



2015 S.L. Gimbel Foundation Fund Grant Application

Internal Use Only:
Grant: \$10,000

Organization / Agency Information

20150350

Organization/Agency Name: Homeless Assistance Leadership Organization, Inc. (HALO) 19016		
Physical Address: 2000 DeKoven Ave, Unit 1		City/State/Zip Racine, WI 53403
Mailing Address: 2000 DeKoven Ave, Unit 1		City/State/Zip Racine, WI 53403
CEO or Director: Kevin Cookman		Title: Executive Director
Phone: 262-633-3235 xtn.143	Fax: 262-633-7374	Email: kcookman@haloinc.org
Contact Person: Nicole K. Reid		Title: Grant Writer/Marketing Asst.
Phone: 262-639-6731 Home	Fax: 262-633-7374	Email: nreid@haloinc.org
Web Site Address: www.haloinc.org		Tax ID: 20-2041432

Program / Grant Information

Interest Area: Animal Protection Education Environment Health Human Dignity

Program/Project Name: Journey to Self-Sufficiency: An accountability-based program for individuals and families experiencing homelessness		Amount of Grant Requested: \$50,000 \$10,000	
Total Organization Budget: \$2,397,498 (total expenses)	Per 990, Percentage of Program Service Expenses (Column B/ Column A x 100): 87% 88%	Per 990, Percentage of Management & General Expenses Only (Column C/ Column A x 100): 9%	Per 990, Percentage of Management & General Expenses and Fundraising (Column C+D / Column A x 100): 4% 12%
Purpose of Grant Request (one sentence): Funds will be used to support case manager salaries, training and network upgrades so that HALO may continue to offer the best individualized care and support for those working to transition from shelter life to independent living.			
Gimbel Grants Received: List Year(s) and Award Amount(s) \$25,000 in Dec. 2012 and \$40,000 in Feb. 2014			

top computer network
water heater

Signatures

Board President / Chair: (Print name and Title) ARON VISWANATHAN	Signature: 	Date: 3/11/2015
Executive Director/President: (Print name and Title) KEVIN J. COOKMAN EX DIR	Signature: 	Date: 3/11/2015

Organization Background: HALO grew out of a community-wide task force to address chronic homelessness and today it remains Racine County's only full-service emergency shelter system. HALO is the only homeless shelter in Wisconsin offering Intensive Case Management paired with a comprehensive network of support services designed to promote self-sufficiency and it is the only shelter in the state able to accept new clients 24-hours daily, seven days a week. In 2005, HALO's 120-bed facility opened in the heart of Racine with the following mission: *HALO is committed to preventing chronic homelessness in Racine County by meeting shelter needs, coordinating supportive services and providing community leadership.*

In the last four years, chronic homelessness in Racine County has dropped from 8% to less than 1% among those living in poverty. Overall homelessness in Racine County has dropped 2% in contrast to an 18% increase statewide. This is despite the fact that Racine still holds the state's highest unemployment rate and second highest child homeless rate among cities. (Institute for Community Alliances' State of Homelessness in Wisconsin report.)

We attribute these accomplishments to HALO's Journey to Self-Sufficiency program which offers individualized support paired with tools and trainings from over 90 area agencies for our clients to succeed. Because of this program, HALO received the *2014 Collaborating for Transformation Award* from Leadership Wisconsin. HALO's Family Program Director just received an award from the Wisconsin Child Care Administrators Association for her "contributions towards promoting quality and excellence in the field of childcare and education." And in 2013, HALO received the *Governor's Financial Literacy Award* for supporting good financial health for our clients.

Statement of Need: Racine County has a population of nearly 200,000. Last year, the Racine Unified School District identified over 2,000 students as homeless-twice as many as the year before (Wisconsin Dept. of Public Instruction) and 28% of Racine's homeless are children. Last year, HALO served 700 individuals, including 138 children, 58% under the age of six. We are seeing an uptick in the number of families with young children entering the shelter, plus an increase of individuals who suffer from a severe or persistent mental illness.

Project Goal, Objectives and Methodology: HALO's intent from day one was not only to shelter the homeless in our community, but to offer a clear path to self-sufficiency with tools and trainings for our clients to succeed. HALO's Journey to Self-Sufficiency Program is unique because it is an accountability-based program designed to help clients overcome their personal barriers to independent living and to rediscover their self-worth and value in society.

Working closely with their case manager to address personal needs and identify goals, program participants create their own Individual Success Plan (ISP). These plans coordinate support services and foster human connections for a successful transition from shelter life to independent living. Coordinated support services can include mental health counseling, addiction recovery, literacy and GED training, anger management, legal guidance, financial counseling, vocational training, parenting skills and more.

In exchange for their hard-work and determination, HALO offers program participants individual sleeping rooms, three meals daily, hot showers, laundry services, personal care items, childcare services, transportation assistance for ISP related needs, and more. Residents must maintain a strict daily schedule with curfews, routine chores, and obligatory meetings all while following firm shelter rules. HALO is a dry shelter and forbids any kind of alcohol or drug use.

Objectives:

1. HALO Case Managers support educational and vocational training goals designed to promote better job placement and employment retention for our clients. HALO defines success by three variables: the completion of all goals on the client's ISP, a move into stable housing and having enough income and savings for three months rent. HALO aims to maintain or better our 47% success rate of those able to move into stable housing for the next year.
2. HALO aims meet the growing number of families experiencing homelessness through outreach and better marketing of our community programs. Our long-term goal is to expand our physical facilities to better accommodate large families and their children. HALO aims to have 100% participation in our parenting classes and support groups for the next year.
3. Severe or persistent mental illness affects over 36% of our clients, plus a population of individuals who are at-risk of becoming homeless. Offering quality support requires a highly educated and trained professional staff. HALO plans to send our case managers to the best national conferences on poverty and homelessness so that they remain current in best practices to address this and other root causes of homelessness.
4. Supporting clients determined to work towards life-long sobriety is a priority for our case managers when 25% of our program participants have a substance abuse issue as their primary barrier to self-sufficiency and 10 to 15% have a substance abuse problem as their secondary issue. With continued training and support, HALO aims to get 100% of program participants with substance abuse issues into a recovery treatment program within the next year.
5. It is imperative for HALO to remain a safe and secure place of refuge for those experiencing homelessness. In our tenth year, we are faced with growing expenses due to our aging facilities. We never have and never will turn down a qualifying resident due to lack of space. HALO aims to maintain its high standards of service by meeting the everyday basic needs of shelter residents such as clean beds, hot water and nutritious meals.

Community Partners and Volunteers: HALO collaborates with a network of over 90 area service providers to coordinate supportive services and offer tools and trainings for our clients to succeed. Case managers work closely with Racine Correctional Institution, HALO employs W2 workers and education students from Gateway Technical College. Plus, a network of over 700 volunteers actively contributes to our daily operations by assisting staff, preparing meals and maintaining the shelter.

Outcomes and Evaluation: Individual Success Plans are strictly followed and progress is monitored through weekly meetings with the case manager. Outlined goals can only be altered after 30 days of trial and evaluation. Children are given age-appropriate development

assessments. Referrals are made to specialists when needed and monthly follow-up tests are scheduled. HALO case managers maintain contact with Transitional Housing program participants for three to six months after they leave the shelter to ensure their success and to minimize any rate of return.

Data for every client is collected on a 14-page intake questionnaire and entered into Service Point, a shared system of analysis for all agencies helping the homeless. Exit forms give the client the opportunity to tell HALO where we were most helpful, least helpful and any other comments they wish to share. Using this system, areas of need or duplication of services can be identified and addressed for maximum fiscal efficiency.

Grant Funds: Funds will be used to support Intensive Case Management at HALO, vital to our program's success. Funds will be used to support case manager salaries plus trainings at two National conferences. In our tenth year, HALO is encountering growing expenses related to building and equipment repairs and replacements that come with age. A top priority is our ten-year-old computer system in urgent need of replacement. Because case managers rely heavily on HALO's network to store confidential information, it is imperative that we update this system. A new water heater for the men's shelter is also needed to maintain sanitary conditions.

Project Future: HALO recently created a new development team tasked with expanding our community support base in an effort to balance out the drop in government grants. We've implemented a Sustaining Partners program for individuals and corporations to make a three-year pledge of financial support and now have over a dozen corporations plus a handful of individual supporters who have made pledges totaling over \$100,000. In 2014, HALO's first major fundraising event, SLEEP OUT for HALO, met its goal of \$20,000 in only its second year. Lastly, HALO has a healthy endowment fund for emergency uses or unexpected expenses.

Governance: Our board of directors is made up of 11 diverse professionals from the community including a number of active or retired CEOs and CFOs. Board Advisory Committees include Finance, Fund Development, Programs and Services, HR, Marketing and Social Enterprises. Committees meet monthly and the board meets every other month.

Key Personnel:

AJ Jelks, Executive Operations Director & Housing Programs Case Manager and Supervisor: MS Human Services, BA Sociology with emphasis on families and ethnic studies, Substance Abuse Counselor-In Training (SAC-IT), 17+ years experience.

Stephanie Kober, Childcare Director and Family Programs Director: Associates Degree in Early Childhood Education, Young Children with Special Needs Certification. BA Human Services and Management, Certified Trainer for The Registry, 13+ years experience.

Floyd Harmon, Lead Case Manager-Men & Team Resource Leader: BS Criminal Justice, SAC-IT, 15+ years experience. Floyd is currently working towards his Masters degree.

Angela Holland, Lead Case Manager-Single Women: BA Criminal Justice & Sociology, 10+ years experience.

Lee Mares, Case Manager-LS/AODA: Associates Degree in Human Services, BS pending. Certified Gerontology Aspects of Disability, AODA Licensed Counselor, 7+ years experience.

V. Project Budget

Line Item Description	Line Item Explanation	Support From Your Agency	Support From Other Funders	Requested Amount From TCF	Line Item Total of Project
Salary support for 3 Shelter Case Managers	2.6 FTE Shelter Case Managers at \$89,100 (Breakdown: 1.6 FTE CM's for Women & Children at \$52,500 + \$36,600 for 1 Men's CM)	100%	\$9,000 from Wis ESG Grant	\$30,000	\$89,100
National Association for the Education of Homeless Children and Youth Conference	Airfare \$400 x 4 Conference \$500 x 4 Hotel \$700 x 2 rooms Food \$1000 (11 meals x 4) Transportation (cabs) \$200	100%		\$5,000	\$6,000
National Alliance on Ending Homelessness Conference	Airfare \$400 x 4 Conference \$500 x 4 Hotel \$700 x 2 rooms Food \$1000 (11 meals x 4) Transportation (cabs) \$200	100%		\$5,000	\$6,200
Computer Network Systems Upgrade	Our current server is now ten years old and has become slow and unreliable: \$3,500 to replace our network server + \$1,500 for a new back up system	100%		\$5,000 FUND	\$6,198
Water Heater Replacement	Last year we replaced the heater in the Women's shelter for \$8,000, now we need to replace the Men's.	100%		\$5,000 FUND	\$8,000
TOTALS:				\$50,000	

2015 S.L. Gimbel Foundation APPLICATION

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

Secured/Awarded

Name of Funder: Foundation, Corporation, Government	Amount
Johnson Foundation	\$50,000
Ruud Family Foundation	\$30,000
Emerson/InSinkErator (Corp.)	\$15,000
RGK Foundation	\$15,000
Wheaton Franciscan Services, Inc. (Corp.)	\$10,475
St. Lukes Hospital Trustee Fund (Corp.)	\$10,000
Union Pacific Foundation	\$10,000
Johnson Bank (Corp.)	\$5,000

Pending

Name of Funder: Foundation, Corporation, Government*	Amount	Decision Date
Racine Community Foundation	\$55,000	May
CNH Industrial (Corp.)	\$50,000	May
RW Baird Foundation	\$5,000	May
OG Mayer Family Foundation	\$5,000	May
<i>*HALO will longer accept HUD funds for the shelter as of July 2015</i>		

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.

Funding Source	Amount	% of Total Revenue	Funding Source	Amount	% of Total Revenue
Contributions	\$422,219	22%	Program Fees	\$277,766	15%
Fundraising/Special Events	\$58,129	3%	Interest Income	\$3,085	0
Corp/Foundation Grants	\$121,500	7%	United Way	\$300,201	16%
Government Grants	\$695,875	37%			

Notes: Program Fees include Housing Fees of \$76,161 and Childcare tuition fees of \$201,605.

VII. Financial Analysis

Agency Name: Homeless Assistance Leadership Organization, Inc. (HALO)
 Most Current Fiscal Year (Dates): From 7/1/2013 To: 6/30/2014

Form 990, Part IX: Statement of Functional Expenses

1) Transfer the totals for each of the columns, Line 25- Total functional expenses (page 10)

(A) Total Expenses	(B) Program service expenses	(C) Management & general expenses	(D) Fundraising expenses
\$2,128,107	\$1,875,715	\$184,091	\$68,301

2) Calculate the percentages of Columns B, C, and D, over A (per totals above)

- Program services (B) – A general rule is that at least 75% of total expenses should be used to support programs
- Management & general administration (C) – A general rule is that no more than 15% of total expenses should be used for management & general expenses
- Fundraising (D) – A general rule is that no more than 10% of total expenses should be used for fundraising

(A) Total Expenses	(B) Program service expenses	(C) Management & general expenses	(D) Fundraising expenses
2,128,107	Columns B / A x 100	Columns C / A x 100	Columns D / A x 100
Must equal 100%	88%	9%	3%

3) Calculate the difference between your CURRENT year budget for management & general expenses and your previous management & general expenses per your 990 (Column C)

Percentage of Organization's Current Total Budget used for Administration (from cover page)	Column C, Management & general expenses per 990 above	Differential
9 %	9 %	0%

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.

Cash	+ Accounts Receivables	/Current Liabilities	= Quick Ratio
\$232,010	\$6,439	\$104,354	2.3

Excess or Deficit for the Year:

Excess or (Deficit) Most recent fiscal year end	Excess or (Deficit) Prior fiscal year end
\$83,058	\$19,955

Notes: Per 990, pg. 1, line 19: \$50,000 was used for repayment of a 2011-12 loan from HALO's endowment fund.

HALO 2014-15 Board of Directors

President: Aroon Viswanathan

Technical Advisor, Modine Manufacturing; Volunteer with RUSD; Junior Achievement; Graduate of Leadership Racine 2009; UWRC Health Investment Committee Member A.K.Viswanathan@na.modine.com

Vice President: Cathy Knuteson

Professor, Columbia College, School of Nursing, MSN Program; All Saints Dir. of Education
Cathyknuteson50@gmail.com

Treasurer: Marie Andreucci

Retired accountant from SC Johnson, Inc.; BS Business Admin. & Accounting; CPA; Past board member of Racine Zoo; fundraising & development volunteer for Prairie School & EUM church.
mkajuice@gmail.com

Secretary: Cristen Chaffee

Director, Transitional Living Center, Burlington, WI; MSW; Member of Burlington Rotary Club; Child Protective Services of Milwaukee County
tlcshelterdirector@gmail.com

Charles Allison

Retired; St. Rita's Catholic Church in Racine; SC Johnson, Inc.; Founder and President/CEO of Innavigation Global Marketing Consultants, LLC
chuckallison4@gmail.com

Linda Flashinski

Retired Director of Communications, Racine Unified School District; Assoc. Director, Family Services of Racine; WGTD Radio Host
flashi@wi.rr.com

Dick Gorton

Retired CEO, Gormac Products, Inc.; EUM Church Boards & committees; HALO Finance Committee; Johnson Bank BOD member; Board Chair, Gorton Studios
Dickjanego@aol.com

Jim Henderson

VP-Marketing, Educators Credit Union; Health Care Network Board Member 07-14, Board President 11-13, Finance/Facilities Comm.; RAMAC Board Member 08-10
jamesh@ecu.com

Dee Hernandez

Site Admin., Racine Community Health Center; LR Graduate 2009; Board Commissioner for Racine County Housing Authority 2010-Present; Miss Latina Scholarship board member
morahern@yahoo.com

Julie Hueller

VP of Operations, Wheaton Franciscan Healthcare-All Saints; Executive and Advisory Board Member, Women of Worth; C2MH Leadership Counsel
julie.hueller@wfhc.org

Pat Rooney

CEO RAMAC, Tower Energy; Board of Trustees at The Prairie School; BA Finance, Eastern IL University; CEO of three companies over last 30 years.
proons425@yahoo.com

**Homeless Assistance Leadership Organization
Monthly Operating Profit and Loss Statement
Total Operations 2014-2015**

	<u>2013/14</u>	<u>2014/15</u>
	Actual	Budget
REVENUE		
Contributed Revenue		
Individual Contributions	246,205	257,000
Nonprofit Organization Support	53,611	60,000
Corporate Funding	114,452	125,000
Foundation Grants	121,500	134,674
United Way	300,202	296,400
Total Contributed Revenue	835,970	873,074
Government Grants		
HUD Grants	544,427	721,365
Other Federal Grants	26,759	74,359
State Grants	96,849	25,250
Local Grants	26,017	26,150
Total Government Grants	694,052	847,124
Earned Revenue		
Housing Program Revenue	74,661	88,000
Childcare Program Revenue	199,485	217,400
Babysitting Program Revenue	0	0
Subtotal Program Revenue	274,146	305,400
LandQuest	0	0
Hoop House	0	1,900
Other Programs	4,051	4,000
Subtotal Social Enterprises	4,051	5,900
Total Earned Revenue	278,197	311,300
Misc Revenue		
Special Events	58,129	63,000
Shared Services Revenue	0	0
Other Misc Revenue	3,085	3,000
Total Misc Revenue	61,214	66,000
Donated Items and Services	335,944	300,000
TOTAL REVENUE	<u>2,205,376</u>	<u>2,397,498</u>
EXPENSES		
Salaries and Benefits		
Salaries	916,989	1,059,226
Benefits	57,671	70,567
Payroll Taxes	83,319	113,866
Other Personnel Expenses		
Contract Employees	3,400	8,500
Other	7,007	9,100
HUD Leases	330,628	440,424
Specific Assistance to Individuals	8,477	28,217
Social Enterprise Expenses	4,463	3,100
Professional Fees	24,623	32,356
Food	12,394	12,800
Supplies	30,591	49,046
Donated Items and Services	304,770	305,000
Telephone and Communication	11,038	11,300
Postage, Shipping and Delivery	14,884	14,300
Occupancy	166,010	145,353
Insurance	54,098	57,943
Travel	13,982	27,100
Misc Expense	110	300
Business Expense	9,669	9,000
TOTAL EXPENSES	<u>2,054,122</u>	<u>2,397,498</u>
NET INCOME	<u>151,254</u>	<u>0</u>

**HOMELESS ASSISTANCE LEADERSHIP
ORGANIZATION, INC.**

Form 990 (2013)

-*1432 Page 10


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 United States. See Part IV, line 21				
2 Grants and other assistance to individuals in the United States. See Part IV, line 22	339,106.	339,106.		
3 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	68,209.	58,344.	7,398.	2,467.
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	854,598.	730,840.	92,808.	30,950.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	66,030.	54,165.	5,462.	6,403.
10 Payroll taxes	83,765.	70,872.	9,754.	3,139.
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	22,370.		22,370.	
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 Sch O.)	11,341.		10,841.	500.
12 Advertising and promotion				
13 Office expenses	369,187.	352,675.	5,157.	11,355.
14 Information technology				
15 Royalties				
16 Occupancy	133,301.	117,263.	11,862.	4,176.
17 Travel	13,982.	9,204.	871.	3,907.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	4,955.	4,060.	895.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	89,899.	76,880.	9,763.	3,256.
23 Insurance	54,099.	48,226.	4,533.	1,340.
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				
c				
d				
e All other expenses	17,265.	14,080.	2,377.	808.
25 Total functional expenses. Add lines 1 through 24e	2,128,107.	1,875,715.	184,091.	68,301.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here if following SOP 98-2 (ASC 958-720)

 <p>The Community Foundation Serving Riverside and San Bernardino Counties</p>	<p align="center">S.L. Gimbel Foundation Fund Grant Evaluation Form</p>
<p>Grant Period:</p>	<p align="center">Feb 1, 2014 – Jan 31, 2015</p>

Organization: Homeless Assistance Leadership Organization, Inc. (HALO)

Contact Name: Nicole Reid

Title: Grant Writer

Phone Number: 262-639-6731 Home

Grant Period: Feb 1, 2014 – Jan 31, 2015

Award Amount: \$40,000

Grant Number: 19016 HALO 20130991

Describe the project's key outcomes and results based on your goals and objectives. Provide the number of clients served and other relevant statistics.

Last year, HALO served 700 individuals, including 138 children, 80 of which were ages five and younger. Since opening in 2005, HALO has helped over 1,400 adults move into stable housing with enough income and savings to support themselves. In the past ten years, HALO has never once had to turn down a qualifying resident due to lack of space. Additionally, HALO has helped 275 individuals move into transitional housing and has provided permanent housing for 76 adults who suffer from severe or persistent mental illness. Exact housing numbers for FY2014 are not yet available.

Goals & Objectives:

1. *HALO is committed to identifying individuals and families experiencing homelessness and urging them to enter our program.* Children make up 28% of Racine's homeless population. As we see a rise in the number of families and children entering HALO, we have expanded our Family Program and on-site Childcare Center.
2. *HALO's Family Program is committed to helping homeless children and their families by maintaining normalcy and academic expectations.* Through our school-ready programs and mandatory tutoring sessions, HALO consistently proves that children living in shelter can still excel in school and life. A number of our students are on their school's honor roll and attendance is closely monitored.
3. *HALO is committed to maintaining or improving our success rate with the use of the Individual Success Plans.* Since opening, HALO has helped over 1,200 adults return to stable housing with enough income and savings to support themselves. Our success rate for returning adults to stable housing has been steady at 47% which is higher than the nation's average. This past year's success rate is not yet available.
4. *HALO is committed to expanding our community support base in an effort to balance out the drop in government grants.* We have greatly increased our donor base and implemented a Sustaining Partners program for individuals and corporations to make a three-year pledge of financial support. This increase in community support has allowed HALO the freedom to turn down a government grant which would have greatly restricted our ability to assist

families and children.

What were the challenges and obstacles you encountered (if any) in attaining your goals & objectives? How did you overcome and/or address the challenges and obstacles? What were the lessons learned?

25% of our program participants have a substance abuse issue as their primary barrier to self-sufficiency. Another 10 to 15% have a substance abuse problem as their secondary issue. These clients have chosen to follow treatment options to work towards life-long sobriety. It is imperative for HALO to have a strict anti-drug and alcohol policy in order to assist those in recovery.

Clients who are unable to follow our strict rules and curfews have few other shelter options in Racine County. One other small, faith-based emergency shelter in town has been very public about helping these clients who, as they put it to the press, "cannot go to HALO." This other shelter does not do background checks on residents and is mainly run by volunteers. It has been a challenge for HALO to get our message out to the public that we are so much more than just a bed and a meal and that our professional staff is there to help those who are determined to make a better life for themselves and their families. We submitted an editorial to our local newspaper in response to this issue (see attached) and are working with the Mayor to find solutions to further help Racine's homeless.

Severe or persistent mental illness affects over 36% of our clients, plus a population of individuals who are at-risk of becoming homeless. HALO has been meeting with mental health professionals from the National Alliance on Mental Illness (NAMI) and Wheaton Franciscan Healthcare to find solutions on how to better address mental illness in our community. Unfortunately, there are still many who refuse treatment or who are in denial of their addiction or mental illness.

HALO's case managers have been trained in Trauma Informed Care and Motivational Interviewing to better assist these clients. However, a few incidents last year with troubled clients brought some negative publicity to HALO. One incident involved a man who threatened a female worker because his lunch was late. Another incident happened last month when a man pulled a knife on another resident. Surveillance cameras on premise have helped to verify the events of these situations and those who threaten the safety of others are removed from the premises. However, this makes it much more difficult for us to give them the help they need.

One well-tested method of support is to hire a Certified Peer Support Specialist. This is someone who has experienced life-disrupting challenges due to mental illness and who has worked through their issues using a Wellness Action Recovery Plan. By pairing a client-in-need with a Peer Support Specialist, an individual receives one-on-one advocacy, mentoring and encouragement and is in a far greater position to succeed. HALO is trying to raise funds to implement this program.

Describe any unintended positive outcomes as a result of the efforts supported by this grant.

We have come to realize that increased public support not only shows community faith in our mission, it also puts greater accountability into our actions. Having to defend HALO's reputation in the press has shed new light on our mission and role in the community. We feel the general public is unaware of the scope of assistance HALO provides with individualized support through case managers and coordinating tools and trainings. HALO is much more than just a shelter and our professional staff helps us to maintain a high standard of excellence. Those who understand our quality standards are more likely to give financial support of which we have seen an increase. Our Sustaining Partners program has now grown to include 16 businesses and 6 individuals for well over \$300,000 in pledges for the next three-years.

Describe the overall effect this grant has had on your organization.

Now in our tenth year of service to the community, HALO is looking at ways to expand our programs and scope of service. HALO is currently looking to expand our Women and Children's shelter, which includes our Family Program, a substance abuse recovery program and our on-site childcare center. HALO is dedicated to leading the community in the fight against homelessness by working in close collaboration with Racine's Continuum of Care, Mayor Dickert, the Racine Correctional Institution and leaders in health care to find ways to best help those in our community who are experiencing homelessness and those who are on the brink of homelessness. In fact, HALO recently received a Leadership Wisconsin award for our accomplishments in the category of *Collaborating for Transformation* (see attached.) Receiving support from the S.L. Gimbel Foundation Fund allows our professional staff to stay abreast of available support services and of any new support techniques in order to best serve our clients.

Tell us a few success stories that made an impact on your organization and/or community as a result of this grant.

In 2005, HALO's 120-bed facility opened in the heart of Racine with the following mission: *HALO is committed to preventing chronic homelessness in Racine County by meeting shelter needs, coordinating supportive services and providing community leadership.*

Now in its tenth year of service to the community, HALO proudly announces that chronic homelessness in Racine County has dropped from 8% down to less than 1% among those living in poverty. (A chronically homeless individual is someone who has experienced homelessness for a year or longer or who has experienced at least four episodes of homelessness in the last three years. Source: Institute for Community Alliances, *State of Homelessness in Wisconsin*)

With this accomplishment, HALO is now looking at revising our mission statement to read as follows: *HALO is committed to leading the fight against homelessness in Racine County by offering individualized support to address root causes of homelessness while providing shelter and other basic human needs.*

Individual Success Stories:

Paul, like many others, came to HALO after losing everything. Severe, persistent and untreated mental health issues exacerbated his addiction to alcohol, creating a vicious cycle of despair. After working with his case manager, Paul was given the tools and treatments needed to get his life back on track. When he stabilized, Paul found a job and worked as many hours as possible, saving enough money to move into stable housing. With PTSD, severe depression and anxiety, Paul qualified for HALO's Permanent Housing Program. Upon receiving the keys to his new apartment, he wept with joy and gratitude for twenty minutes! Paul's new landlord was so moved by his story that he offered to help furnish his new home.

Robert dropped out of high school to join his father's drywall business. Nearly 40 years later, his career dry-walling had been lucrative and successful until a fateful, two-story fall from a ladder broke his back. Robert was no longer able to work and had no other work skills to fall back upon. His situation along with great financial stress from mounting medical bills caused a downward spiral resulting in a broken marriage, the layoff of his employees, and a dependency on alcohol. Robert ended up at HALO with little hope and no clue how to move forward. Working with Legal Action, his hospital bills were condensed to a workable payment plan. He received counseling at the Hopes Center for his depression and is now in an apartment and is working on mending his relationship with his wife and daughter.

"The Professor" was brought to HALO by one of his sons who was desperate for help. The Professor

was once a highly functioning professional with a PHD, but a severe mental breakdown had left him living in a world of fantasy and delusion, and unable to work. Every day he would dress for work and with briefcase in hand would walk to his local community center to begin what he believed was his job. Here he would sit at a table for hours, shuffling through the same papers from his briefcase, harming no one, but producing nothing. While the causes for his complete mental breakdown are unclear, the man's family understood that his future was forever changed. They could not break through the walls of his delusion to effectively communicate with him.

After examining the situation, HALO collaborated with the Social Security Administration to have two case managers visit "the professor" at the community center under the guise that they were there seeking his professional help. Earning his respect and trust, they were able to get him the medical and psychological help he needed. While still unable to function in a normal work environment, the professor was still able to take care of himself and live on his own. HALO was able to get him an apartment through its Permanent Housing Program and his case manager continues to check in on him.

Provide a financial report on the use of your grant funds (expenditures).

A total of \$ 5,021 for nine new computers and tablets for all case managers vs. the \$5,000 awarded for this. \$4,063 was spent on Case Management Training and national conferences on homelessness, housing and AODA. However, a total of \$79,000 was spent on Case Management salaries for Shelter employees of which \$30,000 was funded by the S.L. Gimbel Foundation Fund.

Please send copies of publicity and other promotional materials.

Attachments:

Press Release for Leadership Wisconsin Award

HALO's letter to the Journal Times editor

2014 Leadership Excellence Awards *

For Immediate Release: December 2, 2014

Media Contact: Kimberly Clist, (608) 263-0817 or Kimberly.clist@ces.uwex.edu

Homeless Assistance Leadership Organization, Inc. Receives 2014 Collaborating for Transformation Award

Racine's Homeless Assistance Leadership Organization, Inc. (HALO) was awarded Leadership Wisconsin's 2014 Collaborating for Transformation Award on November 17th. The Collaborating for Transformation Award recognizes an organization or business who has demonstrated impact on individuals, organizations, community and/or Wisconsin; serves as an example for other organizations/businesses; demonstrates a commitment to inclusion, diversity, collaboration, and civil dialogue; and has an innovative approach to addressing issues and collaborating for transformation.

HALO's mission is "to lead the community in the prevention of chronic homelessness". The organization serves as a voice for the hundreds of individuals experiencing homelessness in Racine County. Since opening in 2005, HALO has helped over 1,400 adults return to stable housing with enough income and savings to support themselves, but more importantly, HALO helped these individuals rediscover their self-worth and value to the community.

"We are excited to be able to publicly recognize the accomplishments of HALO as a collaborator in transforming the lives of Racine's homeless population," said Sarah Schlosser, Executive Director of Leadership Wisconsin. "Recognizing and celebrating leadership is an important way Leadership Wisconsin achieves our mission – *developing leaders to strengthen communities* – and it is an honor for HALO to receive this statewide recognition of their leadership in creating a positive impact for individuals and the community."

For more information about the Leadership Excellence Awards or Leadership Wisconsin's 2-year statewide leadership development program contact, Kim Clist, Leadership Wisconsin, 610 Langdon Street, Madison WI 53703; (608) 263-0817; kimberly.clist@ces.uwex.edu.

###

Date: **MAR 0 1 2005**

Employer Identification Number:
20-2041432
DLN:
17053026017005
Contact Person:
JOAN C KISER ID# 31217
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
JUNE 30
Public Charity Status:
170(b)(1)(A)(vi)
Form 990 Required:
YES
Effective Date of Exemption:
OCTOBER 14, 2004
Contribution Deductibility:
YES
Advance Ruling Ending Date:
JUNE 30, 2009

HOMELESS ASSISTANCE LEADERSHIP
ORGANIZATION
C/O DEBRA A LAKE
2000 DOMANIK DR
RACINE, WI 53404

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

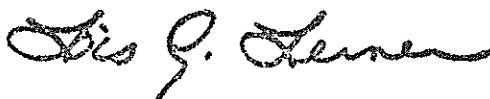
Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. During your advance ruling period, you will be treated as a public charity. Your advance ruling period begins with the effective date of your exemption and ends with advance ruling ending date shown in the heading of the letter.

Shortly before the end of your advance ruling period, we will send you Form 8734, Support Schedule for Advance Ruling Period. You will have 90 days after the end of your advance ruling period to return the completed form. We will then notify you, in writing, about your public charity status.

Please see enclosed Information for Exempt Organizations Under Section 501(c)(3) for some helpful information about your responsibilities as an exempt organization.

If you distribute funds to individuals, you should keep case histories showing the recipient's name and address; the purpose of the award; the manner of selection; and the relationship of the recipient to any of your officers, directors, trustees, members, or major contributors.

Sincerely,



Lois G. Lerner
Director, Exempt Organizations
Rulings and Agreements

Enclosures: Information for Organizations Exempt Under Section 501(c)(3)

March 11, 2015

Celia Cudiamat
Executive Vice President
The Community Foundation
3700 Sixth St, Ste 200
Riverside, CA 92501

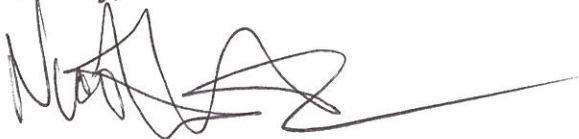
Dear Celia,

Thank you for giving us the opportunity to send you the enclosed grant application for the S.L. Gimbel Foundation Fund. We are asking for \$50,000 to support HALO's Intensive Case Management and Journey to Self-Sufficiency programs.

Now in our tenth year of service to the community, HALO proudly announces that chronic homelessness in Racine County has dropped from 8% down to less than 1% among those living in poverty. Our mission of ending chronic homelessness is nearly a reality and we can now focus on ways to prevent homelessness and broaden our range of service.

We are forever grateful for this wonderful opportunity. Thank you for everything you and the S.L. Gimbel Foundation do to help build stronger communities and enhance the lives of those in need.

Sincerely,



Nicole Reid
Grant Writer/Marketing Asst.

Mission Statement

The Homeless Assistance Leadership Organization is committed to preventing chronic homelessness in Racine County by meeting shelter needs, coordinating supportive services and providing community leadership.

*Kevin Cookman
Executive Director*



United Way
of Racine County
Partner Provider



The
Community
Foundation

Serving the Counties of Riverside and San Bernardino

S. L. Gimbel Foundation Fund

BOARD OF DIRECTORS

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Immediate Past Board Chair

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Andrew Jaramillo

Dr. Albert Karnig

D. Matthew Pim

Teresa Rhyne

Dr. Henry Shannon

Beverly Stephenson

Randall Tagami

Diane Valenzuela

Dr. Jonathan Lorenzo Yorba
President and CEO

May 26, 2015

Mr. Kevin Cookman
Executive Director
Homeless Assistance Leadership Organization
2000 DeKoven Avenue
Racine, WI 53403

Dear Mr. Cookman:

Congratulations! A grant has been approved for **Homeless Assistance Leadership Organization** in the amount of **\$10,000** from the S.L. Gimbel Foundation. The **performance period for this grant is June 1, 2015 to May 30, 2016**. 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:

Computer Network and Water Heater: Funding is to support the computer network systems upgrade (\$5,000) and water heater replacement (\$5,000) as identified in submitted project budget.

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 June 15, 2016** 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.

Sincerely,

Celia Cudiamat
Executive Vice President of Programs

19016 Homeless Assistance Leadership Organization 20150350

GIMB2



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

2015 S.L. Gimbel Foundation Fund

Grant Agreement

Organization: Homeless Assistance Leadership Organization

Grant Amount: \$ 10,000 **Grant Number:** 20150350

Grant Period: June 1, 2015 to May 30, 2016 (Evaluations due by June 15, 2016)

Purpose: Computer Network and Water Heater: Funding is to support the computer network systems upgrade (\$5,000) and water heater replacement (\$5,000) as identified in submitted project budget.

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.

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.

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.

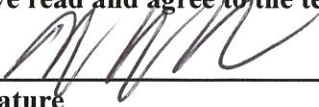
8. Termination

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

KEVIN J. COAKLEY

Printed Name

04/15/15

Date

EXECUTIVE DIRECTOR

Title

Organization: 19016 Homeless Assistance Leadership Organization
Grant Number: 20150350

dc
4/30/15



The
Community
Foundation

Strengthening Inland Southern California through Philanthropy

S. L. Gimbel Foundation Fund

BOARD OF DIRECTORS

June 30, 2015

Philip Savage IV
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Andrew Jaramillo

Dr. Albert Karnig

D. Matthew Pim

Teresa Rhyne

Dr. Henry Shannon

Tamara Sipos

Beverly Stephenson

Randall Tagami

Diane Valenzuela

Mr. Kevin Cookman
Executive Director
Homeless Assistance Leadership Organization
2000 DeKoven Avenue
Racine, WI 53403

Dear Mr. Cookman:

The Community Foundation is pleased to enclose a grant check for **\$10,000** 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 June 15, 2016 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

20150350

39262

GIMB2

Dr. Jonathan Lorenzo Yorba
President and CEO



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

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

ETB ShieldSM Check Fraud
 Protection for Business

39262

PAY * Ten Thousand and no/100 *

TO THE ORDER OF

DATE

AMOUNT

05/26/2015

\$****10,000.00

Homeless Assistance Leadership Organization
 2000 DeKoven Avenue
 Racine, WI 53403

Celia Cochran

AUTHORIZED SIGNATURE

⑈039262⑈ ⑆122234149⑆ 244624437⑈

The Community Foundation

39262

19016	Homeless Assistance Leadership Organization	05/26/2015	039262	
20150350	05/26/2015 Computer Network and Water Heater			10,000.00
GIMB	S.L. Gimbel Foundation Advised Fund		10,000.00	

CHECK TOTAL: \$****10,000.00

The Community Foundation

39262

19016	Homeless Assistance Leadership Organization	05/26/2015	039262	
20150350	05/26/2015 Computer Network and Water Heater			10,000.00
GIMB	S.L. Gimbel Foundation Advised Fund		10,000.00	

CHECK TOTAL: \$****10,000.00