provides a comprehensive support system—mental health resources, housing assistance, transportation, and community engagement—empowering veterans to thrive in civilian life. Through our partnerships and direct services, we ensure that those who have sacrificed for our country receive the respect, resources, and opportunities they deserve.

**GRANT DETAILS:**

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

Salute of Virginia measures impact through veterans served, housing secured, job placements, and community engagement – key indicators of long-term stability and well-being. Over the past year, we provided direct support to over 400 veterans and their families, ensuring access to housing, employment, and mental health resources. We helped secure permanent housing for veterans, preventing homelessness and providing stability critical for reintegration. Our employment initiatives facilitated job placements with an 80% retention rate, empowering veterans with financial independence and purpose. Additionally, we connected veterans to vital mental health services for PTSD and addiction recovery, addressing conditions that disproportionately affect those who have served. Collaboration is central to our impact. With partnerships of 30 veteran organizations and have brought eight under one roof, creating a central hub for accessible mental health, housing, substance use, transportation, and employment services. By fostering community and streamlining support, we have impacted our community greatly in 6 months.

**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%

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

Salute of Virginia is committed to empowering veterans through housing, employment, mental health support, and community reintegration. In 2025, we aim to:

1. Serve 600 veterans by expanding outreach and engagement.
2. Increase job placements to veterans, enhance training programs and employer partnerships.
3. Expand mental health access for veterans, focusing on PTSD, addiction recovery, and family support.
4. Grow participation in weekly veterans' brunches to 75 attendees per session, strengthening camaraderie and peer support.
5. Implement a data collection system to track veteran outcomes and improve service delivery.

Salute of Virginia is committed to empowering veterans through housing, employment, mental health support, and community reintegration.

Our long-term vision includes establishing Salute as a premier veteran transition hub, expanding physical facilities, developing a veteran mentorship network, and securing sustainable funding. Through these initiatives, we ensure veterans not only transition but thrive in civilian life.

**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.**

We work to partner and collaborate with most if not all other veteran organizations and nonprofits. We host the DAV, VFW, American Legion, Project Healing Waters, Living Waters Freedom Initiative, DOMA Transportation, Valley United for Veterans, and Tech 4 Troops in the building. We have a strong partnership with Virginia Dept of Veteran Services, Staunton CBOC, The Vet Center, VEC, Virginia Veteran Navigator, Veterans Moving Forward, Ssgt Fox program, TAP, Central Virginia Military Vehicle Club, GameCorps, Veteran Retreat Virginia, Lodestar Resort, Tap into Hope, Red Cross, V3, Homes for Heroes, Team Red, White, and Blue, and more.

**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.**

A Story of Impact: Uriel's Journey from Struggle to Stability When Uriel left the U.S. Army, he expected challenges – but nothing prepared him for the overwhelming uncertainty of civilian life. Without stable employment, secure housing, or a reliable support system, every day felt like a battle. The weight of his struggles pushed him toward isolation, and with no clear path forward, hope was slipping away. Then, he found Salute of Virginia. Walking into our resource hub for the first time, Uriel was met with something he hadn't felt in a long time – understanding. Our team listened, not just to his needs, but to his story. Within days, we connected him to the support that would change his life:

Employment Assistance – Salute's job placement program helped match Uriel's military skills to a meaningful civilian job. Within weeks, he had a steady income and a renewed sense of purpose.

Housing Solutions – Through our network of landlords and housing partners, we secured him a safe, affordable home – turning a fear of homelessness into newfound stability.

Transportation Support – Knowing that reliable transportation was critical, Salute worked with a local organization to help Uriel obtain a vehicle, ensuring he could commute to work without barriers. Yet, beyond these tangible solutions, what truly transformed Uriel's life was something deeper: community. At our weekly veterans' brunches, he found more than a hot meal – he found camaraderie. Conversations with fellow veterans reminded him he wasn't alone, that others had walked this path and made it through. Those friendships became his anchor, restoring the connection and brotherhood he had lost since leaving the military. The Ripple Effect of Hope Today, Uriel is thriving. He has a steady job, a comfortable home, and a support network that continues to grow. But his story is more than just one man's success – it's a testament to why Salute of Virginia exists. Every veteran we serve, like Uriel, represents a life rebuilt and a future reclaimed. By addressing critical needs in housing, employment, mental

health, and community reintegration, we don't just help veterans survive – we help them thrive. And when a veteran finds stability, their families, their workplaces, and their communities grow stronger too. Uriel often says that Salute gave him more than just resources – it gave him hope. This is the heart of our mission. Every day, we stand ready to ensure that no veteran feels alone in their journey, and that every veteran who walks through our doors finds the support, respect, and opportunities they deserve. Because when we lift up one veteran, we strengthen our entire 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?**

\$ 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?**

Salute of Virginia greatly appreciates any level of funding support from the Foundation, as all contributions directly impact the veterans we serve. While a full grant award would allow us to execute our programs at maximum capacity, we have contingency plans in place to ensure that even a partial grant would be used effectively to advance our mission.

**Prioritization of Funds:** If awarded a partial amount of our requested funds, we would prioritize key aspects of our programs based on the most urgent needs of the veterans we serve. Specifically, we would focus on:

- Maintaining Core Services:** Ensuring that critical programs remain fully operational.
- Sustaining Weekly Veterans' Brunches:** Our community-building efforts, including the weekly brunches that provide camaraderie and resource-sharing.
- Implementing the Data Collection System:** Even with partial funding, we would phase in the development of our new data collection and impact tracking system, allowing us to begin improving service monitoring and outcomes reporting.

**Strategies to Move Forward Without Full Funding**

If we do not receive the full amount requested, we would take the following steps to ensure the continuity of our programs and capital projects:

- Phased Implementation Approach** For programs requiring expansion or capital improvements, we would implement a phased approach, rolling out services incrementally as additional funds are secured. For example, if full funding for the data collection system is not available, we would start with a basic version to track essential metrics and expand features as resources become available.
- Leveraging Additional Funding Sources** We would actively seek additional grant opportunities, private donations, and corporate sponsorships to supplement the funds received. We would also work with existing partners to

increase in-kind support, such as donated resources or volunteer services to offset costs. Community Fundraising Efforts We would expand our local fundraising efforts through events, donor campaigns, and community engagement initiatives to bridge funding gaps. Commitment to Serving Veterans Regardless of Funding Level Regardless of the funding amount received, Salute of Virginia remains committed to maximizing every dollar to create meaningful outcomes for veterans. Our flexible approach ensures that we can adjust, innovate, and sustain our impact, even if we receive only a portion of the requested funds. With the support of the Foundation, whether full or partial, we will continue to be a physical resource hub where veterans find housing, employment, mental health services, and – most importantly – a supportive community to help them thrive.

**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?**

At Salute of Virginia, we change lives every day. Whether securing stable housing for a homeless veteran, connecting a service member to meaningful employment, or simply providing a space where veterans feel heard and understood, our mission is clear: empower those who have sacrificed for our country.

A 2025 Community Grant would allow us to expand, innovate, and sustain our impact, ensuring that veterans don't just survive but truly thrive in civilian life. With your support, we can reach more veterans in need, enhance our critical programs, and build a stronger, more resilient veteran community.

We are deeply grateful for your consideration and the opportunity to continue serving our nation's heroes. Together, we can create lasting change – restoring hope, rebuilding lives, and honoring the service of those who defended our freedom.

**FINANCIAL INFORMATION**

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

\$ 56,000

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

SALUTE of Virginia was established in 2024 with a mission to support and uplift veterans through comprehensive outreach and assistance programs. As a newly formed nonprofit, we do not have budget records prior to the 2024 calendar year. However, securing grant funding would be transformative in expanding our reach, allowing us to provide critical resources, employment support, and community engagement initiatives for veterans in need. With additional financial support, we can make a meaningful impact on the lives of those who have served our country, ensuring they receive the respect, opportunities, and assistance they deserve.

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

Bruce Blair  
Director of Business Operations  
Compass Behavioral Group  
[bablair7@gmail.com](mailto:bablair7@gmail.com)  
540-290-9029

Community Grant Review Committee  
Community Foundation of the Central Blue Ridge  
117 S. Lewis Street  
Staunton, VA 24401

**Subject: Letter of Recommendation for Salute of Virginia**

Dear Community Grant Committee,

I am honored to write this letter in strong support of Salute of Virginia's application for a community grant. As the former Executive Director of Mental Health America of Augusta, I saw first-hand the need for an organization that brought veteran organizations and resources together under one roof. What started as a simple partnership and dream of serving our veterans more effectively, turned into MHA-A handing off all of our veteran programs, services, and connections to Salute of Virginia.

Salute of Virginia is an outstanding organization committed to supporting and empowering veterans as they transition into civilian life. Their mission is not just about advocacy—it's about action, ensuring that service members, veterans, and their families receive the respect, resources, and opportunities they deserve.

Salute of Virginia has made a tangible and lasting impact, serving over **400 veterans and family members** by providing essential services in **housing, employment, and mental health support**. Their commitment to preventing veteran homelessness is evident in their success in **securing permanent housing for those in need**, ensuring stability for those who have sacrificed so much for our country. Their dedication to economic empowerment has facilitated **job placements for veterans, boasting an impressive 80% retention rate**. Additionally, their work in **connecting veterans to mental health services** has provided crucial support for PTSD and addiction recovery, improving overall well-being and reintegration into civilian life.

Beyond these critical services, Salute of Virginia fosters a strong sense of community through **weekly veterans' brunches**, which provide peer support and resource-sharing. Their **monthly movie nights, holiday dinners, and outdoor recreational events** further strengthen these bonds, offering camaraderie and connection. Their **brick-and-mortar facility** serves as a hub for multiple veteran organizations, amplifying their impact. Additionally, their **transportation services** ensure veterans have access to VA healthcare and benefits, reducing barriers to essential services.

A grant from the Community Foundation of the Central Blue Ridge would allow Salute of Virginia to expand its reach and continue making a profound difference in the lives of veterans.

Their work is impactful, their commitment is unwavering, and their programs create meaningful, lasting change. I wholeheartedly recommend their application and am confident that any funding they receive will be used with integrity and efficiency to serve those who have served us.

Please feel free to contact me at [bablair7@gmail.com](mailto:bablair7@gmail.com)] or 540-290-9029 if you require any additional information.

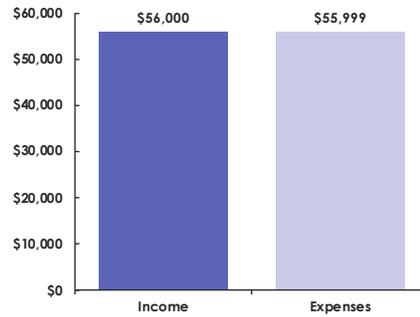
Sincerely,

*Bruce a. Blair*

Bruce Blair  
Director of Business Operations  
Compass Behavioral Group

# SALUTE OF VIRGINIA CALENDAR YEAR 2025 PROJECTED ANNUAL BUDGET

SUMMARY	
Total Annual Income	\$56,000
Total Annual Expenses	\$55,999
<b>PROJECTED BALANCE AT END OF 2025</b>	<b>\$1</b>
<b>PERCENTAGE OF INCOME SPENT</b>	<b>100%</b>

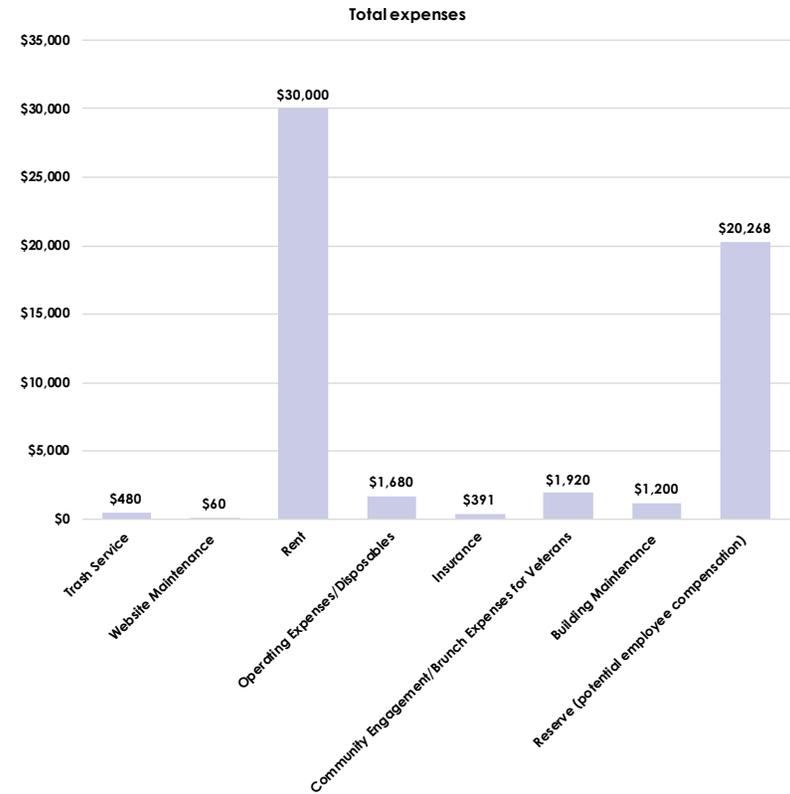
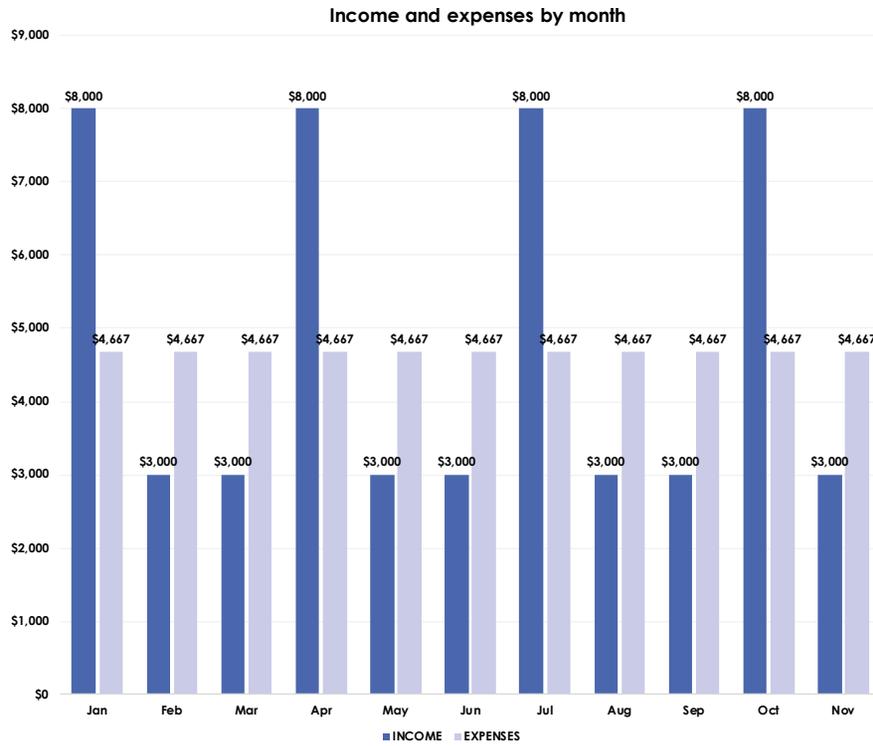


## INCOME

Item	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Moose Lodge Donation(s)	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$36,000	\$3,000
AMVETS Donation	\$5,000	\$0	\$0	\$5,000		\$0	\$5,000	\$0	\$0	\$5,000	\$0	\$0	\$20,000	\$1,818
<b>Total</b>	<b>\$8,000</b>	<b>\$3,000</b>	<b>\$3,000</b>	<b>\$56,000</b>	<b>\$2,409</b>									

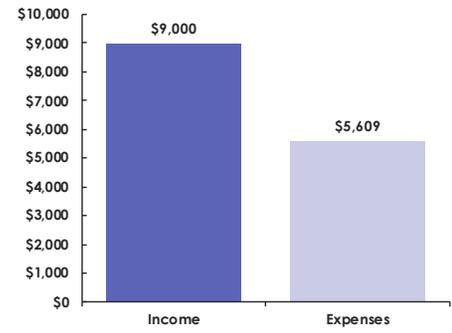
## EXPENSES

Item	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Trash Service	\$40	\$40	\$40	\$40	\$40	\$40	\$40	\$40	\$40	\$40	\$40	\$40	\$480	\$40
Website Maintenance	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$60	\$5
Rent	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$30,000	\$2,500
Operating Expenses/Disposables	\$140	\$140	\$140	\$140	\$140	\$140	\$140	\$140	\$140	\$140	\$140	\$140	\$1,680	\$140
Insurance	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$391	\$33
Community Engagement/Brunch Expenses for Veterans	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$1,920	\$160
Building Maintenance	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$1,200	\$100
Reserve (potential employee compensation)	\$1,689	\$1,689	\$1,689	\$1,689	\$1,689	\$1,689	\$1,689	\$1,689	\$1,689	\$1,689	\$1,689	\$1,689	\$20,268	\$1,689
<b>Total</b>	<b>\$4,667</b>	<b>\$55,999</b>	<b>\$583</b>											



# SALUTE OF VIRGINIA CALENDAR YEAR 2024 ANNUAL BUDGET

<b>SUMMARY</b>	
Total Annual Income	\$9,000
Total Annual Expenses	\$5,609
<b>BALANCE</b>	
	<b>\$3,391</b>
<b>PERCENTAGE OF INCOME SPENT</b>	
	<b>62%</b>



## INCOME

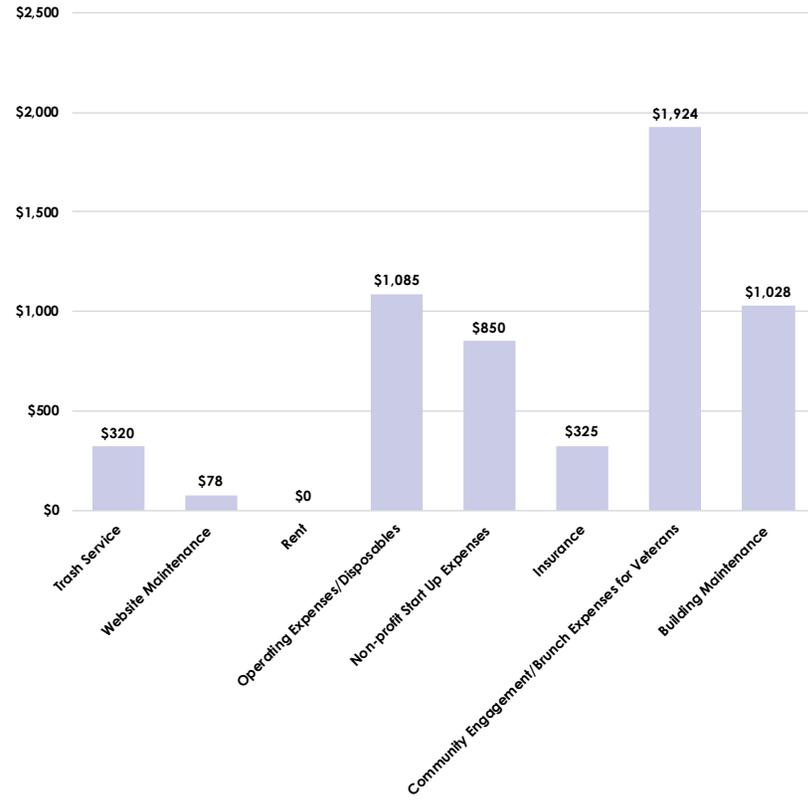
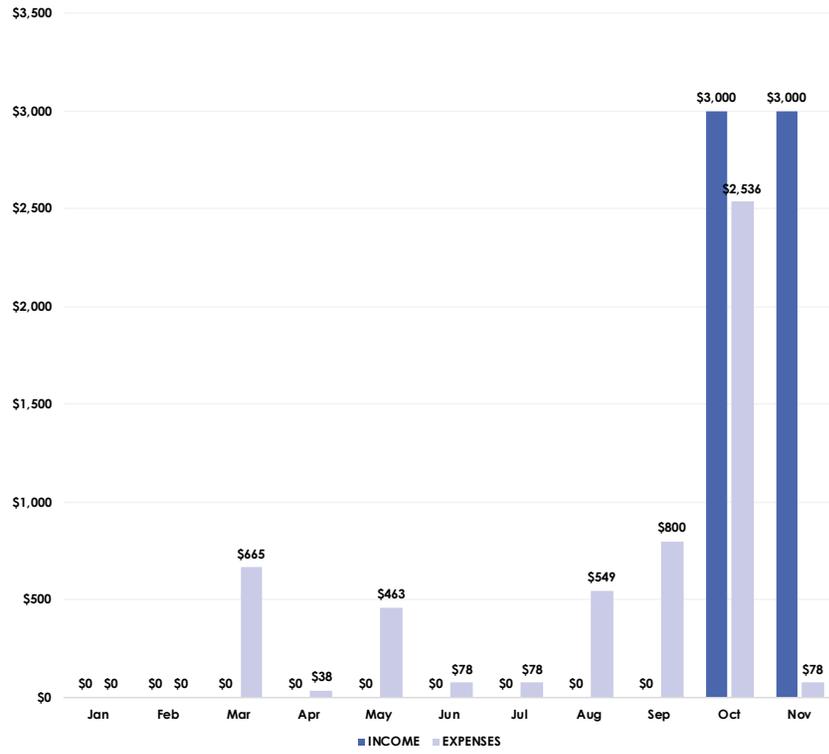
Item	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Moose Lodge Donation(s)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,000	\$3,000	\$3,000	\$9,000	\$750
<b>Total</b>	<b>\$0</b>	<b>\$3,000</b>	<b>\$3,000</b>	<b>\$3,000</b>	<b>\$9,000</b>	<b>\$750</b>								

## EXPENSES

Item	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Trash Service	\$0	\$0	\$0	\$0	\$40	\$40	\$40	\$40	\$40	\$40	\$40	\$40	\$320	\$27
Website Maintenance	\$0	\$0	\$33	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$78	\$6
Rent	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Operating Expenses/Disposables	\$0	\$0	\$0	\$0	\$352	\$0	\$0	\$436	\$297	\$0	\$0	\$0	\$1,085	\$90
Non-profit Start Up Expenses	\$0	\$0	\$600	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$250	\$850	\$71
Insurance	\$0	\$0	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$33	\$325	\$27
Community Engagement/Brunch Expenses for Veterans	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,924	\$0	\$0	\$1,924	\$160
Building Maintenance	\$0	\$0	\$0	\$0	\$33	\$0	\$0	\$36	\$425	\$534	\$0	\$0	\$1,028	\$86
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$665</b>	<b>\$38</b>	<b>\$463</b>	<b>\$78</b>	<b>\$78</b>	<b>\$549</b>	<b>\$800</b>	<b>\$2,536</b>	<b>\$78</b>	<b>\$328</b>	<b>\$5,609</b>	<b>\$58</b>

Income and expenses by month

Total expenses



## Shenandoah Valley Immigrant Resource Center (The)

Rockingham

### ORGANIZATION INFORMATION:

**Founded in:** 2023

**Mission:**

The Shenandoah Valley Immigrant Resource Center is a faith based organization that provides immigration legal services and resources to support the overall well-being of the immigrant community by offering competent and professional care, ensuring to create a better community through trust and connections.

**Primary activities and programs:**

The primary activities and programs that our organization will undertake include immigration legal services representation, document translation in the languages of English, Spanish, Arabic, Kurdish, and French. We also will provide education and guidance with federal, state, and local benefits/assistance to empower the immigrant community to learn and become more independent as they navigate life in the U.S.A.

**Community need(s) your organization exists to address:**

The immigrant community has been identified as a vulnerable population group in the 2022 Community Health Needs Assessment. Foreign-born residents make up 1.2-5.6% of the populations in Waynesboro, Staunton, Augusta, Highland, and Nelson Counties. In Waynesboro, nearly 10% of the community identifies as Hispanic. While the immigrant population may not be as large as in other regions, it remains essential that these residents have access to the resources, support, and opportunities they need to thrive. As highlighted in the Community Health Needs Assessment, a significant gap exists for Hispanic expectant mothers in accessing Medicare or Medicaid. One social worker noted confusion among this group regarding eligibility for benefits, which underscores the need for clear, culturally competent communication about available services. The Shenandoah Valley Immigrant Resource Center (SVIRC) aims to address this gap by providing information and education in multiple languages, including Spanish, English, Arabic, Kurdish, and French. Our goal is to empower community members, including expectant mothers, with the knowledge of what they qualify for, helping them make informed decisions about their healthcare without jeopardizing their immigration status. In this region, Sin Barreras is the only nonprofit providing immigration legal services. While their work is invaluable, there remains a critical need for additional access to legal assistance due to limitations in capacity, choice, and the sustainability of services. SVIRC is committed to offering high-quality, trustworthy immigration legal services to meet this demand, along with document translation and education about federal, state, and local resources. Additionally, we aim to address the mental health needs of the immigrant community, especially those dealing with migrant trauma, by eventually incorporating access to mental health resources into our services. Our team at SVIRC is uniquely positioned to serve the immigrant population due to our deep understanding of diverse cultural backgrounds,

language fluency, and a shared commitment to providing compassionate support. We recognize the importance of building connections between foreign-born and native-born residents to foster mutual understanding and a more inclusive community. To facilitate this, we plan to host cultural exchange events, such as cooking classes where participants can learn to prepare meals from various countries. These activities will encourage dialogue, strengthen relationships, and cultivate a greater sense of trust and unity. In summary, SVIRC is dedicated to addressing the critical needs of our immigrant neighbors, ensuring they have access to essential resources, legal services, and mental health support. Through education, cultural exchange, and advocacy, we seek to create a stronger, more cohesive community where all residents, regardless of their background, can thrive together.

### **GRANT DETAILS:**

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

As a newly established nonprofit organization currently in the process of seeking DOJ Recognition & Accreditation, we are not yet serving clients. However, our goal for 2025 is to provide immigration legal services, document translation, and guidance on benefits and healthcare to at least 50 individuals. We are committed to ensuring that 100% of those who reach out to us receive assistance in these areas. Our focus will be on serving individuals and families whose incomes are at or below 200% of the Federal Poverty Guidelines, as they qualify for a fee waiver. Those that earn more than 200% of the Federal Poverty Guidelines will pay based on a sliding scale for immigration legal representation. Our mission is to offer affordable, professional, and trustworthy immigration representation to residents in the Shenandoah Valley and beyond. Once accredited, we anticipate serving at least 100 clients and their families annually, with plans for continued

**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?**

n/a

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

Our goals for 2025 include obtaining Department of Justice (DOJ) Recognition & Accreditation to practice immigration law, securing a physical office location, and launching a targeted marketing campaign to raise awareness of our services within the community. We are eager to serve the immigrant population and provide the essential resources and support they need. Looking to the future, our long-term goals include fostering greater connection and understanding between foreign-born and native-born residents. We aim to promote cultural exchange through events such as cooking classes and community fundraisers, helping to build mutual respect and strengthen relationships across diverse groups. Through these initiatives, we hope to cultivate a sense of belonging and trust within the immigrant community. Another

key long-term objective is to integrate mental health services into our offerings to address the unique challenges faced by immigrant families. This includes support for stressors related to daily life as well as trauma stemming from the migration experience. By addressing both legal and emotional needs, we aim to provide holistic support to help immigrants thrive in our 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.**

In the local area, Sin Barreras is the only other nonprofit providing immigration legal services, primarily focused on the Charlottesville area. We differentiate ourselves by offering services to the entire region, including Waynesboro, Staunton, Augusta, Nelson, and Highland counties, and the larger Shenandoah Valley addressing gaps in transportation and proximity to service providers. Rooted in our Christian principles of love and service, we serve all individuals, regardless of background or religion, with compassion and respect. We also distinguish ourselves by offering services without charging nominal fees, using a sliding scale model to ensure we can support diverse immigrant communities while maintaining sustainability. Our focus is on providing affordable legal representation, with fee waivers for those who qualify. We have strong partnerships with local nonprofits and collaborate on referrals. Despite being new, we've already been invited to collaborate with James Madison University's Valley Migrant Education Program, further solidifying our community connections.

**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.**

Although we are a new organization and have not yet begun serving clients on a large scale, we have already witnessed the positive impact of our presence in the community. One of the first opportunities we had to connect with the immigrant population was through a local church in Harrisonburg/Rockingham. There, we were able to listen to our immigrant neighbors – many of whom are also our brothers and sisters in Christ – as they shared their personal stories, fears, and questions about their immigration journeys. This gathering was an invaluable opportunity for us to offer a safe space for them to express their concerns and be heard. We provided crucial information about their rights and explained federal immigration policies, helping them understand how these policies could affect their families. Our presence allowed us to offer tangible advice and guidance, helping to alleviate some of their uncertainty and empowering them to move forward with a clearer sense of preparation. While our work has only just begun, these interactions have shown us the importance of being present and engaged with the immigrant community. By offering not only practical advice but also a compassionate and attentive ear, we have been able to make a meaningful impact in a short amount of time. We are grateful to be part of this community and look forward to continuing our work to meet the needs of our immigrant neighbors.

## 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?**

\$ 7,500

**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?**

We are deeply grateful for any award granted to us; the amount that we are able to secure will simply effect timeline in terms of when we are able to become accredited through the DOJ to practice immigration law (\$1,500/year), secure an office building (minimum \$500/month), and other legal requirements such as liability insurance, etc.

**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 just want to thank you for existing and empowering nonprofits in your area to be able to provide services that will benefit the local residents in the area. God bless you all.

## FINANCIAL INFORMATION

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

\$ 75,455

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

Our fiscal year was set from July 1st 2024-June 30th 2025 however since we are just starting out starting about 2 months ago, we actually have very little funded so far (\$740). We are hopeful that in our second fiscal year, data will be more accurate and hopefully bountiful.

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

# Budget

	Amount	Notes
Facilities (rent, utilities, etc.)	14400	Confidential space needed for client meetings with legal reps. All ILS conversations (intake, follow-up calls to clients) cannot be overheard by non-ILS staff.
Liability Insurance	TBD	
Office Management (supplies, IT, etc.)	\$4,600	Minimum: laptop for each ILS staff member, at least 1 scanner and printer dedicated to ILS team, general office supplies. This budget template assumes 1 laptop, 1 scanner/printer, and initial office supplies. One Time Licensing Fee for Outcome Tracker of \$1,600
Case Management Software	\$2,880	2 licensed Outcome Tracker users the cost would drop \$240/month equaling a total annual cost of \$2880
Legal Resources	\$1,925	Annual Fee for Legal Support (1,500), Start-up law library ILRC books (\$425)
Personnel Expenses	\$50,200	Fundraising for eventual paid employees; \$200 for annual VA Department of Agriculture and Consumer Services Office of Charitable and Regulatory Programs
Administrative Costs	\$200	Annual website with TechSoup Discount
Continuing Education Training	\$750	WR offers free webinars and provides practitioners with a weekly list of other free and fee-based trainings (typically \$100-200). \$375 Fee for each person to take the Basic Immigration Law Training Course; Goal to provide training for 2 individuals this year
Marketing & Fundraising Expenses	\$500	
<b>TOTAL</b>	<b>\$75,455</b>	

Fiscal Year 1 July 1st  
2024-June 30th 2025

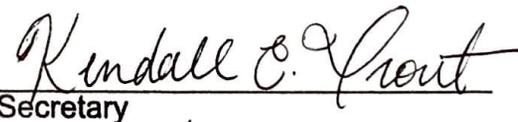
## CERTIFICATE OF ADOPTION OF BUDGET

I do hereby certify that the above stated Budget for the SHENANDOAH VALLEY IMMIGRANT RESOURCE CENTER was approved and adopted by the board of directors on January 6th, 2025 and constitute a complete copy of the Budget.



Board Chair

Date: 01/06/2025



Secretary

Date: 01/06/2025

Since this is our first year of operation- we do not have a budget from last fiscal year. We only have our proposed budget for this fiscal year.

# Valley Program for Aging Services

Waynesboro

## ORGANIZATION INFORMATION:

**Founded in:** 1974

**Mission:**

To empower those 60 years and older with the resources and opportunities they need to lead engaged lives.

**Primary activities and programs:**

Valley Program for Aging Services (VPAS) provides a broad range of in-home and community-based services for seniors in our community. This includes Meals on Wheels, Case Management, Information and Referral, Adult Day Care, Legal Assistance, Cafes, Aging with Confidence, Transportation, Health and Wellness programs, Caregiver Support, Dementia Education and Medicare Insurance Counseling. VPAS programs help seniors live independently in their own homes, and stay engaged with their local community. Active seniors socialize together at fun and informative Aging with Confidence, Cafe programs and Health and Wellness workshops. Medicare beneficiaries get one on one assistance with Medicare questions, picking the best drug plan, and making their choices when they are newly eligible for Medicare. VPAS transportation helps those who don't drive get to medical appointments and other community destinations. Homebound seniors who can't prepare their own meals get nutritious meals delivered by friendly Meals on Wheels volunteers. Family caregivers (of any age) helping older loved ones have access to a suite of Caregiver Support programs. They also benefit from our multiple Dementia Education programs. VPAS is helping to get our entire service area certified as "Dementia Friendly" so that neighbors, friends, acquaintances and workers in local businesses can better communicate with and support people living with Dementia and their caregivers. And if a senior needs a service VPAS doesn't offer, our staff will share their in-depth knowledge of other local programs that could help and make the appropriate referrals. Throughout 2024, VPAS proudly celebrated its 50-year anniversary as the Area Agency on Aging and leading service provider for our neighbors age 60 and older. Our service area includes the Counties of Augusta, Bath, Highland, Rockbridge and Rockingham and the Cities of Buena Vista, Harrisonburg, Lexington, Staunton and Waynesboro.

**Community need(s) your organization exists to address:**

VPAS exists to help older individuals lead engaged lives. In our service area, almost 26% of the total population is age 60 or older (higher than the 22% average for Virginia as a whole). In the area where VPAS and CFCBR coverage overlaps (Staunton, Augusta, Waynesboro and Highland) the percentage is even higher at 29%. Longer lifespans bring great opportunities and many changes, including signing up for Medicare, which while valuable, is extremely difficult to understand. VPAS is here to help with our impartial Medicare Counselors who explain a person's options in terms they can understand. With age also comes an increased risk of chronic disease and falls. VPAS is here to help with our Health and Wellness programs which empower

people with tools to live well. Changes also happen in finances, living situations, and loss of family members and friends which may leave people feeling lonely. VPAS is here to help with engaging Aging with Confidence Programs and VPAS Cafes where people gather for programs, fitness, and a nutritious meal. Changes may bring about a loss of the ability to drive. Lack of transportation can lead not only to social isolation, but also to poor physical and mental health. VPAS is here to help with transportation services to VPAS Cafes, medical appointments, and other community destinations. Poor health may eventually cause a person to be homebound. VPAS is here to help people remain living in their own homes, where 90% of older individuals want to live, by providing Meals on Wheels, a Telephone Checking service, and referrals to other local programs. More than one in five Americans (21.3%) is a family caregiver! Seventy-nine percent of them (or 41.8 million people) are caring for a person age 50 or older (Caregiving in the U.S. 2020, AARP). The physical and emotional impact of being a caregiver causes increased health care costs and results in lost revenue or productivity in businesses as well. VPAS is here to help relieve caregiver stress by providing support services to the older person, education to the caregivers, and education to the community at large to increase understanding of the larger impact of having a shift to an older population. Caregivers providing care for people with Alzheimer's and dementia provide care 1-4 years longer on average. VPAS is here to help by leading the Dementia Friendly Valley initiative, which provides education and increases awareness of the challenges people living with dementia and their caregivers face. VPAS is requesting funding to help us expand our Caregiver Support and Dementia Education programs in Staunton, Augusta County, Waynesboro (SAW) and Highland County.

### **GRANT DETAILS:**

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

During our 2023-24 fiscal year, 5,017 unduplicated individuals were enveloped in a circle of care and support through our comprehensive programs; 1,403 Medicare beneficiaries received Medicare Insurance Counseling, and 542 caregivers received respite care, education, peer support, consultation, legal services and more. We also provided 6,737 one-way rides to life-essential destinations, delivered 131,385 nutritious meals, made 4,602 information and referral contacts, and provided 4,752 hours of health education, confident aging programs and senior recreation.

**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?**

42.3% of the people VPAS served in our 2023-24 fiscal year lived in Staunton, Augusta County, Waynesboro or Highland County. Nelson County is outside of our service area.

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

VPAS' new 2025 - 2027 Strategic Plan sets the following goals:

1. Expand Reach & Impact Create pathways for underserved older adults and caregivers to benefit from VPAS services

- Collaborate with organizations that serve underserved populations
- Support an increased number of caregivers
- Expand dementia outreach
- Create programs to support people preparing for retirement or recently retired

2. Fuel Successful Aging Attract new resources to sustain and expand services

- Obtain increased financial contributions
- Expand volunteer opportunities, impact, and awareness
- Explore revenue-generating lines of service

3. Engage and Inform our Community

- Build community awareness of VPAS services and programs
- Enhance external communications program
- Develop and expand community partnerships
- Collaborate with key referral sources

4. Invest in Current and Future Workforce

- Support VPAS staff through communication, training, resources, and growth opportunities
- Create and implement a succession and workforce development plan

**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.**

VPAS is unique in our breadth of services for older adults. However, when looking at individual programs, there is much coordination with other organizations. Sometimes, VPAS services are done through contracts with other organizations, such as Blue Ridge Legal Services for Legal Assistance or Rockbridge Area Health Center for nutrition counseling by their Registered Dietician. In the case of Senior Transportation, VPAS encourages use of appropriate local transportation options and provides rides to individuals for whom those options are not possible. VPAS staff work closely with APS and Valley Community Services Board workers when there is a shared client. For Meals on Wheels, Martha's Meals on Wheels delivers meals in Staunton for people of any age on a fee-for-service basis (vs VPAS' donation model). Clients can request financial assistance. They serve many fewer people and the meals purchased from a local restaurant don't meet our nutrition guidelines.

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

VPAS' 2024 Community Grant was the third year of a three year grant to support our Meals on Wheels (MOW) program in Staunton, Augusta and Waynesboro (SAW). Those consistent funds allowed VPAS to avoid implementing wait lists for MOW in the face of increased costs. We continue to be able to provide the service for all eligible individuals. To be eligible for MOW, a person must be over 60 years old, homebound, unable to prepare their own balanced meals, and don't have someone who can prepare them a mid-day meal. Without support, the person would likely experience a decline in physical and mental health due to poor nutrition and social isolation. MOW provides 5 healthy ready to eat meals each week that are delivered by friendly volunteers. MOW recipients report that it helps them continue to live independently, eat healthier food and maintain or improve their physical and social wellbeing.

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

Patrick Webb's journey as a caregiver began when he was sitting in an exam room feeling like the breath had been knocked out of him. His wife Carol had just been diagnosed with Alzheimer's. "The most terrifying thing you ever had happened," said Pat. "That's how both of us felt." But, over time Pat's positive outlook emerged and he began to feel luckier than most. Pat is educated and had a lifelong career in the military. He would bring all of that experience to bear in his role as a caregiver. In preparation for the journey ahead, Pat connected with Valley Program for Aging Services (VPAS). Through VPAS, he learned about Caregivers Community Network (CCN), a program in which trained college students provide weekly visits to offer social interaction and cognitive stimulation for the care recipient while the caregiver takes a much-needed break. The Webbs participated in CCN during the pandemic, when social engagement became even more critical for those living with Alzheimer's and their caregivers. Virtual visits provided safe intergenerational companionship for both Pat and Carol, and gave Pat the sense that he was not alone in his journey. For additional support, Pat participates in VPAS Caregiver Support Groups - a valuable network and a safe place to share feelings, needs, and concerns. Participants exchange practical information on challenges and possible solutions, talk through issues and ways of coping, and access community resources. If there is one thing Pat has learned as Carol's disease has progressed, it is that he needs to take care of himself. "Taking time for a caregiver is very, very, very important," said Pat. "Because if you don't, it will wear you down. I mean, physically wear you down. And you need mentally to do things that kind of keep you sharp, keep you thinking. You don't want to completely focus on your loved one. You need to be able to focus on her, but if you mentally get kind of slow that won't help them." Pat has used the knowledge and resources he has gained to create a routine for Carol that, at bedtime, leaves her feeling calm and content. Once she's getting the rest she needs, then he can read, do emails, think about what needs to be done, and remember that VPAS is on his side through it all.

**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?**

\$ 5,500

**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.**

VPAS is seeking funding to expand our programs that support caregivers of people living with dementia in SAW and Highland County. As mentioned above, this area has a higher percentage of older adults than the state average and the percentage is expected to continue to climb through 2030. About 1 in 10 (10%) of people over age 65 have dementia, and another 22% have mild cognitive impairment (MCI) (2022 Columbia University study). Caregivers of people with dementia typically provide care for 1-4 years longer with 30% of them providing care for four or more years. Caregivers in our area need help! VPAS Caregiver support programs make the biggest impact when they are layered on top of each other in a way that addresses the specific needs of the caregiver. Through this funding, VPAS will offer:

2 Prepare to Care workshops – focused on helping family members of people newly diagnosed with dementia connect with local resources and learn strategies to help them successfully "prepare to care."

3 Virtual Dementia Tours – sensitivity training designed to help a person to understand what it's like to live with dementia. Participants' hearing, vision, and other senses are distorted to simulate the effects of the disease.

2 Dealing with Dementia workshops – a 4-hour workshop for caregivers of those living with dementia created by the Rosalynn Carter Institute for Caregivers. It comes with a 350-page resource book designed to help the caregiver navigate the unique challenge of care for someone with dementia. The participants learn how to better understand dementia, manage problem behaviors, handle stress, and find more time for themselves. A light lunch will also be offered to allow caregivers to informally share their experiences.

Opening Minds Through Art (OMA) and Confident Caregiver Circle (in SAW) –OMA is a national arts program developed for those living with dementia and other health concerns. Persons with such health concerns, 'the artists', are partnered with volunteers who guide them through the process of creating abstract art. This is a 4 week session that will run in tandem with a Confident Caregiver Circle for caregivers to learn stress management, physical activity and preventing injury, medication management, planning for the future, anticipatory grief and more.

4 Dementia Care Kits (SAW) - themed bins of activities or items appropriate for individuals living with dementia that can be borrowed by family caregivers. They can help provide

stimulating solitary activities or opportunities for care partners to work on a project together. Currently these kits are only available from VPAS' Harrisonburg location.

8 Dementia Friends Presentations – These one hour presentations help the community at large (neighbors, banks, emergency responders, employees of local businesses, etc) become more aware and supportive of people living with dementia and their caregivers. VPAS will offer these presentations to local businesses, faith communities and civic groups.

Programs will be offered across SAW and Highland unless otherwise noted.

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

\$ 12,234

**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 was partially funded, we would scale the program offerings back to fit into the adjusted budget. We would consider not buying the 2 additional Virtual Dementia Tour headsets that would allow us to host more participants at those events, eliminating the small gift bags for Caregivers attending the Prepare to Care Workshop(s), reducing snacks and meals at the Prepare to Care and Dealing with Dementia workshops respectfully, and/or reducing the number of activities offered in Highland due to increased staff travel time and mileage costs. A more significant shortfall would likely mean we would not offer the Opening Minds through Art program due to not having other available funds for that program.

**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?**

By equipping caregivers with resources, training, respite and encouragement to take care of themselves in addition to their loved one, VPAS is ultimately also improving the life of the older person the family caregiver is helping. VPAS' dementia education programs help not only caregivers, but the entire community as it equips people to provide helpful support to both the person living with dementia and their caregivers wherever they may encounter them in the 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?**

The revenue we now expect from grants is higher than stated in the approved budget because one approved grant was overlooked and other applications had not been awarded funding at the time of budget creation. These additional grant revenues will help cover gaps in client contributions or allow us to carry forward some of our federal funds into the next fiscal year. The "Carryover funding" had accumulated during the last three years due to receiving large amounts of unexpected funding through several federal pandemic relief bills. Those pandemic funds were fully expended prior to their expiration in September 2024.

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

There are descriptions of the line items on the attached budget to provide additional insight.

**VPAS  
BUDGET  
FY 2025**

**REVENUES**

Federal Title III (Older Americans Act)	1,791,248
Federal Nutritional Supplement Program	44,074
Federal Title VII (Older Americans Act)	167,204
State Funding Dept. Aging & Rehabilitative Svcs.	682,290
Local Governments Funding	381,066
Client Contributions & Fees	105,150
Federal Funding through Local Governments	58,000
Restricted Private Grants & Contracts	4,500
Revenue from Development Efforts	53,655
Carryover Funding	277,376
	<hr style="width: 100%; border: 0.5px solid black;"/>
	<b>3,564,564</b>

**EXPENSES**

Home Delivered Meals	1,402,560
Transportation	396,647
CRIA-B	282,567
Congregate Meals	271,643
VICAP	230,628
Respite Other	125,412
Planning & Administration	76,086
Socialization/Recreation	71,556
Ombudsman	64,047
Development	49,181
Individual Counseling	40,206
Outreach Pie B	40,053
Support Groups	34,860
Adult Day Care	32,273
Pers	23,484
Respite Vouchers	21,094
Care Giver Training	19,049
Legal Assistance	15,571
Outreach Pie E	14,370
Options Counseling	12,419
Nutrition Counseling	11,184
Emergency Service	9,983
Mater Of Balance	7,944
CRIA E	6,373
Nutrition Education	4,274
Care Coordination	3,971
Indirect	297,127
	<hr style="width: 100%; border: 0.5px solid black;"/>
	<b>3,564,564</b>

Valley Program for Aging Services  
Revenues & Expenses  
For the 12 Months ended September 30, 2024

**REVENUES**

Federal Government Funding	2,104,181
Commonwealth Of Virginia Funding	883,634
Local Government Funding	371,478
Contributions	173,592
Grants	54,095
Interest	46,334
United Way	32,475
Program Income	28,910
Gain On Sale Of Assets	<u>18,610</u>
	3,713,309

**EXPENSES**

Personnel	1,916,806
Program Expenses	1,164,218
Occupancy	119,607
Depreciation & Amortization	93,699
Office	45,622
Marketing	4,502
Interest	4,297
Staff Training	3,906
Professional Fees	2,163
Taxes & Licenses	1,969
Indirect Expenses	<u>355,643</u>
	<u>3,712,432</u>
<b>Excess of Revenue Over Expenses</b>	<u><u>877</u></u>

## **Vector Industries**

Waynesboro

### **ORGANIZATION INFORMATION:**

**Founded in:** 1969

**Mission:**

Providing employee pride and purpose with a paycheck for people with diverse abilities.

**Primary activities and programs:**

Vector provides competitive employment for individuals with and without disabilities and handles a variety of assembly, packing and fulfillment projects for area businesses. Our work allows each employee to find a niche within their ability. Vector functions like any other business by having standard operating hours, paying a competitive wage, plant metrics, annual employee reviews/raises and opportunities for advancement.

**Community need(s) your organization exists to address:**

For over 50 years, Vector has been the first step in employment for those individuals who have not or would not be successful elsewhere. Although modeled after "traditional employment," Vector provides the necessary coaching, training and accommodations, including a flexible schedule, that are necessary for certain populations to achieve success. Our goal is to train, encourage and motivate all employees to do their best while here. Many have moved on from Vector to higher paying jobs. However, our core group of employees consists of persons with documented disabilities who have been here for decades. These individuals serve as an inspiration to all new employees. Employment training offered by Vector are relevant, essential, and in direct support of the Employment First Initiative and the Workforce Innovation opportunities Act (workplace readiness training and work-based learning). Additionally, the recently implemented Vector Velocity Certification Program addresses the need documented by the 2024 Community Needs Assessment (CAPSAW) regarding the lack of access to "certification training programs."

### **GRANT DETAILS:**

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

Vector adheres to its mission by measuring the impact that sustainable employment has had on its employees. Many have attempted employment in traditional settings and have failed. Continued accommodation, workforce training, coaching and positive reinforcements sets Vector apart from other employers.

**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%

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

1. Provide and maintain a safe working environment.
2. Provide a positive and supportive work environment, with individual coaching and supports, that enables employees to reach their occupation potential.
3. Maintain profitability in order to expand the mission of hiring people with diverse abilities.
4. Expand the Vector Velocity Certification program to benefit individuals in our community who struggle with maintaining employment.
5. Create collaborations and partnerships with community providers and employers, such as public and private schools, foster placement exiters, and businesses.

**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.**

We are the only non-profit organization providing facility-based employment in the Staunton, Waynesboro and Augusta County areas.

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

The 2024 Community Grant enabled the Vector Velocity Certification Program to refine the instructional process, define certification standards, and train three groups of Vector employees with essential durable work skills. Upon class completion, employees participated in a six-month observation period on the production floor where they applied skills learned (with support and supervision) and were subsequently awarded one of three levels of Vector Certifications. Well-trained employees positively impact the smooth operation of Vector production or they may choose to take this valuable education to other businesses in the community. One Vector Velocity Certification recipient transitioned from Vector to employment with a large, local baked-goods company during 2024. As an extension to the Certification class, a Leadership component was added to elevate employees to an even higher level of performance in preparation of advancement opportunities at Vector or in the community.

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

CT, a 2024 Vector Velocity Certification recipient, had been employed at Vector for three years after not being successful at a local factory. At Vector, CT performed adequately, but did not demonstrate the confidence to advance. With encouragement, training and practice offered through the Certification Program and Vector support on the floor, CT increased self-

determination, independence, and motivation. He applied for and received a job offer at a local food-processing factory. He reports that he is happy and doing well in his new position.

## **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?**

up to \$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.**

Through the auspices of past Community Foundation grants, Vector developed and piloted an exemplary Certification Program for training durable work skills. The Vector program is unique in that it provides classroom training followed by practical, supervised application in a competitive work setting. Local employers have expressed the need for well-trained workers (2024 CAPSAW Community Needs Assessment), and the Vector Velocity Certification program offers a solution. Expenditures this year are needed for marketing the program, building partnerships, and providing services. Vector Velocity is flexible and adaptable to community needs; and based on requests from potential partners, there may be a need to adapt the program to a condensed time frame (potentially 5 days @ 6 hours per day vs. 2 days @ 1 hour per day), requiring additional \$ to fund the instructor. Further, each community partner may require a different mode of training delivery, i.e. in person, virtual, hybrid, etc. The primary focus for 2025 is to deliver qualified and vetted employees to local employers.

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

\$ +/- \$21,000

**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?**

Our goal in 2025 is to improve and market the program. Our Foundation Board along with Vector Industries will absorb the cost needed to execute this strategy, should the full amount not be awarded.

**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?**

The primary goal of the certification program is to prepare persons for employment and advancement. The curriculum involves fundamentals for job success, with instruction in 12

durable skills that are necessary in today's climate. If funded, the grant money, in any amount, will be used to further this program and/or to adapt the program to the needs of the community. It is Vector's desire to have the program pay for itself in year 4.

### **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?**

Vector Industries, Inc  
2025 Proposed Budget

	TOTAL
Budgeted Income	
Funding	\$ 221,944.00
Sales	\$ 1,118,620.00
Prevocational	\$ -
Other	\$ 107,200.00
Transportation	\$ -
	<hr/>
Total Income	\$ 1,447,764.00
 Budgeted Expense	
Wages	\$ 970,988.00
Production Material & Supplies	\$ 83,440.00
Depreciation	\$ 14,600.00
Building & Utilities	\$ 295,539.00
Other	\$ 81,500.00
Transportation	\$ -
	<hr/>
Total Expense	\$ 1,446,067.00
 Net Income	\$ 1,697.00

Vector Industries, Inc  
2025 Proposed Budget

		TOTAL
<b>Budgeted Income</b>		
Funding		\$ 221,944.00
Sales		\$ 1,118,620.00
Prevocational		\$ -
Other		\$ 107,200.00
Transportation		<u>\$ -</u>
	Total Income	\$ 1,447,764.00
 <b>Budgeted Expense</b>		
Wages		\$ 970,988.00
Production Material & Supplies		\$ 83,440.00
Depreciation		\$ 14,600.00
Building & Utilities		\$ 295,539.00
Other		\$ 81,500.00
Transportation		<u>\$ -</u>
	Total Expense	<u>\$ 1,446,067.00</u>
	Net Income	\$ 1,697.00

Description	Party		Year 3		
			Hours	Per Hour	Total
Curriculum Revisions	Sherry Demoss	Hourly	40	\$30	\$1,200
Program Delivery/Tracking	Sherry/Jane	Hourly	600	\$30	\$18,000
Office Supplies	Vector	Monthly	12	\$50	\$600
Marketing	Vector	Hourly	40	\$30	\$1,200
<b>TOTAL</b>					\$21,000