



ORIGINAL



The Community Foundation

Serving the Counties of Riverside and San Bernardino

2014 S.L. Gimbel Foundation Fund

Grant Application

Internal Use Only:
Grant: 20140731

\$25,000

Organization / Agency Information

Organization/Agency Name: Crossroads for Women 21111		
Physical Address: 805 Tijeras Ave NW 87102		City/State/Zip Albuquerque, NM
Mailing Address: (see above)		City/State/Zip
CEO or Director: KC Quirk		Title: Executive Director
Phone: (505) 242-1010 ext. 19	Fax: (505) 242-1551	Email: exec.dir@crossroadsabq.org
Contact Person: KC Quirk		Title: Executive Director
Phone: (505) 242-1010 ext. 23	Fax: (505) 242-1551	Email: exec.dir@crossroadsabq.org
Web Site Address: http://www.crossroadsabq.org		Tax ID: 85-0448641

Program / Grant Information

Interest Area:  Health  Environment  Animal Protection  Education  Human Dignity

Program / Project Name: Family Support Services		
Amount of Grant Requested: \$25,000	Total Organization Budget: \$1,028,108	Percentage of Organization's Total Budget used for Administration: 7.1%
Purpose of Grant Request (one sentence): Crossroads for Women requests \$25,000 to fund a portion of our Family Support Services, which are available to women with co-occurring mental health and addictive disorders who are working to break a cycle of homelessness and incarceration.		
Gimbal Grants Received: List Year(s) and Award Amount(s) N/A		

Signatures

Board President / Chair: (Print name and Title) Kathleen Winslow, Board President	Signature: 	Date: 7/29/14
Executive Director/President: (Print name and Title) KC Quirk, Executive Director	Signature: 	Date: 7.29.2014

## **I. Organization Background & Target Population**

### **A. History and Mission**

Founded in 1997, Crossroads for Women is the only organization in New Mexico created to address gaps and barriers in services for women who struggle with the complexity of issues related to homelessness, incarceration, substance use and addiction, trauma, and mental illness. Our mission is to provide comprehensive, integrated services to women with co-occurring disorders who are working to break the cycle of homelessness and incarceration and to achieve healthy, stable, and self-sufficient lives in the community for themselves and their children. Since its inception, Crossroads has provided this level of care, support services, and housing to over 500 women, and over 300 of their children.

### **B. Organizational Accomplishments**

In spite of funding cuts and the lagging ability for New Mexico to pull itself out of the recent recession. Crossroads has continued to strive to fulfill our mission and build best practices in our model of service delivery. Crossroads has been identified as an exemplary program worthy of replication in the Executive Summary of the Behavioral Health Needs & Gaps in N.M.. In 2007, Crossroads received an award for its outstanding accomplishments and contributions to the field of behavioral health from the NM Behavioral Health Collaborative. Executive Director, KC Quirk was recognized as the 2014 Non-Profit Leader of the Year by the NM Coalition to End Homelessness.

Crossroads seeks to strengthen services through strengthened community partnerships. Most recently through a collaboration which will increase our presence in the SE Heights of Albuquerque specifically with women involved in street level prostitution.

### **C. Key Programs and Communities Served**

Crossroads for Women operates two housing programs: **Maya's Place**, a highly-structured transitional housing program; and **The Crossroads**, a permanent supportive housing program for women and their children. Both programs provide a continuum of care from incarceration and homelessness to success in community life. Services are tailored to assist each woman in achieving her individual goals. **Intensive case management** provides care coordination and assists clients in obtaining basic needs as well as, psychiatric and medical care, childcare, and public benefits, and links them with other community resources. **Vocational support services**, supports the women in developing a plan outlining their education, training, and employment goals, and provides support needed to reach those goals. **Family Support Services** strengthen the role of the parent and assist the women in building healthier family relationships, often resulting in reunification with children.

Integral to the agency's wrap-around service model is the **Therapeutic Day Program**. Each week a variety of groups are which focus on issues relevant to the women's success. Group content is based on an understanding that women respond most effectively to gender specific and trauma informed interventions which emphasize community building.

A weekly **Life Skills and Education** class in the County Detention Center. In-jail programming helps identify prospective program participants, and serves as the initial stage of treatment planning prior to their release. Therapeutic social events for the women and their families, in order to strengthen the women's ability to socialize, explore new situations and environments without using alcohol and/or drugs, and to rebuild relationships with family members. **Aftercare** services are available to former clients of Crossroads. Services assist with new challenges and situations. Approximately 65 women participate in Aftercare services annually

## **II. Project Information**

### **A. Statement of Need**

All of the women served through Crossroads have complex needs resulting from previous incarceration, homelessness, poverty, trauma, co-occurring mental health and substance addiction, and cognitive level impairments. Without programs specifically designed to assist this population in

successfully reintegrating into the community, and effectively reunifying with their families, recidivism into jail or homelessness is nearly guaranteed.<sup>1</sup>

Despite their histories, many of the women remain the primary caregiver for their children. There are programs that provide parenting classes, and even some that provide individualized assistance, however, none provide the intensity of services required by the population served by Crossroads. Many of the women have difficulty accessing “mainstream services” for a variety of reasons, including their difficulty in meeting intake and participation requirements. The Family Specialist provides an effective accessible combination of one-on-one support, in-home mentoring and psycho-educational groups.

Nearly all of the mothers have been separated from their children for periods of time, due to incarceration, homelessness or their inability to properly care for the children while struggling with addiction. Many of the children have histories of periodic custody placements within foster care alternated with placements with relatives. As a result, the mothers have had limited experience in parenting and the children have had their time with their mothers disrupted. Some children have developed behavioral issues, making parenting more challenging. The Family Specialist works with the women every step of the way prior to, during and after they have reunified with their children to address questions, concerns and continue to support the bond between the mother and her children.

## **B. Project Goal, Objectives and Methodology**

1. *Project Description & Goal:* The Family Specialist engages the entire family unit in supportive services that strengthen the role of the parent and the parent-child relationship. Multidisciplinary service coordination both within and outside the organization strengthens the impact of the Family Specialist’s services. The Family Specialist has been a key component of our model of service delivery since 2005.

2. *Project Objectives & Timeline:* **Objective I:** 85% of women in program housing who are mothers will be actively engaged in Family Support services. **Activities:** A weekly group on issues related to family reunification and parenting will be offered at both housing program sites. The Family Specialist will also meet with clients individually, both in-home and at the office, to provide additional support and education. Family-friendly therapeutic socialization events will also be offered to clients and their children every three months or less. On-Going.

**Objective II:** 75% of the women who have identified family-related goals in their initial Treatment Plan will report progress on those goals in their 90-day Treatment Plan reviews. **Activities:** Clients will progress toward their family-related goals through a number of activities: active participation in family support services offered by the organization, as described above; counseling provided by certified mental health professionals in the community; and additional support services as needed from other community partners. On-Going.

**Objective III:** 75% of the women will increase their total income (from all sources) upon exiting the program, or at the end of the contract year. **Activities:** This objective will be met through the collaborative efforts of the Clinical Team working to help the women manage the demands of parenting with employment or educational pursuits. Some specific educational groups focus on money management, cooking on a budget, job readiness and preparation, applying for public benefits. On-Going.

3. *Population Served & Project Related Activities:* The full-time Family Specialist will work with up to 130 women and children within the course of a year; approximately 85 women and 45 children. Women receiving services will include current housing clients, as well as program graduates who are active in the Aftercare program. The approximate race/ethnicity breakdown of the women and their children is as follows: 5% Black, 20% Anglo, 50% Latina, and 25% Native American.

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<sup>1</sup> Center for Substance Abuse Treatment, “Technical Assistance Publication (TAP) #23: Substance Abuse Treatment for Women Offenders; A Guide to Promising Practices”, 1999.

Over the course of the year, 50 women will work with the Family Specialist through individualized support services and approximately 70 women will attend Family/Parenting groups. Seventy more women, and 50 children, will attend Therapeutic Socialization events.

4. *Community Partners:* Over 6,500 hours of volunteer and community service support the organization each year. Faith based and civic groups, and numerous local businesses support the work of the Family Specialist through the provision of in-kind donations and services which provide clothing, school supplies, trips to museums and amusement parks and more.

### **C. Project Outcomes and Evaluation**

Family Support services center on three primary outcomes: Increasing Client Stabilization: Mothers improve in their ability to address & resolve emergent medical, educational, and emotional needs for self and children. Developing Successful Reunification Skills: Mothers learn and implement developmentally appropriate parenting skills. Mothers provide the supports needed to maximize child's social/emotional development & physical/nutritional health. Mothers & children increasingly understand and practice maintaining safety, establishing healthy boundaries, communicating effectively, adapting, and problem solving, resolving conflict, and functioning as a family. Breaking Destructive Cycles: Mothers & children learn to set, actively work toward, & achieve healthy, long term goals through substance abuse counseling, mental & physical health education, reproductive health education, involvement in positive personal interests, and educational & therapeutic social activities with peers.

The indirect benefits of such programming extend multi-generationally, and in to the community at large. It is of the utmost importance that mothers learn to “meet their children’s needs in a healthy, consistent and caring manner so that their children’s brains will be wired with love, care and safety and they can grow up into loving, caring and safe adults and caregivers,” (Donna Lucero, 2014). Achievement of individual goals and expected outcomes will be measured through observation of client interactions with their children; assessing progress and identifying concerns with clients during Case Management and Family Specialist appointments; group notes; case management notes; weekly clinical staff meetings; semi-annual client satisfaction surveys; concrete changes reported by clients in their income status; and, through the clients report of progress during formal 90-day Treatment Plan reviews.

### **D. Use of Grant Funds**

Funding from the Gimbal Foundation will provide 40% of the total program costs for a full time Family Specialist and a portion of direct client expenses.

### **III. Project Future**

Crossroads will continue to seek support for Family Support Services from private foundations and by exploring new sources of support for this vital component of our model of service delivery.

### **IV. Governance, Executive Leadership and Key Personnel/Staff Qualifications**

A) *Board of Directors:* Members of the Board actively engage in organization events, fundraising, and outreach. There are currently three standing committees of the Board: Finance, Executive, and Fundraising and one ad hoc Legislative Committee.

B) *Key Personnel:* **KC Quirk, LMSW (Executive Director):** Ms. Quirk brings more than 25 years of experience in human services, over half of which has been in non-profit management. **Elizabeth Alonso, LISW (Clinical Director):** Ms. Alonso brings over 20 years of experience in human services, with expertise in trauma, domestic violence, crisis intervention, and legal advocacy. **Patricia Pesantez, MSW (Family Specialist):** Ms. Pesantez brings over 5 years of experience working with families, specializing in parenting skills, family reunification, and family dynamics in recovery. She is responsible for facilitating all family support services to women in program housing and in the Aftercare program. **Mary Rose Nichols, LCSW (Maya’s Place Clinician):** Ms. Nichols brings over 25 years of clinical addictions treatment experience.

## V. Project Budget

A) Please provide a detailed line-item budget for your project by completing the table below. Include all sources of funding for the proposed project.

Line Item Description	Line Item Explanation (Formula/equation used as applicable. Example: 40 books @ \$100 each = \$4000)	Support From Your Agency	Support From Other Funders	Requested Amount From TCF	Line Item Total of Project
Family Support specialist	Annual \$38,000 salary + 8.65% payroll tax		20,644	20,643	41,287
Health insurance	12 months at Health \$490 per month, Dental \$33 per month		3,138	3,138	6,276
Cell phone	\$50 per month	300		300	600
Mileage	.405 per mile, 40 miles per week	421		421	842
Direct client expense	Clothing, hygiene items, group meals, family events, incentives, identification	2,205		497	2,702
Facility	15% of annual facility fees		6,628		6,628
Workers' comp	Annual fee 10,702, 18 staff	595			595
Liability	Annual fee 7,670, 18 staff	426			426
Administration	7% of program cost	2,078	2,078		4,155
<b>TOTALS:</b>		6,025	32,488	25,000	63,510

**VI. Sources of Funding:** Please list your current sources of funding and amounts.

***Secured/Awarded***

<b>Name of Funder: Foundation, Corporation, Government</b>	<b>Amount</b>
Albuquerque Community Foundation/Donor Advised (ending Nov 2014)	15,000
United Way of Central NM (split Family Specialist and Day Program)	50,000
Siegel Foundation	10,000

***Pending***

<b>Name of Funder: Foundation, Corporation, Government</b>	<b>Amount</b>	<b>Decision Date</b>
Albuquerque Community Foundation grant cycle	15,000	Fall 2014

**VII. Financial Analysis**

**Agency Name:** Crossroads for Women

**Most Current Fiscal Year (Dates):** From 1/1/13 To 12/31/13

This section presents an overview of an applicant organization's financial health and will be reviewed along with the grant proposal. Provide all the information requested on your entire organization. Include any notes that may explain any extraordinary circumstances. Information should be taken from your most recent 990 and audit. Double check your figures!

**Program to Total Expenses Ratio:** Percentage of expenses used to support programming versus how much is spent for general management and fundraising. A general rule is that at least 75 percent of total expenses should be used to support programs – the higher the percentage the better.

<b>Program Expenses</b>	<b>/Total Operating Expenses</b>	<b>= Program Expense Ratio</b>
\$911,172	\$996,683	91.4 %
990: Part IX, Column B, Line 25	990: Part IX, Column A, Line 25	

<b>Administrative Expense (100%-Program Expense ratio) per 990 above</b>	<b>Percentage of Organization's Current Total Budget used for Administration (from cover page)</b>	<b>Differential</b>
8.6 %	7.1 %	1.5 %

If the differential is above (+) or below (-) 10%, provide an explanation:

**Quick Ratio:** Measures the level of liquidity and measures only current assets that can be quickly turned to cash. A generally standard Quick Ratio equals 1 or more.

<b>Cash</b>	<b>+ Accounts Receivables</b>	<b>/Current Liabilities</b>	<b>= Quick Ratio</b>
\$94,721	\$37,214	52,977	2.5

**Excess or Deficit for the Year:**

<b>Excess or (Deficit) Most recent fiscal year end</b>	<b>Excess or (Deficit) Prior fiscal year end</b>
\$(37,825)	\$(12,172)

**Notes:** Our deficits from the last two years are primarily a result of changes to the Behavioral Health Service Delivery system and more recently changes in services qualified for billing under Medicaid. An additional loss was incurred with a change to Federal regulations governing the US Department of Housing and Urban Development.

**Diversity of Funding Sources:** A financially healthy organization should have a diverse mix of funding sources. Complete those categories that apply to your organization using figures from your most recent fiscal year.

<b>Funding Source</b>	<b>Amount</b>	<b>% of Total Revenue</b>	<b>Funding Source</b>	<b>Amount</b>	<b>% of Total Revenue</b>
Contributions	\$79,990	8.6	Client reimbursements	25,377	1.7
Fundraising/Special Events	\$22,387	2.4	Sales	9,555	1.0
Corp/Foundation Grants	\$121,400	13.1	Other:	\$2081	<1
Government Grants	\$675151	72.9	Other:	\$	

**Notes:** We currently manage three US Department of Housing and Urban Development contracts. Two are direct contracts with Crossroads for Women and one is part of a large contract pass through with the City of Albuquerque.

CROSSROADS FOR WOMEN  
BOARD OF DIRECTORS  
2014

Kathleen Winslow , President  
Registered Principal  
INVEST Financial Corp.  
2201 San Pedro Dr. NE Bldg 25  
Albuquerque, NM 87110  
344-2503  
880-1646 (w)  
620-2503 (c)  
winslowllc@gmail.com  
Board Term Expires 10/14

Cynthia Alcalá, RN, Vice President/Secretary  
3904 Aspen Ave NE  
Albuquerque, NM 87110  
505-697-0860  
[csalcala@hotmail.com](mailto:csalcala@hotmail.com)  
Board term expires 8/15

Mary A. Malwitz, CPA, Treasurer  
Broderick, Phillippi, Wright & Comunas  
8220 San Pedro NE, Suite 400  
Albuquerque, NM 87113  
505-255-1040, ext 215  
505-255-1065 Fax  
[mmalwitz@bpwccpa.com](mailto:mmalwitz@bpwccpa.com)  
Board Term Expires 10/15

Angelica Anaya Allen  
Director, Fair Lending Center  
United South Broadway Corp.  
1500 Walter Street SE  
Albuquerque, NM 87125  
office 505.764.8867  
[aaallenjd@aol.com](mailto:aaallenjd@aol.com)  
Board Term Expires 12/14

Bette Fleishman J.D.  
WSBA #42936  
118 Placitas Trails Road  
Placitas, NM 87043  
505-977-0790  
[fleishma@seattleu.edu](mailto:fleishma@seattleu.edu)  
Board Term Expires 12/15

Anne Garcia, MA LMFT  
Clinical Therapist  
UNMH-Multi Systemic Therapy  
1721 Silver SE  
Albuquerque, NM 87106  
249-9920 (w)  
414-6636 (c)  
[ancircus@yahoo.com](mailto:ancircus@yahoo.com)  
Board Term Expires 12/14

Kay Monaco  
308 13th Street NW  
Albuquerque, NM 87102  
505-350-2765  
[kaymonaco@msn.com](mailto:kaymonaco@msn.com)  
Board Term Expires 5/16

RESIGNED 7.14.2014  
Krisztina Ford  
Executive Director  
All Faiths Receiving Home  
1709 Moon Street NE  
Albuquerque, NM 87112  
505-980-5043  
[Krisztina.ford@gmail.com](mailto:Krisztina.ford@gmail.com)  
Board Term Expires 12/14



## Crossroads for Women, prepared for S.L. Gimbal Fund

Budget comparison	Actuals year ended 12/31/13	Projections 12/31/14	Variance
Local Government	207,226	234,000	26,774
State Government	131,405	131,714	309
Federal Government	336,520	358,456	21,936
Foundation Grants	121,400	134,400	13,000
Donations	79,990	60,000	-19,990
Fundraising	22,387	20,000	-2,387
Sales	9,555	10,000	445
client reimbursements	15,822	15,500	-322
Other income	2,081	24,038	21,957
In kind	32,472	40,000	7,528
<b>Total income</b>	<b>958,858</b>	<b>1,028,108</b>	<b>69,250</b>
<b>Personnel</b>			
Salaries	489,562	497,460	7,898
Payroll Taxes	39,972	43,030	3,058
Insurance - health	48,424	40,572	-7,852
<b>Total Personnel</b>	<b>577,958</b>	<b>581,062</b>	<b>3,104</b>
<b>Facilities</b>			
Rent	32,333	32,784	451
Utilities	9,308	9,200	-108
Information Technology	2,500	2,200	-300
<b>Total Facilities</b>	<b>44,141</b>	<b>44,184</b>	<b>43</b>
<b>Program</b>			
Auto and mileage	5,405	6,600	1,195
Direct client	9,032	13,509	4,477
Client housing	262,656	290,657	28,001
Staff cell phones	6,400	6,400	0
<b>Total Program</b>	<b>283,493</b>	<b>317,166</b>	<b>33,673</b>
In kind expense	32,472	40,000	7,528
Audit	9,844	9,844	0
Liability, Workers' Comp, D&O Insurance	19,909	20,202	293
Office Supplies	5,919	6,000	81
Postage	1,449	1,500	51
Printing	1,041	400	-641
Volunteer program	476	500	24
Professional Development	7,961	300	-7,661
Fundraising	5,365	6,000	635
Dues and fees	9	950	941
Equipment	6,646	0	-6,646
<b>Total Expenses</b>	<b>996,683</b>	<b>1,028,108</b>	<b>31,425</b>

# Public Inspection Copy

Form 990 (2013) **Crossroads for Women**

85-0448641

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**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22	259,834	259,834		
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	53,125	31,875	15,938	5,312
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	423,982	395,242	22,083	6,657
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	48,424	47,209		1,215
10 Payroll taxes	40,376	36,145	3,218	1,013
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	9,737		9,737	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	12,454	9,293	1,461	1,700
12 Advertising and promotion				
13 Office expenses	2,490	1,497		993
14 Information technology				
15 Royalties				
16 Occupancy	32,933	26,071	6,862	
17 Travel	10,385	9,769	616	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,417	1,417		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	6,663	5,663	1,000	
23 Insurance	19,909	17,823	1,587	499
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a <b>Contributed materials</b>	32,472	32,472		
b <b>TELEPHONE AND UTILITIES</b>	15,708	12,585	3,123	
c <b>Miscellaneous</b>	6,595	5,793		802
d <b>Supplies</b>	6,181	5,419	635	127
e All other expenses	13,998	13,065	933	
25 <b>Total functional expenses.</b> Add lines 1 through 24e	996,683	911,172	67,193	18,318
26 <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Internal Revenue Service  
P.O. Box 2508  
Cincinnati, OH 45201

Department of the Treasury

Date: FEB 08 2007

CROSSROADS FOR WOMEN  
% ELIZABETH E SIMPSON  
805 TIJERAS AVE NW  
ALBUQUERQUE, NM 87102-3099

**Person to Contact:**

Roger Meyer  
ID# 31-07707

**Toll Free Telephone Number:**

877-829-5500

**Employer Identification Number:**

85-0448641

Dear Sir or Madam:

This is in response to the amendment to your organization's Articles of Incorporation filed with the state on November 16, 2006. We have updated our records to reflect the name change from Human Rights Advocacy Inc. to Crossroads For Women.

Our records indicate that a determination letter was issued in May 1999 that recognized you as exempt from Federal income tax, and reflect that you are currently exempt under section 501(c)(3) of the Internal Revenue Code.

Our records also indicate you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section 509(a)(1) and 170(b)(1)(A)(vi).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely,



Andy Westcott  
Manager, Exempt Organizations  
Determinations



The  
Community  
Foundation

Serving the Counties of Riverside and San Bernardino

*S. L. Gimbel Foundation Fund*

**BOARD OF DIRECTORS**

November 13, 2014

James Cuevas  
*Chair of the Board*

Philip Savage IV  
*Vice Chair of the Board*

Pat Spafford, CPA  
*Chief Financial Officer*

Sean Varner  
*Secretary of the Board*

Glenda Bayless

Dr. Paulette Brown-Hinds

Sergio Bohon

Rabbi Hillel Cohn

Andrea Dutton

Robert Fey

Paul Granillo

Stanley Grube

Kirk Harns

Dr. Fred Jandt

Andrew Jaramillo

Dr. Albert Karnig

D. Matthew Pim

Patrick O'Reilly

Rose Salgado

Beverly Stephenson

Grover Trask  
*Immediate Past Board Chair*

Dr. Jonathan Lorenzo Yorba  
*President and CEO*

Ms. KC Quirk  
Executive Director  
Crossroads for Women  
805 Tijeras Ave NW  
Albuquerque, NM 87102

Dear Ms. Quirk:

Congratulations! A grant has been approved for **Crossroads for Women** in the amount of **\$25,000** from the S.L. Gimbel Foundation. The **performance period for this grant is November 1, 2014 to October 31, 2015**. Additional funding beyond the performance period is not guaranteed. It is highly recommended that alternative funding sources be sought accordingly. The grant is to support the following as specified in your proposal:

***Family Support Services: To provide Family Support Services to women with co-occurring mental health and addictive disorders who are working to break a cycle of homelessness and incarceration.***

This grant is subject to the terms outlined in the enclosed Grant Agreement. After you have reviewed the terms and conditions of the Grant Agreement, please sign and date the enclosed copy and return the original copy to The Community Foundation within the next two weeks. Please retain a copy of the signed agreement for your records. Funds will be released upon receipt of the signed Grant Agreement.

A condition of this grant is that you agree to submit the Grant Evaluation Form which includes a narrative report and fiscal report. The **Grant Evaluation is due by November 16, 2015** and a copy will be available online.

We wish you great success and look forward to working with you during the grant performance period.

If you have any questions, please call me at 951-684-4192 ext. 114 or email me at [ccudiamat@thecommunityfoundation.net](mailto:ccudiamat@thecommunityfoundation.net).

Sincerely,

Celia Cudiamat  
Executive Vice President of Programs

21111 Crossroads for Women 20140731



Confirmed in Compliance  
with National Standards for  
U.S. Community Foundations

The credit line of "Made possible in part by a grant from the **"S.L. Gimbel Foundation Advised Fund at The Community Foundation – Inland Southern California"** is suggested. When your donors are listed in printed materials, include the S.L. Gimbel Foundation Advised Fund at The Community Foundation in the appropriate contribution size category. When publishing our name, please note the "The" at the beginning of our name is a legal part of our name. It should always be used and capitalized. Attaching our logo is also appreciated. Our logo can be downloaded from our website at [www.thecommunityfoundation.net](http://www.thecommunityfoundation.net).

**7. Indemnification**

In the event that a claim of any kind is asserted against the Grantee or the Foundation related to or arising from the project funded by the Grant and a proceeding is brought against the Foundation by reason of such claim, the Grantee, upon written notice from the Foundation, shall, at the Grantee's expense, resist or defend such action or proceeding, at no cost to the Foundation, by counsel approved by the Foundation in writing.

Grantee hereby agrees, to the fullest extent permitted by law, to defend, indemnify, and hold harmless the Foundation, its offices, directors, employees, and agents, from and against any and all claims, liabilities, losses, and expenses (including reasonable attorneys' fees) directly, indirectly, wholly, or partially arising from or in connection with any act or omission by Grantee, its employees, or agents in applying for or accepting the Grant, in expending or applying the Grant funds or in carrying out any project or program supported by the Grant, except to the extent that such claims, liabilities, losses, and expenses arise from or in connection with any bad faith act or omission by the Foundation, its officers, directors, employees, or agent.

**8. Termination**

The Community Foundation may terminate this agreement, withhold payments, or both at any time, if, in the Community Foundation's judgment: a) The Community Foundation is not satisfied with the quality of the Grantee's progress toward achieving the project goals and objectives; b) the Grantee dissolves or fails to operate; c) the Grantee fails to comply with the terms and conditions of this agreement.

**9. Limitation of Support**

This Agreement contains the entire agreement between the parties with respect to the Grant and supersedes any previous oral or written understandings or agreements.

\*\*\*\*\*

I have read and agree to the terms and conditions of the Grant Agreement.

Signature

Date

Printed Name

Title

Organization: 21111 Crossroads for Women  
Grant Number: 20140731

OC  
11/24/14

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**2014 S.L. Gimbel Foundation Fund**

**Grant Agreement**

**Organization:** Crossroads for Women

**Grant Amount:** \$ 25,000 **Grant Number:** 20140731

**Grant Period:** November 1, 2014 to October 31, 2015 (Evaluations due November 16, 2015)

**Purpose:** **Family Support Services: To provide Family Support Services to women with co-occurring mental health and addictive disorders who are working to break a cycle of homelessness and incarceration.**

**1. Use of Grant Funds**

Grant funds must be expended within the grant period, for the purpose and objectives described in your grant proposal. Grant funds may not be expended for any other purpose without prior written approval by The Community Foundation. If there are significant difficulties in making use of the funds as specified in your proposal, or if the grant funds cannot be spent within the grant period, notify us in writing promptly.

Formal requests for extensions or variances must be submitted to the Foundation's Board of Directors for approval a minimum of 60 days before the end of the grant period.

Requests for variances or extensions are reviewed on a case-by-case basis and approved by the Board of Directors. If a request is denied, unused funds must be immediately refunded to the Foundation.

**2. Payment of Grant Funds**

The grant funds will be paid in full by the Foundation upon receipt of the signed Grant Agreement. Challenge grant funds will be paid in full upon receipt of the signed Grant Agreement and upon receipt of documentation providing evidence that condition(s) of the challenge grant has/have been met.

**3. Certification and Maintenance of Exempt Organization Status**

This grant is specifically conditioned upon Grantee's status as an eligible grantee of The Community Foundation. The Foundation has obtained a copy of the Grantee's IRS determination letter. Grantee confirms that it has not had any change in its tax-exempt status, and shall notify the Foundation immediately of any such change.

**4. Final Report and Records**

The Grantee will submit the Grant Evaluation report per the deadline set forth in the award letter. This report includes a narrative on outcomes based on goals and objectives set forth in the grant proposal and an expenditure report documenting use of grant funds. If equipment was purchased, copies of receipts need to be included.

**5. Grantee's Financial Responsibilities**

Grantee will keep records of receipts and expenditures of grant funds and other supporting documentation related to the grant at least four (4) years after completion of the grant and will make such records of receipts, expenditures and supporting documentation available to the Foundation upon request.

**6. Publicity**

The Community Foundation recommends publicity for the grant and acknowledging The Community Foundation in internal correspondence, brochures as appropriate; newsletters, annual reports and email blasts or e-newsletters.

BOARD OF DIRECTORS December 2, 2014

James Cuevas  
Chair of the Board

Philip Savage IV  
Vice Chair of the Board

Pat Spafford, CPA  
Chief Financial Officer

Sean Varner  
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Glenda Bayless  
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Dr. Albert Karnig

D. Matthew Pim

Patrick O'Reilly

Rose Salgado

Beverly Stephenson

Grover Trask  
Immediate Past Board Chair

Dr. Jonathan Lorenzo Yorba  
President and CEO

Ms. KC Quirk  
Executive Director  
Crossroads for Women  
805 Tijeras Ave NW  
Albuquerque, NM 87102

Dear Ms. Quirk:

The Community Foundation is pleased to enclose a grant check for **\$25,000** from the S. L. Gimbel Foundation, a component fund at The Community Foundation. By cashing the grant check, you are agreeing to the conditions stated under the *Terms of Grant* which you have signed and returned. The completed Grant Evaluation form is due by November 16, 2015 and will be available online on The Community Foundations website under Grants/Forms . Please note that any grant variances or extensions must be requested in writing and in advance. Any remaining grant funds must be returned to The Community Foundation at the end of the grant period.

We greatly appreciate any help you can give us in publicizing the grant. **Please use the following credit in any grant announcements or materials funded by the grant: "The (name of project/program) is supported by a grant from The S. L. Gimbel Foundation."** You may send copies of articles printed in local papers, stories in your agency newsletter, annual report, press releases, and other publications for our files.

If you have any questions, please contact me at 951-684-4194.

Sincerely,



Celia Cudiamat  
Executive Vice President of Programs

20140731

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GIMB4



PHOLO TO LIGHT TO VIEW WATER MARK IN PAPER / HEAT SENSITIVE RED IMAGE DISAPPEARS WITH HEAT / DETECTION CIRCLE REVEALS A LOCK WHEN TESTED

38379

**The Community Foundation**

Strengthening Inland Southern California through Philanthropy  
3700 SIXTH STREET, SUITE 200  
RIVERSIDE, CA 92501  
951-241-7777 / FAX 951-684-1911

**CITIZENS BUSINESS BANK**

A Financial Services Company  
3695 Main Street, Riverside, CA 92501  
90-3414-1222

EZShield™ Check Fraud Protection for Business

PAY \* Twenty-Five Thousand and no/100 \*

TO THE ORDER OF

Crossroads for Women  
805 Tijeras Ave NW  
Albuquerque, NM 87102

DATE  
11/13/2014

AMOUNT  
\$\*\*\*\*\*25,000.00



*Celia Andramat*  
*Jonathan Lorenz Yalca*  
AUTHORIZED SIGNATURE

Security features. Details on back.

⑈038379⑈ ⑆122234149⑆ 244124437⑈

The Community Foundation

21111 Crossroads for-Women

11/13/2014 038379

38379

20140731 11/10/2014 Family Support Services  
GIMB S.L. Gimbel Foundation Advised Fund

25,000.00 25,000.00

CHECK TOTAL: \$\*\*\*\*\*25,000.00

The Community Foundation

21111 Crossroads for Women

11/13/2014 038379

38379

20140731 11/10/2014 Family Support Services  
GIMB S.L. Gimbel Foundation Advised Fund

25,000.00 25,000.00

CHECK TOTAL: \$\*\*\*\*\*25,000.00