

Internal Use Only:
Grant No: _____

Organization / Agency Information

Organization/Agency Name: Voices For Children		
Physical Address: 5555 Arlington Avenue, Riverside, CA 92504		
Mailing Address: 5555 Arlington Avenue Riverside, CA 92504		
CEO or Director: Ms Sharon Lawrence Title: President/CEO		
Phone: (858) 598-2204	Fax:	Email: SharonL@speakupnow.org
Contact Person: Jessica Muñoz	Title: Program Director - Riverside CASA Program	
Phone: (951) 357-9100	Fax:	Email: JessicaM@speakupnow.org
Web Site Address: http://www.speakupnow.org		Tax ID: 95-3786047

Program / Grant Information

Interest Area: ☐ Animal Protection ☐ Education ☐ Environment ☐ Health ☒ Human Dignity

Program/Project Name: Court Appointed Special Advocate (CASA) Program in Riverside County			Amount of Grant Requested: \$25,000
Total Organization Budget: \$615,000	Per 990, Percentage of Program Service Expenses (Column B/ Column A x 100): 76%	Per 990, Percentage of Management & General Expenses Only (Column C / Column A x 100): 4%	Per 990, Percentage of Management & General Expenses and Fundraising (Column C+D / Column A x 100): 24%
Purpose of Grant Request (one sentence): This grant would help VFC recruit, train, and supervise volunteer CASAs to provide advocacy for abused, abandoned, or neglected children in Riverside County foster care.			
Program Start Date (Month and Year): 6/30/2018 8/1/18		Program End Date (Month and Year): 6/30/2019 7/31/2019	
Gimbel Grants Received: List Year(s) and Award Amount(s) The S. L. Gimbel Foundation awarded Voices for Children \$50,000 on October 27, 2016 in support of our Court Appointed Special Advocate (CASA) program in Riverside County. The performance period for this grant was November 1, 2016 through October 31, 2017. Voices for Children is grateful for this support of our work with foster children.			

Organization Physical Address

Street No. and Name, City, State, Zip (*No residential addresses, please*)
5555 Arlington Avenue
Riverside, CA 92504

Website Address www.speakupnow.org

Organizational Leadership (Please list CEO, President, Board Chair, Executive Director)

Prefix Mr.

First Name John

Last Name Valencia

Title President/CEO

Work Phone (xxx-xxx-xxxx) 858-598-2204

E-mail Address JohnV@speakupnow.org

Program/Project Contact Person

Prefix Ms

First Name Jessica

Last Name Muñoz

Title Executive Director

Work Phone (xxx-xxx-xxxx) 951-357-9100

E-mail Address JessicaM@speakupnow.org

Organization/Agency Background Organization Background

What is the history, mission, and purpose of your organization?

Mission & Purpose

Voices for Children (VFC) transforms the lives of abused, neglected, and abandoned children by providing them with Court Appointed Special Advocates (CASAs). We believe that every child deserves a safe and permanent home and, to that end, we will provide a CASA to every child in foster care who needs one and advocate to improve the lives of foster children.

History

VFC began in 1980 when a local law student and social worker wanted to help foster children experience better home placements and more positive life outcomes. Specifically, the pair wanted to help judges make informed decisions in the best interest of each foster child. They set up a desk in the hallway of the San Diego County Juvenile Court and recruited volunteers to review files of children who had been placed under Court jurisdiction because of parental abuse or neglect. The group embraced the CASA volunteer model, joined the National CASA Association and, in 1983, began training CASAs. From their efforts and their compassion for abused and neglected children in San Diego County, VFC was born. In 2015, VFC expanded to serve Riverside County after the former nonprofit providing CASA services there closed its doors.

Length of Service (number of years)

How long has the organization been providing programs and services to the community?

38

Organizational Accomplishments

What are some of your past organizational accomplishments in the last 3 years?

From humble beginnings as a grassroots, all-volunteer effort to the professional-caliber nonprofit organization VFC is today, we are proud that our organization is now the largest CASA program in California and the Western states, and in the top three of all 950 CASA programs nationwide. Locally, VFC is considered among the most effective, efficient, and highly regarded children's charities. VFC has received numerous awards for its work including the Angels in Adoption award from the Congressional Coalition on Adoption and the University of San Diego Kaleidoscope Award for exceptional Board Governance. The agency has been certified by OneOC, Points of Light, and California Volunteers as a Service Enterprise since 2014. In July 2015, VFC received the All Children, All Families designation from the Human Rights Campaign for its dedication to serving the LGBTQ community within the foster care system. This entailed many months of preparation and additional training for staff and volunteers. VFC is the first CASA program in the nation to receive this designation.

In addition, VFC's professional staff, CASA volunteers, and former foster youth received various awards and honors in 2017:

- James Scoffin was recognized by the San Diego Business Journal as Chief Financial Officer of the Year in the nonprofit organization category
 - Former foster youth served by VFC, Suamhirs Piraino-Guzman, received the STARS Award from the Child Abuse Prevention Coordinating Council in the Volunteer category for his outstanding work in preventing child abuse
- VFC's Riverside County CASA volunteers also received awards for their exceptional service—CASA Chris Mahr received the HOPE Collaborative Child and Family Advocate Award and CASA Kris Torres was named Volunteer of the Year by the Association of Fundraising Professionals Inland Empire Chapter.

In FY16-17, VFC's staff and CASA volunteers provided advocacy services to a record 3,200 children living in foster care.

Programs and Activities

What are some of your current key programs and activities? Describe the communities you serve. Include populations and geographic locations.

VFC recruits, trains, and supervises CASA volunteers to advocate for the individual needs of foster children ages 0-21 across Riverside and San Diego Counties. CASAs begin by attending an Information Session, then undergo a rigorous screening process. Approved CASA candidates complete 35 hours of coursework through VFC's Advocate University. Upon graduation, CASAs are sworn in by a dependency judge as official Officers of the Court. Unlike social workers who manage enormous caseloads, CASAs are matched with a single child or sibling group. This model allows CASAs an extraordinary amount of time to get to know their case child, meet with all of the relevant stakeholders in that child's life including teachers, doctors, foster families, and foster care professionals, and prepare written reports to the judges making important decisions for the child's healthcare, education, and permanent home placement. CASAs commit to a minimum of 18 months and serve as "the voice" for vulnerable foster children, advocating for comprehensive services and support for them in court, the classroom, and the community.

CASAs ensure that foster children do not slip through the cracks of the overburdened foster care system while promoting their safety, stability, and recovery from the trauma they have experienced:

Wellness - CASAs connect their case children to needed medical care and therapy—services that might not be available to them or provided in a timely manner without a CASA's consistent presence.

Education - CASAs can make a difference by holding a foster child's education rights, meeting with their teachers, and providing access to tutoring. CASAs are a vital resource for foster children who are struggling in school.

Transitioning to Adulthood - Specially trained CASAs help older foster youth with requirements for high school graduation, college and job applications, finding safe housing, financial management, and many other independent living skills.

Program/Project Information

Interest Area Human Dignity

Program or Project Name

Court Appointed Special Advocate (CASA) Program in Riverside County

Amount of Grant Requested

Use whole dollars, do not use \$ sign, comma, or decimal

25000

Total Organization Annual Operating Budget Use whole dollars, do not use \$ sign, comma, or decimal 6658500

Per 990, Percentage of Program Service Expenses

Column B divided by Column A, x 100

80.5

Per 990, Percentage of Management & General Expenses Only

Column C divided by Column A, x 100

4.4

Per 990, Percentage of Management & General Expenses and Fundraising

Column C + Column D, divided by Column A, x 100

19.5

Purpose of Grant Request

Please summarize the project (in 25 words or less).

This grant would help VFC recruit, train, and supervise volunteer CASAs to provide advocacy for abused, abandoned, or neglected children in Riverside County foster care.

Use of Grant Funds

How will you use the grant funds?

Grant funds will support a portion of the salary of VFC's Riverside County-based Recruitment & Training Manager. This full-time position will be responsible for conducting CASA Information Sessions and outreach presentations (approx. 50), and leading VFC's 35-hour Advocate University training course for all prospective volunteers. Advocate University prepares local citizens for their important role as CASAs, educating them on foster care topics including child development, educational advocacy, early intervention training, domestic violence, child welfare services, court report writing, and more.

Other activities include continuing education for CASAs on topics including community resources for foster children, working with foster care professionals, and court advocacy. CASAs are continually supported and supervised by VFC's professional Advocacy Supervisors. VFC professionals oversee the design of detailed case plans to meet the needs of the foster child, written court reports for the judges making decisions on the case, and overall case management. The number of foster children VFC can help is contingent upon the number of local citizens who will choose to become CASAs, thus the Recruitment & Training Manager position is essential to VFC's positive impact on abused children's lives. VFC respectfully requests a grant of \$25,000 to fund a portion of this crucial position.

Project Start Date Month and Year 8/1/2018

Project End Date Month and Year 7/31/2019

Gimbel Grants Received

List previous years with award amounts, if applicable

The S. L. Gimbel Foundation awarded Voices for Children \$50,000 on October 27, 2016 in support of our Court Appointed Special Advocate (CASA) program in Riverside County. The performance period for this grant was November 1, 2016 through October 31, 2017. Voices for Children is grateful for this support of our work with foster children.

Statement of Need

Specify the community need you want to address and are seeking funds for.

In Riverside County, approximately 4,800 children spend time in foster care each year after being abused or neglected by their own families.

While the system is made up of many compassionate professionals, there simply are not enough resources to give every child the individual care and attention they deserve:

- Social workers manage 45 family cases.
- Attorneys represent as many as 200 children.
- Dependency Judges hear up to 1,000 cases each year.

Abuse is traumatic enough. No child should have to endure additional hardships, but sadly, foster care can be its own form of devastation. When children are removed from unsafe homes, they are not just separated from their abusers. These boys and girls lose their neighbors, classmates, friends, and often, their brothers and sisters, since sibling groups are rarely able to live in the same foster home. In the midst of their loneliness, they deal with ever-shifting foster and group home placements, school transfers and severe educational setbacks, and a revolving door of social workers.

The instability of foster care itself can be quite damaging—in fact, studies show that 25% of foster youth experience PTSD, which is a rate comparable to U.S war veterans. Approximately 25% of foster youth become homeless after age 18 and 50% are unemployed by age 21. One- third of former foster youth become involved with the criminal justice system and, in fact, 20% of California’s inmates are former foster children. Life should not have to be this hard for these children who only ever wanted to be loved and cared for by their families.

VFC’s CASA program changes the trajectory of foster children’s lives. VFC recruits and trains CASA volunteers, and then carefully matches these caring adults to individual foster children or sibling groups in Riverside County’s foster care system. VFC’s CASAs do what social workers, lawyers, and other stakeholders typically cannot. They provide their case children with extra, individualized attention—ensuring that they have at least one adult who sees “the big picture” and is looking out for their best interests. CASAs get to know their case children’s situations in depth, meet with all the relevant parties, and write influential court reports on the cases that include knowledgeable and helpful recommendations to the judges. CASAs also care for their case children in many other ways—with the older children, they support them in school, take them to medical appointments, and provide fun outings to museums, parks, or free concerts. They are important adult role models and mentors for children who have not had that in their lives.

CASAs create brighter futures for foster children by advocating for their best interests and providing an unparalleled level of support. With a CASA in their lives, many foster children do better in school, have improved self-esteem, and avoid negative outcomes typically experienced by former foster youth who did not have access to CASAs. Every child deserves the advocacy that only a CASA can provide, which is why we must expand our services in Riverside County.

Project Description

Describe your project. How will this project enable this organization to better meet community needs? What is unique and innovative about this project?

It is unfathomable how anyone could ever hurt a child, but sadly, child abuse is a pervasive issue in our local community. In Riverside County alone, 4,800 children spend time in foster care each year after enduring unspeakable suffering at the hands of the very people responsible for their wellbeing—their parents or caregivers. Because the foster care system is

overwhelmed, these children can suffer further indignity by being shuffled from home to home and continuously dealing with critical gaps in services. It is easy to understand why children in foster care can feel forgotten and that no one truly cares about them.

Without proper intervention and support, years of institutionalized living can cause severe damage to these children—shattered self esteem, complete loss of faith in adults, lack of motivation and ambition, and a fatalistic view of the world. These children can stop believing that life could ever be different and give up on their dreams. As noted, many children experience significant trauma when entering the foster care system and the evidence reveals that children who must face this situation alone are at higher risk for experiencing negative outcomes in their later years—outcomes like school dropout, mental health issues, unemployment, homelessness, or even incarceration. If we do not take care of these children's needs during their time in foster care, our community will pay the price when they grow up.

VFC's CASA model is innovative because our volunteers are able to do what other foster care professionals typically cannot. CASAs provide their case children with individual attention—ensuring that they have a dependable adult who stays on their case and consistently advocates for their best interests. CASAs meet with all the relevant parties, become experts on their foster child's case, and write influential court reports that include knowledgeable recommendations to dependency judges. CASAs have tremendous influence in shaping foster children's futures—90% of local judges report that CASA recommendations in Court help them to make life-altering decisions for foster children. CASAs also have the time to be a friend, mentor, and an adult a foster child can really trust.

Because CASAs are assigned to a single child or sibling group, the foster children we serve experience more stability in their lives and for many children, hope for their future is restored. VFC's CASA program also helps to prevent re-abuse of the child, and thus re-entry into foster care—something that studies show is more typical for foster children without CASAs. Ultimately, CASAs help to clear a path for Riverside County children out of the complex, overburdened child welfare system, and into safe, permanent homes.

A \$25,000 grant will allow VFC to engage more local citizens in the crisis of foster care and train them to become CASAs. Through VFC's extensive recruitment and training efforts, more Riverside County citizens will step up to become heroes for boys and girls who have been abused, improving the quality of their lives and making a positive and long-lasting difference.

Project Goal, Objectives, Activities, Expected Outcomes, and Evaluation: In fields below, state in the following order: **1. ONE Project Goal** that is a broad, aspirational statement of purpose for the project and **ONE Objective** that is a specific, measurable, verifiable, action- oriented, realistic, and time-specific statement intended to guide your organization's activities toward achieving the goal. **2. Specify the Project Activities** you will undertake to meet the objective and number of participants for each activity. **3. Expected Outcomes** are the individual, organizational, or community-level changes that can reasonably occur during the grant period as a result of the proposed activities or services. What are the key anticipated outcomes of the project and impact on participants? State in quantifiable and verifiable terms. **4. Evaluation** How will progress towards the objectives be tracked and outcomes measured? Provide specific information on how you will collect relevant data and statistics that meet your objective and validate your expected outcomes in a quantifiable manner as you describe your evaluation process.

1. Project Goal

The goal of the Riverside County CASA program is to improve safety, stability, and quality of life for Riverside County children who have experienced abuse, neglect, or abandonment and are now living in the overburdened foster care system.

2. Project Objective

Build a CASA volunteer base of 250 citizens through recruitment, training, and supervision, and match them with 375 Riverside County foster children in need by July 31, 2019.

3. Project Activities

VFC staff will train and supervise a minimum of 250 volunteer CASAs who will provide comprehensive advocacy services for foster children in court, the classroom and the community. Each volunteer will be matched with a single foster child or sibling group, serving 375 Riverside County foster children in total. With ongoing support from VFC staff, CASAs gain a comprehensive understanding of each child's case, ensure children have access to the services and supports they need while in foster care, and provide influential written reports to the judge, helping the court to make decisions in each child's best interest and determine if reunification with families is safe.

4. Expected Outcomes

We expect to provide 375 Riverside County foster children with 250 expertly-trained CASAs between August 1, 2018 and July 31, 2019. Foster children matched with CASAs will have appropriate referrals and access to services tailored to their individual needs; will be protected from experiencing re-abuse and re-entry into foster care, and will ultimately experience improved safety and stability through adoption, guardianship, or reunification upon case closure.

5. Evaluation

Using our sophisticated database system, CASA Manager, VFC will generate reports on the number of trained volunteers who are matched with a foster child or sibling group during the August 1, 2018 to July 31, 2019 grant performance period. We will track our activities involved in the training and supervision of 250 CASA volunteers serving 375 Riverside County foster children. VFC will also track data including each child's elapsed time in the system, factors for entering the system, details about the child's medical and psychological well-being, and reasons for a case closure – such as reunification, adoption, or guardianship. We will analyze this data to evaluate the impact of the CASA program on 375 Riverside County foster children.

*Below are some examples of how to list your Goals, Objectives, Activities, Expected Outcomes, and Evaluation: Objective, Outcome, and Evaluation should align and should be written in a linear format, using actual numbers and data that are quantifiable and verifiable.

STATE ONE GOAL, ONE OBJECTIVE, ONE OUTCOME:

GOAL: House all homeless youth ages 18-24 in Mariposa County who are physically, mentally, and legally able to work within 24 hours and help them become self-sufficient in 90 days.

OBJECTIVE: House up to 145 homeless youth referred or who contact us within 24 hours. OUTCOME: We expect to provide rapid rehousing to over 45 homeless youth in 2017.

EVALUATION: Using Build Futures' Salesforce database client management and tracking system, generate reports on the number of clients served and housed. Track our role in housing 145 youth. Account for additional success or lower numbers of youth in the program.

Target Population

Who will this grant serve? How many people will be impacted? Provide a breakdown: Number of children, youth, adults, seniors, animals.

A \$25,000 grant from the S.L. Gimbel Foundation would help promote safety, stability, and recovery from abuse and neglect for more children living in Riverside County foster care. A minimum of 14 Riverside County foster children will benefit directly from this grant, as the recruitment and training activities conducted by VFC will ensure the provision of an expertly trained CASA for these children for a full year. This represents an estimated 1,500 hours of individualized advocacy—a level of care and attention that could never be provided to these boys and girls through foster care alone.

Project Timeline

Provide a timeline for implementing the project. Include timeframes for specific activities, as appropriate.

This request supports one year of Riverside County CASA program operations, and CASA recruitment and training activities described above will be carried out for the duration of the grant period from August 2018 to July 2019.

Projects in the Community

How does this project relate to other existing projects in the community? Who else in the community is providing this service or has a similar project? Who are your community partners, if any? How are you utilizing volunteers?

VFC is unique within the foster care community as the only organization legally authorized by the Superior Court to provide CASA services in Riverside and San Diego counties. CASAs are expertly trained to ensure comprehensive, individualized advocacy services are provided to each foster child. CASAs routinely collaborate with many community partner organizations whose services complement our work. To ensure the best possible outcomes for the children we serve, we work with organizations that provide a range of important services to foster children, including assessment, therapy, living placement, medical, educational, and transitional services. VFC works with judges, attorneys, social workers, counselors, psychologists, business professionals and educators, and interacts daily with the County's Department of Public Social Services and foster care facilities/shelters. Collaboration is a key element in VFC's long-standing program success and maintaining the Court's confidence in our work.

CASA volunteers are the lifeblood of VFC. These compassionate local citizens of every ethnicity, background, income level, age, and profession all share the desire to make life better for abused children. In FY16-17, more than 200 men and women volunteered their time for our Riverside County CASA program, serving 272 foster children recovering from abuse, neglect, and abandonment.

Project Future

Project Future / Sustainability

Explain how you will support the project after the grant performance period. Include plans for fundraising or increasing financial support designated for the project.

Financial sustainability is the highest priority for VFC, in order to serve Riverside County's abused children. Our Board and skilled fundraising team work to seek a balanced mix of funding from diverse sources. Our Riverside County CASA Program is loyally supported by the Judicial Council, the County Board of Supervisors, and Community Development Block Grants from the County and various cities. In addition, an anonymous benefactor generously supports our CASA program with a \$100,000 annual gift. VFC has close ties to these existing partners, but also reaches out broadly to other foundations, corporations, service groups, and individuals to become first time supporters. In this current FY, VFC has generated \$170,000 in new revenue.

VFC is pleased that Focusing Philanthropy recently issued a match challenge, which will require VFC to secure donations from individuals at twice the amount of the foundation's gift. We are eagerly rising to the challenge so that we may improve the quality of life for Riverside County foster children. Support from the S. L. Gimbel Foundation has helped to solidify VFC's reputation as a top service provider to foster children and has provided a pathway to new opportunities such as this match challenge. We are so grateful.

Governance, Executive Leadership, and Management: Key Personnel / Staff Qualifications Governance and Executive Leadership

Describe your Board of Directors and the role it plays in the organization. What committees exist within your Board? How does your Board make decisions?

Our 26-member Board of Directors and Executive Leadership set the strategic Serve Every Child vision for Voices for Children—our long-range plan to impact and transform the foster care paradigm by one day providing a CASA volunteer to every single foster child in crisis. Many of our board members have personal, professional, or business associations

with communities in Riverside County and they are passionately invested in the continued growth and success of VFC's CASA program serving Riverside County. Several committees under the Board of Directors help to direct our program operations, and they include: the Executive Committee, Audit Committee, Finance Committee, Development Committee, Governance Committee, and Strategic Committee. Board members who wish to implement new ideas and strategies for furthering VFC's mission present their recommendations to the full Board for a formal vote, and Board meetings are held quarterly. In addition, our Board supports VFC enthusiastically with their time, talents, and resources—with 100% making personal financial contributions exceeding \$30,000 on average. In addition, our Board members are dedicated to the success of our fundraising program, often volunteering as logistics chairs for VFC's signature fundraising events including the Starry, Starry Night gala and the Fostering Hope Golf Classic.

Management

Describe the qualifications of key personnel/staff responsible for implementing the project.

VFC currently employs 76 people, the majority working in programs, training, and recruitment. They are remarkably dedicated and offer many decades of combined experience and a passion for our vision. Our key personnel responsible for implementing the Riverside County CASA program include:

- John Valencia, President/CEO of Voices for Children, brings two decades of senior nonprofit management experience to the position, most recently as the Vice Chancellor, Workforce & Organizational Development, for Grossmont-Cuyamaca Community College District. He has served on numerous Boards of Directors and received awards for his community service. John's dedication to helping foster youth succeed, coupled with his exceptional leadership skills, will help VFC carry forward its important work of advocating on behalf of children in Riverside County and San Diego County foster care.
- Jessica Muñoz, Executive Director of the Riverside County CASA Program, is responsible for implementing the program and managing VFC's Riverside-based professional Advocacy Supervisors and the Recruitment & Training Manager. Jessica holds a Juris Doctor from Creighton School of Law, a Masters in Forensic Science from National University, and a certificate in Nonprofit Management from USD. Jessica practiced as an attorney for 7 years, including 4 years in the dependency court system.

Budget Attachment (Revised 5/31/18)

Organization Name: Voices for Children

V. Project Budget and Narrative (Do not delete these instructions on your completed form).

A) Budget Table: Provide a detailed line-item budget for your entire project by completing the table below. Requested line items should be limited to Ten (10) line items. The less the better.

A breakdown of specific line item requests and attendant costs should include:

1) Line item requests for materials, supplies, equipment and others:

a. Identify and list the type of materials, supplies, equipment, etc.

b. Specify the unit cost, number of units, and total cost

c. Use a formula/equation as applicable. (i.e. 40 books @ \$100 each = \$4000)

2) Line item requests for staff compensation, benefits: **Do not use FTE percentages.**

a. Identify the position; for each position request, **specify the hourly rate and the number of hours** (i.e. \$20/hr. x 20 hours/week x 20 weeks = \$8,000)

b. For benefits, provide the formula and calculation (i.e. \$8,000 x 25% = \$2,000)

3) Line items on Salaries/Personnel included in budget (contribution or in-kind) but NOT requested from the Gimbel Foundation must be broken down per number 2) above: Provide rate of pay per hour and number of hours.

4) Line Item Description should be **no more than two lines**; otherwise, it will get cut off. Additional descriptions should be included in the Budget Narrative.

Line Item Request	Line Item Explanation	Support From	Support From	Requested Amount	Line Item Total of

		Your Agency	Other Funders	From TCF	Project
Personnel: Executive Director, Riverside	40 hours/week × \$43.27/hour × 52 weeks = \$90,000	-	\$90,000	-	\$90,000
Personnel: Director of Philanthropy	30 hours/week × \$41.00/hour × 52 weeks = \$63,960	-	\$63,960	-	\$63,960
Personnel: Assistant Program Manager	40 hours/week × \$23.08/hour × 52 weeks = \$48,006	-	\$48,006	-	\$48,006
Personnel: Recruitment and Training Manager	40 hours/week × \$23.08/hour × 52 weeks = \$48,006	-	\$23,006	\$25,000	\$48,006
Personnel: Senior Advocacy Supervisor	40 hours/week × \$21.29/hour × 52 weeks = \$44,283	-	\$44,283	-	\$44,283
Personnel: Advocacy Supervisor (4)	40 hours/week × \$20.00/hour × 52 weeks = \$41,600 × 4 employees = \$166,400	-	\$166,400	-	\$166,400
Personnel: President/CEO	Position based in San Diego with 10% time dedicated to CASA Program in Riverside County. \$96.15/hr. × 40 hours/week × 52 weeks = \$200,000. 10% of \$200,000 = \$20,000 @ 4 hours/week.	-	\$20,000	-	\$20,000
Personnel: Vice President of Philanthropy	Position based in San Diego with 10% time dedicated to CASA Program in Riverside. \$54.81/hr. × 40 hours/week × 52 weeks = \$114,005. 10% of \$114,005 = \$11,400 @ 4 hrs/week	-	\$11,400	-	\$11,400

Personnel: Grants Officer	Position based in San Diego with 10% time dedicated to CASA Program in Riverside. $\$27.88/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$57,990$. 10% of $\$57,990 = \$5,799$ @ 4 hours/week		\$5,799		\$5,799
Personnel: Marketing Manager	Position based in San Diego with 10% time dedicated to CASA Program in Riverside. $\$27.88/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$57,990$. 10% of $\$57,990 = \$5,799$ @ 4 hours/week		\$5,799		\$5,799
Personnel: Vice President of Human Resources and Organizational Development	Position based in San Diego with 10% time dedicated to CASA Program in Riverside. $\$43.27/\text{hr.} \times 40 \text{ hours/wk.} \times 52 \text{ weeks} = \$90,001$. 10% of $\$90,001 = \$9,000$ @ 4 hrs./week		\$9,000		\$9,000
Personnel: Accountant	Position based in San Diego with 10% time dedicated to CASA Program in Riverside. $\$25.00/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$52,000$. 10% of $\$52,000 = \$5,200$ @ 4 hrs./week		\$5,200		\$5,200
Personnel: Operations Supervisor	Position based in San Diego with 10% time dedicated to CASA Program in Riverside County. $\$26/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$54,080$. 10% of $\$54,080 = \$5,408$ @ 4 hrs./week		\$5,408		\$5,408

Personnel: Database and Stewardship Manager	Position based in San Diego with 10% time dedicated to CASA Program in Riverside County. \$29.81/hr. x 40 hrs./week x 52 weeks = \$62,000. 10% of \$62,000 = \$6,200 @ 4 hrs./week		\$6,200		\$6,200
Personnel: Grants Coordinator	Position based in San Diego with 10% time dedicated to CASA Program in Riverside County. \$22.12/hr. x 40 hrs./week x 52 weeks = \$46,010. 10% of \$46,010 = \$4,601 @ 4 hrs./week		\$4,601		\$4,601
Payroll taxes and benefits	$\$534,062 \times 15\% = \$80,109$		\$80,109		\$80,109
Business/operational expenses	\$11,129		\$11,129		\$11,129
Marketing	\$42,500		\$42,500		\$42,500
Meal/mileage expenses	\$75,000		\$75,000		\$75,000
Phones	\$7,200		\$7,200		\$7,200
TOTALS:	\$750,000	\$0	\$725,000	\$25,000	\$750,000

B) Narrative: The budget narrative is the justification of “how” and/or “why” a line item helps to meet the project deliverables. Provide a description for each line item request as necessary. Explain how the line item relates to the project. If you are requesting funds to pay for staff, list the specific duties of each position. See attached SAMPLE Project Budget and Budget Narrative

1. Personnel: Executive Director, Riverside

Responsible for all operations of the Riverside CASA program. Executes the strategic plan; gives voice to the organization’s vision; provides inspiration and leadership for the achievement of the vision, manages Riverside County staff (including team of Advocacy Supervisors, Assistant Program Manager, Recruitment & Training Manager, and Director of Philanthropy), oversees all fundraising activities; and manages the organization to achieve all programmatic goals in Riverside.

40 hours/week × \$43.27/hour × 52 weeks= \$90,000.

2. Personnel: Director of Philanthropy

Responsible for planning, organizing, and directing fundraising for the Riverside County CASA program, including major gifts, planned giving, special events and capital campaigns.

30 hours/week × \$41.00/hour × 52 weeks = \$63,960.

3. **Personnel: Assistant Program Manager**
Provides Advocacy Supervisors with the support they need in order to effectively oversee CASA volunteers; ensure that the agency is well-represented in the community and assist with building relationships with community partners; ensure that the needs of the volunteers are met and that the volunteers are satisfied; ensure that the policies and procedures of VFC are followed by all volunteers and direct reports.
 $40 \text{ hours/week} \times \$23.08/\text{hour} \times 52 \text{ weeks} = \$48,006$.
4. **Personnel: Recruitment and Training Manager**
Conducts CASA volunteer Information Sessions and community outreach presentations (approximately 50/year). Leads VFC's 35-hour Advocate University training course required for all volunteers. Provides continuing education for CASAs on topics including foster care issues, community resources for foster children, and court advocacy. Responsible for ensuring a CASA volunteer base totaling at least 250 trained citizens during the grant performance period. $40 \text{ hours/week} \times \$23.08/\text{hour} \times 52 \text{ weeks} = \$48,006$. It is for this position that Voices for Children's requests S. L. Gimbel Foundation support.
5. **Personnel: Senior Advocacy Supervisor**
Manages a caseload of 30-40 CASA volunteers; supports specialized programs, projects, and initiatives that supplement the CASA program; trains new Advocacy Supervisors.
 $40 \text{ hours/week} \times \$21.29/\text{hour} \times 52 \text{ weeks} = \$44,283$.
6. **Personnel: Advocacy Supervisor (4 positions)**
Manage a caseload of 40-50 CASA volunteers; ensure that children receive the advocacy/direct services they need; ensure that the children's best interests are presented to the Court by Court Appointed Special Advocates (CASAs).
 $40 \text{ hours/week} \times \$20.00/\text{hour} \times 52 \text{ weeks} = \$41,600 \times 4 \text{ employees} = \$166,400$.
7. **Personnel: President/CEO**
Serves as the organization's Chief Executive and Administrative officer, reporting directly to the Board of Directors.
Position based in San Diego with 10% time dedicated to CASA Program in Riverside County. $\$96.15/\text{hr.} \times 40 \text{ hours/week} \times 52 \text{ weeks} = \$200,000$. $10\% \text{ of } \$200,000 = \$20,000 @ 4 \text{ hours/week}$.
8. **Personnel: Vice President of Philanthropy**
Responsible for leading, planning, and implementing all fundraising and development activities for the organization, meeting fundraising goals, and working to expand and diversify the organization's funder base. Position based in San Diego with 10% time dedicated to CASA Program in Riverside. $\$54.81/\text{hr.} \times 40 \text{ hours/week} \times 52 \text{ weeks} = \$114,005$. $10\% \text{ of } \$114,005 = \$11,400 @ 4 \text{ hrs./week}$.
9. **Personnel: Grants Officer**
Responsible for developing, writing, and submitting grant proposals and reports to institutional funders; ensures that funding is used in accordance with the grant requirements.
Position based in San Diego with 10% time dedicated to CASA Program in Riverside. $\$27.88/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$57,990$. $10\% \text{ of } \$57,990 = \$5,799 @ 4 \text{ hours/week}$.
10. **Personnel: Marketing Manager**
Creates and implements marketing strategies in order to recruit and retain volunteers, raise funds, and raise community awareness of Voices for Children and the crisis of foster care.
Position based in San Diego with 10% time dedicated to CASA Program in Riverside.
 $\$27.88/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$57,990$. $10\% \text{ of } \$57,990 = \$5,799 @ 4 \text{ hours/week}$
11. **Personnel: Vice President of Human Resources and Organizational Development**

Responsible for organizational development, recruitment and staffing, employment law compliance, performance management, employee relations, and compensation and benefits.

Position based in San Diego with 10% time dedicated to CASA Program in Riverside. $\$43.27/\text{hr.} \times 40 \text{ hours/wk.} \times 52 \text{ weeks} = \$90,001$. 10% of $\$90,001 = \$9,000 @ 4 \text{ hrs./week}$

12. **Personnel: Accountant**

Performs financial functions related to the collection, accuracy, recording, analysis and presentation of Voices for Children's financial operations.

Position based in San Diego with 10% time dedicated to CASA Program in Riverside. $\$25.00/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$52,000$. 10% of $\$52,000 = \$5,200 @ 4 \text{ hrs./week}$.

13. **Personnel: Operations Supervisor**

Responsible for the day-to-day effectiveness of Voices for Children, including program operations, finance, and human resources functions.

Position based in San Diego with 10% time dedicated to CASA Program in Riverside County. $\$26/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$54,080$. 10% of $\$54,080 = \$5,408 @ 4 \text{ hrs./week}$.

14. **Personnel: Database and Stewardship Manager**

Maintains Voices for Children's donor database; tracks all revenue/expenses for the development department; implements stewardship strategies that strengthen long-term relationships with major donors.

Position based in San Diego with 10% time dedicated to CASA Program in Riverside County. $\$29.81/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$62,000$. 10% of $\$62,000 = \$6,200 @ 4 \text{ hrs./week}$.

15. **Personnel: Grants Coordinator**

Develops, writes, prepares, and submits grant proposals, funding requests, and reports to institutional funders. $\$22.12/\text{hr.} \times 40 \text{ hrs./week} \times 52 \text{ weeks} = \$46,010$. 10% of $\$46,010 = \$4,601 @ 4 \text{ hrs./week}$

16. **Payroll Taxes and benefits**

Includes social security, Medicare, workers compensation insurance, and health benefits.

17. **Business/operational expenses**

Includes office equipment and supplies, fees, dues, and subscriptions, and rent.

18. **Marketing**

Expenses for implementing marketing strategies to recruit volunteers and raise funds. Includes print collateral, radio advertisements, outdoor advertising, and direct mail.

19. **Meal/mileage expenses**

Volunteer mileage reimbursement; staff reimbursement for business meals. Voices for children reimburses reported staff mileage at 54.5 cents/mile and reported CASA mileage at 35 cents/mile.

20. **Phones**

Phone bill for VFC's office in Riverside County.

VII. Financial Analysis

Agency Name: Voices for Children

Most Current Fiscal Year (Dates): From July 1, 2016 To: June 30, 2017

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!

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
\$ 5633674	\$4535521	\$ 248970	\$ 849183

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
	Columns B / A x 100	Columns C / A x 100	Columns D / A x 100
Must equal 100%	80.5%	4.4%	15.1%

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	Column C, Management & general expenses per 990 above	Differential
5.0%	4.4%	0.6%

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
\$2051185	\$0	719113	2.85

Excess or Deficit for the Year:

Excess or (Deficit) Most recent fiscal year end	Excess or (Deficit) Prior fiscal year end
\$328027	\$282812

Notes:

Please note that when Voices for Children first submitted our 2018 application, the organization's most recent Form 990 (FY2016-2017) was not yet available. This Financial Analysis was revised in May 2018 using the figures from the FY2016-2017 990.

2018 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
Anderson Children's Foundation	\$20,000
BetterWorld Trust	\$20,000
Valley Health System	\$10,000
In-N-Out Burger Foundation	\$7,500
Bluebird Legacy Foundation	\$10,000
Marsh Charitable Fund	\$6,000
Annenberg Foundation	\$50,000
Government grants & Corporate and Individual Contributions	\$448,094

Pending

Name of Funder: Foundation, Corporation, Government	Amount	Decision Date
Riverside County Transportation Commission three-year grant FY18/19-20/21	\$ 330,805	June 2018
County and City Community Development Block Grants FY18/19	\$ 137,500	June 2018
Bank of America FY17/18	\$ 20,000	May 2018
Stater Bros. Charities FY17/18	\$ 4,000	May 2018
California Office of Emergency Services FY17/18-18/19	\$ 102,000	May 2018
Various corporate and private foundation grants under consideration FY17/18	\$ 38,000	TBD

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	\$2,273,975	36.5 %	Program Fees	\$0	0 %
Fundraising/Special Events	\$ 1,792,116	28 %	Interest Income	\$ 8,787	0.1 %
Corp/Foundation Grants	\$ 1,417,257	22 %	Other: In-Kind	\$81,256	1.3 %
Government Grants	\$756,980	12 %	Other: Earned	\$6,370	0.1 %

Notes:

Sources of Funding are specific to VFC's CASA program in Riverside County, which is the focus of this grant request. Figures listed in the Diversity of Funding Sources chart represent FY16-17 organizational revenues of \$6,336,741.

2018 S.L. Gimbel Foundation APPLICATION

VII. Financial Analysis

Agency Name: Voices for Children

Most Current Fiscal Year (Dates): From July 1, 2016 To: June 30, 2017

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!**

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
\$ 6,008,713	\$ 4,568,439 = 76%	\$ 249,484 = 4%	\$ 1,190,790 = 20%

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
	Columns B / A x 100	Columns C / A x 100	Columns D / A x 100
Must equal 100%	4,568,439 = 76% %	249,484 = 4% %	1,190,790 = 20% %

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 <u>Current</u> Total Budget used for Administration	Column C, Management & general expenses per 990 above	Differential
5 %	4 %	1 %

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

Not Applicable

2017 S.L. Gimbel Foundation APPLICATION

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
\$ 2,051,185	\$	719,113	2.85

Excess or Deficit for the Year:

Excess or (Deficit) Most recent fiscal year end	Excess or (Deficit) Prior fiscal year end
\$ 328,027	\$ 282,812

Notes:

Please note that as of the deadline of this application, the 990 for the agency's most recent FY16-17 was not yet available. VFC anticipates that the 990 for FY16-17 will be available during March 2018. The audited financial statements for the agency's most recent FY16-17 were used to provide the figures in this Financial Analysis.



<u>Categories of Income & Expense:</u> <u>Voices for Children CASA Program</u>	<u>FY2017-2018</u>
GRANTS & CONTRIBUTIONS:	
Foundations	\$1,075,000
Corporate	\$310,000
Government	\$843,500
Individuals	\$2,240,000
Children's Assistance Fund	\$86,000
Service Organizations	\$45,000
<u>TOTAL GRANTS & CONTRIBUTIONS</u>	<u>\$4,599,500</u>
SPECIAL EVENTS & EARNED INCOME:	
Fostering Hope Golf Classic	\$275,000
Wine Women & Shoes	\$325,000
Starry Starry Night	\$1,400,000
Investment Income	\$4,000
Earned Income (starfish/cars)	\$25,000
Misc. & 3rd Party Events	\$30,000
<u>TOTAL EVENTS + EARNED</u>	<u>\$2,059,000</u>
<u>TOTAL CONTRIBUTIONS & REVENUE</u>	<u>\$6,658,500</u>
-	
SALARIES & BENEFITS:	
Staff Salaries	\$4,270,765
Payroll Taxes & Services	\$330,572
Employee Benefits	\$354,152
Workers' Compensation	\$37,974
<u>TOTAL SALARIES & BENEFITS</u>	<u>\$5,043,463</u>
OPERATIONS:	
Office/Operational/Business Expenses	\$760,138
Marketing	\$153,660
Rent (office space)	\$402,249
<u>TOTAL OFFICE OPERATIONS</u>	<u>\$1,316,047</u>
<u>TOTAL SPECIAL EVENTS EXPENSES</u>	<u>\$448,500</u>
Less: Direct Benefit to Donors at Special Events	<u>(\$149,510)</u>
TOTAL	<u>\$6,658,500</u>

SAMPLE Budget Comparison

	Actuals		Budget		Variance	
	Most Recently		Projections			
	Completed Year		Current Year			
	20 17		20 18			
Income						
Individual Contributions	3,916,014	-	4,238,720	-	322,706	-
Corporate Contributions	263,259	-	310,000	-	46,741	-
Foundation Grants	1,304,075	-	1,075,000	-	(229,075)	-
Government Contributions	756,980	-	1,009,977	-	252,997	-
Other Earned Income	6,370	-	13,819	-	7,449	-
Other Unearned Income	81,256	-	-	-	(81,256)	-
Interest & Dividend Income	8,787	-	10,984	-	2,197	-
Total Income	6,336,741	-	6,658,500	-	321,759	-
Expenditures						
Personnel						
Salary CEO	171,343	-	197,745	-	26,402	-
Salary Assistant	3,641,861	-	4,073,020	-	431,159	-
Payroll Taxes	293,244	-	332,381	-	39,137	-
Insurance - Workers' Comp	23,146	-	37,974	-	14,828	-
Insurance - Health	295,584	-	354,152	-	58,568	-
Payroll Services	44,212	-	48,191	-	3,979	-
Retirement	-	-	-	-	-	-
Total Personnel	4,469,390	-	5,043,463	-	574,073	-
General Program/Administrative						
Bank/Investment Fee	9,816	-	10,012	-	196	-
Publications	150,648	-	153,660	-	3,012	-
Conferences & Meetings	53,312	-	54,378	-	1,066	-
Mileage	209,003	-	213,183	-	4,180	-
Audit & Accounting	-	-	-	-	-	-
Program Consultants	-	-	-	-	-	-
Insurance Expense	39,381	-	40,169	-	788	-
Telephone Expense - Land Lines	27,428	-	27,977	-	549	-
DSL & Internet	-	-	-	-	-	-
Website	-	-	-	-	-	-
Office Supplies	58,824	-	60,000	-	1,176	-
Postage & Delivery	10,284	-	10,490	-	206	-
Printing & Copying	28,286	-	28,852	-	566	-
Miscellaneous	1,098,920	-	1,165,826	-	66,906	-
Total General Program/Administrative	1,685,902	-	1,764,547	-	78,645	-
Total Expenditures	6,155,292	-	6,808,010	-	652,718	-
Revenue Less Expense	146,579	-	149,510	-	2,931	-

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 domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	168,588.	168,588.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	405,363.	333,045.	16,929.	55,389.
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	3,193,302.	2,623,611.	133,359.	436,332.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	272,046.	243,996.	1,386.	26,664.
10 Payroll taxes	269,431.	223,565.	10,877.	34,989.
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting				
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.)	26,971.	13,967.	11,850.	1,154.
12 Advertising and promotion	221,725.	221,725.		
13 Office expenses	35,593.	32,763.	1,897.	933.
14 Information technology				
15 Royalties				
16 Occupancy	313,144.	284,961.	6,263.	21,920.
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	46,661.	42,462.	933.	3,266.
23 Insurance	33,650.	33,650.		
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 MILEAGE & MEALS	210,949.	194,207.	6,943.	9,799.
b DUES & SUBSCRIPTIONS	45,653.	27,636.	9,802.	8,215.
c WORKERS' COMPENSATION	40,962.	33,655.	1,710.	5,597.
d EQUIPMENT & MAINTENANCE	36,223.	35,835.	78.	310.
e All other expenses	80,203.	54,672.	1,583.	23,948.
25 Total functional expenses. Add lines 1 through 24e	5,400,464.	4,568,338.	203,610.	628,516.
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)



**VOICES FOR CHILDREN
Board of Directors
FY2018-2019**

William B. Sailer, Esq., *Chair*
AnneElise Goetz, Esq., *Vice Chair*
Lise N. Wilson, Esq., *Secretary*
Ted Tchang, *Treasurer*
Jill Skrezyna, *Past Chair*
Mary Benirschke
David Bialis
Annette Bradbury
Patty Cohen
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Ann Parode Dynes, Esq.
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Jill Skrezyna
Katie Sullivan
Haeyoung Kong Tang, Ph.D.
Dale E. Yahnke, CFA, CFP®

S.L. Gimbel Final Evaluation Report Questions.

Questions 1-15 are required and must be completed

1. **Organization name:** Voices for Children
2. **Grant #** 20160674
3. **Grant Period:** November 1, 2016 to October 31, 2017
4. **Location of Services (City and State):** Riverside County, California
5. **Name and Title of person completing evaluation:** Rebecca Rader, Senior Vice President of Philanthropy
6. **Phone Number:** (858) 598-2211
7. **Email address.** RebeccaRa@speakupnow.org
8. **Total number of clients served through this grant funding:** 25
9. **Describe the project's key outcomes and results based on the goals and objectives.**

Voices for Children's (VFC's) goal for the Riverside County Court Appointed Special Advocate (CASA) Program was to provide individualized advocacy for 300 Riverside County foster children during the grant period—double the number of children served during the previous year. We are so pleased to report that during this grant cycle, VFC provided 295 abused and neglected children in Riverside County with individualized advocacy that only a CASA can offer. With the generous support of the S. L. Gimbel Foundation, our service rate soared to new heights and we are now helping to make life better for hundreds of boys and girls living in foster care. Every day, we see the powerful impact that CASAs make and studies show that this model of advocacy improves foster children's lives: with a CASA by their side as they navigate the chaotic, overburdened system, these children receive more services, spend less time in foster care, and find safe, permanent homes sooner. During this grant cycle, 53 child cases were successfully closed: 26 children with CASAs were reunified with their parents after appropriate services, 16 were placed with permanent guardians, and 11 were adopted into loving "forever families". Zero children who had CASAs suffered re-abuse and thus re-entry in to the system, an outcome which is sadly more common among children who do not have access to CASAs. For the children whose cases are still open, VFC's professional staff and expertly trained CASAs continue to provide comprehensive advocacy in court, the classroom, and the community.

These accomplishments were achieved through the following objectives:

1. VFC successfully recruited, trained, and graduated 138 new CASA volunteers in Riverside County during the grant period. Each new CASA completed 35+ hours of training in Advocate

10. How did the organization overcome and/or address the challenges and obstacles?

VFC's fundraising team follows a detailed, strategic plan of research, cultivation, solicitation, and donor stewardship to seek a balanced mix of funding for our Riverside County CASA program. In order to continue to expand this vital program, VFC has recently added a new Development Director based in Riverside County. The Development Director will collaborate with VFC's senior management team and Board of Directors to create a detailed development plan to identify and pursue new and diverse funding sources in Riverside County.

To recruit more volunteers and therefore serve more children, VFC employs targeted, cost-effective marketing campaigns designed to reach as many potential volunteers as possible, including radio and online advertising, email, and direct mail campaigns. In addition, our Riverside County Program Director and Recruitment and Training Coordinator conduct outreach presentations to various community groups. During the grant period, 22 presentations were given throughout Riverside County. These efforts help us to recruit a wide variety of volunteers who represent the diversity of the children we serve.

With the support of individuals, groups, and organizations who share our concern and compassion for abused, neglected, and abandoned children, we can continue to expand our Riverside CASA program and make life better for more vulnerable boys and girls.

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

A CASA's intervention into a child's life can literally save tens of thousands of public dollars when one considers the devastating statistics for former foster children who end up homeless or incarcerated as young adults. CASAs advocate for the rights and well-being of foster children in the courtroom, the classroom, and the community. They research and gather information on the foster children to whom they have been assigned and every six months present reports to the Court, helping judges make the best decisions for each individual child, e.g., special services, therapies, educational assistance, and extracurricular activities, and 85% of CASA recommendations are accepted by the Court. CASAs change the trajectory of a foster child's life because they are a source of caring focus, consistency, and stability.

12. Briefly describe the impact this grant has had on the organization and community served.

As a direct result of this grant, 25 foster children in crisis were provided with a CASA of their own to stand up for their best interests in Court, the classroom, and the community. The fact that they have a CASA by their side as they navigate the chaotic foster care system will positively impact these children for the rest of their lives. The grant made by the S.L. Gimbel Foundation has allowed VFC to serve a record number of children since the Riverside CASA program's inception and we could not have achieved this without your incredible support.

13. Please provide a narrative on how the funds were used to fulfill grant objectives. Support documents (receipts, expense reports or marketing materials) can be emailed to grant-

(Q16-17 optional space to relate additional success stories)

18. Which category best describes the organization.

Other: Advocacy for Abused and Neglected Children

19. What is the organization's primary program area of interest?

Health & Human Services

**20. Approximate percentage of clients served through grant in each ethnic group category.
Total must equal 100%**

28% African American

1% Asian/Pacific Islander

26% Caucasian

1% Native American

38% Hispanic Latino

0% All Ethnicities

6 %Other

0% Unknown

21. Approximate percentage of clients served from grant funds in each age category.

4%Children Birth 0-5 years of age

22% Children ages 6-12 years of age

60% Youth ages 13-17 years of age

14% Young Adults 18-21 years of age

0% Adults

0% Senior Citizens

0% Unknown

22. Approximate percentage of clients served with disabilities from grant funds.

2% Mentally/Emotionally Disabled

98% Unknown

23. Approximate percentage of clients served in each economic group.

100% At/Below Poverty Level

24. Approximate percentage of clients served from grant funds in each population category.

Single Adults

Families

Single Parent Families



Attachment 1

**Sharon Morris, Recruitment and Training Coordinator
Statements of Earnings**

See attached.

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.					
Employee #	203	Department	0080	Period Begin	11/7/2016	Check Date	11/25/2016	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019			
Check Number		SSN	XXX-XX-7594	Period End	11/20/2016	Additional STAX					
Company Id	SDVOIC	State	CA	Exemptions	0	Additional TAX					
Voucher Id	V783772	Check Amount	\$0.00	Gross Pay	\$1,705.62	Net Pay	\$1,251.80	Check Message			
EARNINGS											
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Hourly Regular	21.0000	71.87	1,509.27	71.87	1,509.27	SOC SEC EE	105.70	2,386.80	Vision Pre-tax	0.80	8.80
Overtime @ Flat	31.5000	0.90	28.35	0.90	28.35	MED EE	24.72	558.20	403B	50.00	1,200.00
Holiday	21.0000	8.00	168.00	88.00	1,768.00	FEDERAL WH	229.43	4,901.49			
Vacation	0.00	0.00	0.00	57.00	1,140.00	CALIFORNIA WH	27.83	580.55			
Sick	0.00	0.00	0.00	3.50	70.00	CALIFORNIA SDI	15.34	346.47			
Salary	0.00	0.00	0.00	1,698.50	33,990.00						
Total:	80.77		1,705.62	1,920.77	98,505.62	Total:	403.02	8,773.51	Total:	50.80	1,208.80
DISTRIBUTION OF NET PAY											
Vacation	Accrued: 3.6900	Taken: 0.00	Balance: 67.22	Checking Account: ###1090 Deposit Amount: 1,251.80							
Sick	Accrued: 80.0000	Taken: 0.00	Balance: 80.00								

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER ID
11/25/2016	V783772

Your entire Net pay of \$1,251.80 has been deposited In your bank account(s).

TOTAL NET PAY
*****\$1,251.80

203 0080

SHARON E MORRIS

[REDACTED]

NOT NEGOTIABLE

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.					
203	0080	12/5/2016	12/18/2016	12/23/2016	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019						
XXX-XX-7594	Single	0	0	0							
SDVOIC	Married One I										
V837226	\$0.00	\$1,814.93	\$1,319.62								
EARNINGS					TAXES						
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Hourly Regular	21.0000	78.92	1,657.32	216.02	4,536.42	SOC SEC EE	112.48	2,609.64	Vision Pre-tax	0.80	10.40
Meal Penalty	21.0000	5.00	105.00	5.00	105.00	MED EE	26.31	610.32	403B	50.00	1,300.00
Overtime @ Flat	31.5000	1.67	52.61	2.95	92.93	FEDERAL WH	256.75	5,406.46			
Vacation	0.00	0.00	0.00	57.00	1,140.00	CALIFORNIA WH	32.64	644.33			
Sick	0.00	0.00	0.00	3.50	70.00	CALIFORNIA SDI	16.33	378.82			
Salary	0.00	0.00	0.00	1,699.50	33,990.00						
Holiday	0.00	0.00	0.00	107.00	2,167.00						
Total:	85.59		1,814.93	2,090.97	42,101.35	Total:	444.51	9,649.57	Total:	50.80	1,310.40
CURRENT PERIOD LEAVE ACCRUAL					DISTRIBUTION OF NET PAY						
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	74.60	Checking	Account: ###1090	Deposit Amount:	1,319.62	
Sick	Accrued:	0.0000	Taken:	0.00	Balance	80.00					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DAY	VOUCHER ID
12/23/2016	V837226

CURRENCY
*****\$1,319.62

203 0080

SHARON E MORRIS

NOT NEGOTIABLE

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.					
Employee ID	203	Department	0080	Period Ending	1/2/2017	Check Date	1/20/2017	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019			
DOB Number	XXX-XX-7594	Marital Status	Single	Period Ending	1/15/2017	Check Date	1/20/2017				
Company ID	SDVOIC	State	Married One I	Period Ending	0	Check Date	1/20/2017				
Voucher ID	V885615	Check Amount	\$0.00	Gross Pay	\$1,761.90	Net Pay	\$1,289.40				
EARNINGS						TAXES		DEDUCTIONS			
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Hourly Regular	21.0000	71.00	1,491.00	112.38	2,359.98	SOC SEC EE	109.19	220.69	Vision Pre-tax	0.80	1.60
Overtime @ Flat	31.5000	2.60	81.90	6.13	193.09	MED EE	25.53	51.61	403B	50.00	100.00
Holiday	21.0000	9.00	189.00	26.00	546.00	FEDERAL WH	241.77	492.85			
Meal Penalty		0.00	0.00	1.00	21.00	CALIFORNIA WH	29.36	60.36			
Vacation		0.00	0.00	18.00	378.00	CALIFORNIA SDI	15.85	32.04			
Sick		0.00	0.00	3.00	63.00						
Total:		82.60	1,761.90	166.51	3,561.07	Total:	421.70	857.55	Total:	50.80	101.60
CURRENT PERIOD LEAVE ACCRUAL						DISTRIBUTION OF NET PAY					
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	63.98	Checking	Account: ###1090	Deposit Amount:	1,289.40	
Sick	Accrued:	1.5028	Taken:	0.00	Balance	80.00					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER ID
1/20/2017	V885615

TOTAL NET PAY
*****\$1,289.40

203 0080

SHARON E MORRIS

NOT NEGOTIABLE

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.					
203	0080	1/30/2017	2/17/2017	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019							
XXX-XX-7594	Single	0	0								
SDVOIC	Married One I	0	0								
V931272		\$0.00	\$1,830.15	\$1,331.74							
EARNINGS						TAXES					
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Hourly Regular	21.0000	84.45	1,773.45	267.80	5,623.80	SOC SEC EE	113.42	451.49	Vision Pre-tax	0.80	3.20
Overtime @ Flat	31.5000	1.80	56.70	1.08	443.52	MED EE	26.52	105.89	403B	50.00	200.00
Meal Penalty	0.00	0.00	0.00	0.00	0.00	FEDERAL WH	258.83	1,026.50			
Vacation	0.00	0.00	0.00	0.00	0.00	CALIFORNIA WH	32.37	127.91			
Sick	0.00	0.00	0.00	0.00	0.00	CALIFORNIA SDI	16.47	65.54			
Double Time	0.00	0.00	0.00	0.00	0.00						
Holiday	0.00	0.00	0.00	0.00	0.00						
Total:		86.25	1,830.15	268.88	6,067.32	Total:	447.61	1,777.03	Total:	50.80	203.20
CURRENT PERIOD LEAVE ACCRUAL						DISTRIBUTION OF NET PAY					
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	71.36	Checking	Account: ###1090	Deposit Amount:	1,331.74	
Sick	Accrued:	0.0000	Taken:	0.00	Balance	80.00					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER NO
2/17/2017	V931272

TOTAL NET PAY
*****\$1,331.74

203 0080

SHARON E MORRIS

NOT NEGOTIABLE

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.					
203	0080	2/27/2017	3/17/2017	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019							
X00-X0-7594 SDVOIC	Single Married One I	0	0								
V975487	\$0.00	\$1,972.43	\$1,420.02								
EARNINGS				TAXES		DEDUCTIONS					
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Hourly Regular	21.0000	76.98	1,616.58	114.35	2,401.56	SOC SEC EE	122.24	696.85	Vision Pre-tax	0.80	4.80
Meal Penalty	21.0000	4.00	84.00	6.00	126.00	MED EE	28.59	162.97	403B	50.00	300.00
Overtime @ Flat	31.5000	8.63	271.85	28.75	812.59	FEDERAL WH	294.40	1,618.84			
Vacation		0.00	0.00	18.00	378.00	CALIFORNIA WH	38.63	205.79			
Sick		0.00	0.00	18.00	378.00	CALIFORNIA SDI	17.75	101.16			
Double Time		0.00	0.00	0.00	0.00						
Holiday		0.00	0.00	53.00	1,113.00						
Total:		89.61	1,972.43	221.35	4,124.95	Total:	501.61	2,785.61	Total:	50.80	304.80
CURRENT PERIOD LEAVE ACCRUAL				DISTRIBUTION OF NET PAY							
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	78.74	Checking	Account: ####1090	Deposit Amount:	1,420.02	
Sick	Accrued:	0.0000	Taken:	0.00	Balance	80.00					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER NO
3/17/2017	V975487

TOTAL NET PAY
*****\$1,420.02

203 0080

SHARON E MORRIS

NOT NEGOTIABLE

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.					
203	0080	3/27/2017	4/14/2017	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019							
XXX-XX-7594	Single	0	0								
SDVOIC	Married One I	0	0								
V1025891	\$0.00	\$1,846.77	\$1,342.07								
EARNINGS				TAXES				DEDUCTIONS			
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Salary		72.00	1,662.09		1,662.09	SOC SEC EE	114.45	923.95	Vision Pre-tax	0.80	6.40
Holiday	23.0846	8.00	184.68		184.68	MED EE	26.76	216.08	403B	50.00	400.00
Hourly Regular		0.00	0.00		0.00	FEDERAL WH	262.98	1,837.52			
Meal Penalty		0.00	0.00		0.00	CALIFORNIA WH	33.10	270.71			
Overtime @ Flat		0.00	0.00		0.00	CALIFORNIA SDI	16.61	134.12			
Vacation		0.00	0.00		0.00						
Sick		0.00	0.00		0.00						
Double Time		0.00	0.00		0.00						
Total:	80.00		1,846.77	80.00	1,846.77	Total:	453.90	3,682.38	Total:	50.80	406.40
CURRENT PERIOD LEAVE ACCRUAL				DISTRIBUTION OF NET PAY							
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	86.12	Checking	Account: ###1090	Deposit Amount:	1,342.07	
Sick	Accrued:	0.0000	Taken:	0.00	Balance	80.00					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK PAY	VOUCHER NO
4/14/2017	V1025891

TOTAL NET PAY
*****\$1,342.07

203 0080

SHARON E MORRIS

[REDACTED]

NOT NEGOTIABLE

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.					
Employee ID: 203	DOB: 0080	4/24/2017	5/12/2017	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019							
SSN: XXX-XX-7594	Single	0	0								
Company ID: SOVOIC	Married One I	0	0								
Voucher ID: V1071798	Check Amount: \$0.00	Gross Pay: \$1,846.77	Net Pay: \$1,342.06								
EARNINGS				TAXES				DEDUCTIONS			
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Salary	80.00		1,846.77	232.00	18,355.63	SOC SEC EE	114.45	1,522.95	Vision Pre-tax	0.80	8.00
*Salary Hours Me	118.75		0.00	226.75	18,140.00	MED EE	26.77	269.62	403B	50.00	500.00
Hourly Regular	0.00		0.00	484.84	10,181.64	FEDERAL WH	262.98	2,663.48			
Meal Penalty	0.00		0.00	47.00	147.00	CALIFORNIA WH	33.10	336.91			
Overtime @ Flat	0.00		0.00	35.84	128.96	CALIFORNIA SDI	16.61	167.35			
Vacation	0.00		0.00	18.00	378.00						
Sick	0.00		0.00	3.00	63.00						
Double Time	0.00		0.00	1.20	50.40						
Holiday	0.00		0.00	61.00	297.68						
Total:	80.00		1,846.77	842.89	118,602.31	Total:	453.91	4,590.21	Total:	50.80	508.00
CURRENT PERIOD LEAVE ACCRUAL						DISTRIBUTION OF NET PAY					
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	93.50	Checking	Account: ###1090	Deposit Amount:	1,342.06	
Sick	Accrued:	0.0000	Taken:	0.00	Balance	80.00					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER ID
5/12/2017	V1071798

TOTAL NET PAY
*****\$1,342.06

203 0080

SHARON E MORRIS

NOT NEGOTIABLE

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.					
Employee No	203	Department	0080	Effective Date	5/22/2017	Check Date	6/9/2017	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019			
SSN	XXX-XX-7594	Marital Status	Single	Exemption	0						
Company	SDVOIC	Married One I		Exemption	0						
Voucher #	V1116948	Check Amount	\$0.00	Gross Pay	\$1,846.77	Net Pay	\$1,342.05	Check Message			
EARNINGS						TAXES		DEDUCTIONS			
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Salary	72.00		1,662.09	384.00	8,864.49	SOC SEC EE	114.45	1,981.75	Vision Pre-tax	0.80	9.60
Holiday	23.0846	8.00	184.68	169.00	1,482.36	MED EE	26.77	323.15	4039	50.00	1,600.00
*Salary Hours Me		101.75	0.00	114.50	0.00	FEDERAL WH	262.98	3,189.44			
Hourly Regular	0.00		0.00	484.84	10,181.64	CALIFORNIA WH	33.10	403.11			
Meal Penalty	0.00		0.00	7.00	147.00	CALIFORNIA SDI	16.62	200.58			
Overtime @ Flat	0.00		0.00	35.84	1,128.96						
Vacation	0.00		0.00	10.00	378.00						
Sick	0.00		0.00	13.00	63.00						
Double Time	0.00		0.00	1.20	50.40						
Total:		80.00	1,846.77	1,002.88	22,295.85	Total:	453.92	5,498.03	Total:	50.80	1,609.60
CURRENT PERIOD LEAVE ACCRUAL						DISTRIBUTION OF NET PAY					
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	100.88	Checking	Account: ###1090	Deposit Amount:	1,342.05	
Sick	Accrued:	0.0000	Taken:	0.00	Balance	80.00					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER ID
6/9/2017	V1116948

TOTAL NET PAY
*****\$1,342.05

203 0080

SHARON E MORRIS

NOT NEGOTIABLE

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.		
Employee #: 203	Department: 0080	Period Begin: 9/11/2017	Check Date: 9/29/2017	2851 Meadow Lark Dr				
Clock Number:		Period End: 9/24/2017		San Diego, CA 92123				
SSN: XXX-XX-7594	Federal Filing: Single	Exemptions: 0	Additional Tax:	858-569-2019				
Company Id: SDVOIC	State Filing: Married One I	Exemptions: 0	Additional Tax:					
Voucher Id	Check Amount	Gross Pay	Net Pay	Check Message				
V1323445	\$0.00	\$1,846.77	\$1,342.06					
EARNINGS				TAXES		DEDUCTIONS		
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD
Salary	80.00		1,846.77	856.00	19,760.42	SOC SEC EE	114.45	2,390.35
*Salary Hours Me	102.50		0.00	1,049.50	0.00	MED EE	26.76	559.03
Hourly Regular	0.00		0.00	484.84	10,181.64	FEDERAL WH	262.98	5,487.08
Meal Penalty	0.00		0.00	7.00	147.00	CALIFORNIA WH	33.10	690.63
Bereavement	0.00		0.00	24.00	554.03	CALIFORNIA SDI	16.62	346.99
Overtime @ Flat	0.00		0.00	35.84	1,128.96			
Vacation	0.00		0.00	66.00	1,486.06			
Sick	0.00		0.00	83.00	1,909.77			
Double Time	0.00		0.00	1.20	50.40			
Holiday	0.00		0.00	85.00	1,851.72			
Bonus	0.00		0.00	0.00	1,500.00			
Total:	80.00		1,846.77	1,642.88	38,570.00	Total:	453.91	9,474.08
CURRENT PERIOD LEAVE ACCRUAL					DISTRIBUTION OF NET PAY			
Vacation	Accrued: 4.6200	Taken: 0.00	Balance: 89.84		Checking	Account: #####1090	Deposit Amount:	1,342.06
Sick	Accrued: 0.0000	Taken: 0.00	Balance: 0.00					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER ID
9/29/2017	V1323445

TOTAL NET PAY
*****\$1,342.06

203 0080

SHARON E MORRIS

NOT NEGOTIABLE

Statement of Earnings For: SHARON E MORRIS						Voices For Children, Inc.					
Employee ID	203	Department	0080	Period Begin	10/9/2017	Check Date	10/27/2017				
Clock Number		Federal Filing	Single	Period End	10/22/2017	Additional Tax					
SSN	XXX-XX-7594	State Filing	Married One I	Exemptions	0	Additional Tax					
Company ID	SDV01C	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019									
Voucher ID	Check Amount	Gross Pay	Net Pay		Check Message						
V1378916	\$0.00	\$1,846.77	\$1,342.06								
EARNINGS					TAXES		DEDUCTIONS				
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Salary		72.00	1,662.09	1,008.00	23,269.28	SOC SEC EE	114.45	2,619.25	Vision Pre-tax	0.80	17.60
Holiday	23.0846	8.00	184.68	93.00	2,036.40	MED EE	26.77	612.57	403B	50.00	1,100.00
*Salary Hours Me		93.00	0.00	1,235.67	0.00	FEDERAL WH	262.98	6,013.04			
Hourly Regular		0.00	0.00	484.84	10,181.64	CALIFORNIA WH	33.10	756.83			
Meal Penalty		0.00	0.00	7.00	147.00	CALIFORNIA SDI	16.61	380.21			
Bereavement		0.00	0.00	24.00	554.03						
Overtime @ Flat		0.00	0.00	35.84	1,128.96						
Vacation		0.00	0.00	66.00	1,486.06						
Sick		0.00	0.00	83.00	1,909.77						
Double Time		0.00	0.00	1.20	50.40						
Bonus		0.00	0.00	0.00	1,500.00						
Total:		80.00	1,846.77	1,802.88	42,263.54	Total:	453.91	10,381.90	Total:	50.80	1,117.60
CURRENT PERIOD LEAVE ACCRUAL					DISTRIBUTION OF NET PAY						
Vacation	Accrued:	4.6200	Taken:	0.00	Balance	99.08	Checking	Account: ###1090	Deposit Amount:	1,342.06	
Sick	Accrued:	0.0000	Taken:	0.00	Balance	0.00					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER ID
10/27/2017	V1378916

TOTAL NET PAY
*****\$1,342.06

203 0080

SHARON E MORRIS

NOT NEGOTIABLE

Statement of Earnings For: AMANDA L SZYDLOWSKI						Voices For Children, Inc. 2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019					
Employee #	231	0080	4/24/2017	5/12/2017							
Check #	XXX-XX-3016	Single	0	0							
Company	SDVOIC	Single or Marri	0	0							
Voucher ID	V1071800	Check Amount	\$0.00	Net Pay	\$1,327.18						
EARNINGS											
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Hourly Regular	20.0000	79.98	1,599.60	209.96	4,199.20	SOC SEC EE	112.61	286.07	Vision Pre-tax	0.80	0.80
Overtime @ Flat	30.0000	7.30	219.00	8.57	257.10	MED EE	26.33	66.90	Dental Pre-tax	1.87	1.87
Double Time	40.0000	0.01	0.40	0.01	0.40	FEDERAL WH	268.07	634.29			
Holiday	0.00	0.00	0.00	0.00	0.00	CALIFORNIA WH	65.79	143.13			
						CALIFORNIA SDI	16.35	41.53			
Total:		87.29	1,819.00	226.54	4,616.70	Total:	489.15	1,171.92	Total:	2.67	2.67
CURRENT PERIOD LEAVE ACCRUED						DISTRIBUTION OF NET PAY					
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	11.07	Checking	Account: ###7529	Deposit Amount:	1,327.18	
Sick	Accrued:	2.9068	Taken:	0.00	Balance	6.95					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER ID
5/12/2017	V1071800

TOTAL NET PAY
*****\$1,327.18

231 0080
AMANDA L SZYDLOWSKI
[REDACTED]

NOT NEGOTIABLE

Statement of Earnings For: AMANDA L SZYDLOWSKI						Voices For Children, Inc.					
Employee ID: 231		Department: 0080		Pay Period: 5/22/2017 - 6/4/2017		Check Date: 6/9/2017		2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019			
XXX-XX-3016		Single		0		0					
SDVOIC		Single or Marri		0		0					
V1116950		\$0.00		\$1,662.60		\$1,234.81					
EARNINGS						TAXES					
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Hourly Regular	20.0000	69.99	1,399.80	349.91	6,998.20	SOC SEC EE	102.91	500.61	Vision Pre-tax	0.80	2.40
Overtime @ Flat	30.0000	0.76	22.80	15.58	467.40	MED EE	24.07	117.08	Dental Pre-tax	1.87	5.61
Double Time	40.0000	1.00	40.00	2.22	88.00	FEDERAL WH	228.97	1,127.35			
Holiday	20.0000	10.00	200.00	18.00	360.00	CALIFORNIA WH	54.23	261.75			
Sick		0.00	0.00	10.00	200.00	CALIFORNIA SDI	14.94	172.67			
Total:						Total:					
81.75		1,662.60		394.91		425.12		2,079.47		2.67	
CURRENT PERIOD LEAVE ACCRUAL						DISTRIBUTION OF NET PAY					
Vacation	Accrued:	3.6900	Taken:	0.00	Balance:	18.45	Checking	Account: ###7529	Deposit Amount:	1,234.81	
Sick	Accrued:	2.3893	Taken:	0.00	Balance:	1.89					

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER NO
6/9/2017	V1116950

TOTAL PAY
*****\$1,234.81

231 0080
AMANDA L SZYDLOWSKI
[REDACTED]

NOT NEGOTIABLE

Statement of Earnings For: AMANDA L SZYDLOWSKI										Voices For Children, Inc. 2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019																																																																																																																							
Employee ID	231	DOB	0080	Start Date	6/19/2017	End Date	7/7/2017																																																																																																																										
SSN	XXX-XX-3016	Marital Status	Single	Dependent	0	Dependent	0																																																																																																																										
Company	SDVOIC	State	CA	Single or Marri		Exempt	0																																																																																																																										
Voucher ID	V1173836	Check Amount	\$0.00	Gross Pay	\$1,645.50	Net Pay	\$1,224.57																																																																																																																										
<table border="1"> <thead> <tr> <th colspan="6">EARNINGS</th> <th colspan="2">TAXES</th> <th colspan="2">DEDUCTIONS</th> </tr> <tr> <th>Description</th> <th>Rate</th> <th>Hours</th> <th>Dollars</th> <th>YTD Hours</th> <th>YTD Dollars</th> <th>Description</th> <th>Current</th> <th>YTD</th> <th>Description</th> <th>Current</th> <th>YTD</th> </tr> </thead> <tbody> <tr> <td>Hourly Regular</td> <td>20.0000</td> <td>79.99</td> <td>1,599.80</td> <td>509.89</td> <td>10,197.60</td> <td>SOC SEC EE</td> <td>101.85</td> <td>801.58</td> <td>Vision Pre-tax</td> <td>0.80</td> <td>4.00</td> </tr> <tr> <td>Meal Penalty</td> <td>20.0000</td> <td>2.00</td> <td>40.00</td> <td>2.00</td> <td>40.00</td> <td>MED EE</td> <td>23.82</td> <td>187.47</td> <td>Dental Pre-tax</td> <td>1.87</td> <td>9.35</td> </tr> <tr> <td>Overtime @ Flat</td> <td>30.0000</td> <td>0.19</td> <td>5.70</td> <td>0.59</td> <td>587.70</td> <td>FEDERAL WH</td> <td>224.70</td> <td>4,787.73</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Sick</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>200.00</td> <td>CALIFORNIA WH</td> <td>53.10</td> <td>416.16</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Double Time</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>56.80</td> <td>CALIFORNIA SDI</td> <td>14.79</td> <td>116.36</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Holiday</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>360.00</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Bonus</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>1,500.00</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total:</td> <td></td> <td>82.18</td> <td>1,645.50</td> <td>560.89</td> <td>12,942.10</td> <td>Total:</td> <td>418.26</td> <td>3,309.30</td> <td>Total:</td> <td>2.67</td> <td>13.35</td> </tr> </tbody> </table>												EARNINGS						TAXES		DEDUCTIONS		Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD	Hourly Regular	20.0000	79.99	1,599.80	509.89	10,197.60	SOC SEC EE	101.85	801.58	Vision Pre-tax	0.80	4.00	Meal Penalty	20.0000	2.00	40.00	2.00	40.00	MED EE	23.82	187.47	Dental Pre-tax	1.87	9.35	Overtime @ Flat	30.0000	0.19	5.70	0.59	587.70	FEDERAL WH	224.70	4,787.73				Sick	0.00	0.00	0.00	0.00	200.00	CALIFORNIA WH	53.10	416.16				Double Time	0.00	0.00	0.00	0.00	56.80	CALIFORNIA SDI	14.79	116.36				Holiday	0.00	0.00	0.00	0.00	360.00							Bonus	0.00	0.00	0.00	0.00	1,500.00							Total:		82.18	1,645.50	560.89	12,942.10	Total:	418.26	3,309.30	Total:	2.67	13.35
EARNINGS						TAXES		DEDUCTIONS																																																																																																																									
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Voices For Children, Inc.
 2851 Meadow Lark Dr
 San Diego, CA 92123
 858-569-2019

CHECK DATE	VOUCHER ID
7/7/2017	V1173836

TOTAL NET PAY
*****\$1,224.57

231 0080

AMANDA L SZYDLOWSKI

NOT NEGOTIABLE

Statement of Earnings For: AMANDA L SZYDLOWSKI										Voices For Children, Inc. 2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019	
Employee #	231	Department	0080	Period Begin	10/9/2017	Check Date	10/27/2017				
Check Number				Period End	10/22/2017						
SSN	XXX-XX-3016	Federal Filing	Single	Exemptions	0	Additional Tax					
Company Id	SDVOIC	State Filing	Single or Marri	Exemptions	0	Additional Tax					
Voucher Id		Check Amount		Gross Pay		Net Pay		Check Message			
V1378919		\$0.00		\$1,690.00		\$1,251.20					
EARNINGS						TAXES		DEDUCTIONS			
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD
Hourly Regular	20.0000	70.00	1,400.00	1,099.79	21,995.80	SOC SEC EE	104.61	1,626.39	Vision Pre-tax	0.80	10.40
Overtime @ Flat	30.0000	3.00	90.00	32.74	982.20	MED EE	24.47	380.37	Dental Pre-tax	1.87	24.31
Holiday	20.0000	10.00	200.00	48.00	960.00	FEDERAL WH	235.82	3,625.47			
Meal Penalty		0.00	0.00	4.00	80.00	CALIFORNIA WH	56.04	852.92			
Vacation		0.00	0.00	20.00	400.00	CALIFORNIA SDI	15.19	236.09			
Sick		0.00	0.00	10.00	200.00						
Double Time		0.00	0.00	3.72	148.80						
Bonus		0.00	0.00	0.00	1,500.00						
Total:						Total:	436.13	6,721.24	Total:	2.67	34.71
CURRENT PERIOD LEAVE ACCRUAL						DISTRIBUTION OF NET PAY					
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	35.35	Checking	Account: ###7529	Deposit Amount:	1,251.20	
Sick	Accrued:	2.4309	Taken:	0.00	Balance	27.51					

Voices For Children, Inc.
 2851 Meadow Lark Dr
 San Diego, CA 92123
 858-569-2019

CHECK DATE	VOUCHER ID
10/27/2017	V1378919

TOTAL NET PAY
*****\$1,251.20

231 0080

AMANDA L SZYDLOWSKI

NOT NEGOTIABLE

Statement of Earnings For: MICHELLE O WHITEHEAD						Voices For Children, Inc.					
Employee #:	222	Department:	0080	Period Begin:	9/11/2017	Check Date:	9/29/2017	2851 Meadow Lark Dr San Diego, CA 92123 858-569-2019			
Clock Number:		Federal Filing:	Married	Period End:	9/24/2017	Additional Tax:					
SSN:	XXX-XX-9225	State Filing:	Single or Marri	Exemptions:	2	Additional Tax:					
Company Id:	SDVOIC										
Voucher Id	Check Amount	Gross Pay	Net Pay			Check Message					
V1323449	\$0.00	\$1,635.67	\$1,316.10								
EARNINGS											
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars						
Hourly Regular	20.4000	66.00	1,346.40	1,421.58	28,582.00						
Overtime @ Flat	30.6000	0.12	3.67	45.56	1,375.08						
Sick	20.4000	14.00	285.60	22.00	445.60						
Meal Penalty		0.00	0.00	6.00	120.00						
Bereavement		0.00	0.00	28.00	560.00						
Vacation		0.00	0.00	22.00	440.00						
Double Time		0.00	0.00	2.85	114.84						
Holiday		0.00	0.00	92.00	1,844.00						
Bonus		0.00	0.00	0.00	1,500.00						
Retro Pay		0.00	0.00	0.00	34.81						
TOTAL:											
80.12 1,635.67 1,639.99 35,016.33											
TAXES											
Description	Current	YTD									
SOC SEC EE	101.41	2,171.01									
MED EE	23.72	507.74									
FEDERAL WH	112.85	2,469.96									
CALIFORNIA WH	43.24	958.31									
CALIFORNIA SDI	14.72	315.15									
DEDUCTIONS											
Description	Current	YTD									
Affec Post Tax	23.63	165.41									
TOTAL:											
295.94 6,422.17 23.63 165.41											
CURRENT PERIOD LEAVE ACCRUAL											
Vacation	Accrued: 3.6900	Taken: 0.00	Balance: 61.25								
Sick	Accrued: 2.2018	Taken: 14.00	Balance: 30.58								
DISTRIBUTION OF NET PAY											
Checking	Account: #####4209	Deposit Amount:	1,316.10								

Voices For Children, Inc.
2851 Meadow Lark Dr
San Diego, CA 92123
858-569-2019

CHECK DATE	VOUCHER ID
9/29/2017	V1323449

TOTAL NET PAY
*****\$1,316.10

222 0080

MICHELLE O WHITEHEAD

NOT NEGOTIABLE

Statement of Earnings For: MICHELLE O WHITEHEAD										Voices For Children, Inc.		
Employee #	222	Department	0080	Period Begin	10/9/2017	Check Date	10/27/2017	2851 Meadow Lark Dr				
Clock Number				Period End	10/22/2017			San Diego, CA 92123				
SSN	XXX-XX-9225	Federal Filing	Married	Exemptions	2	Additional Tax		858-569-2019				
Company Id	SDVOIC	State Filing	Single or Marri	Exemptions	2	Additional Tax						
Voucher Id	V1378920	Check Amount	\$0.00	Gross Pay	\$1,638.73	Net Pay	\$1,318.23	Check Message				
EARNINGS												
Description	Rate	Hours	Dollars	YTD Hours	YTD Dollars	Description	Current	YTD	Description	Current	YTD	
Hourly Regular	20.4000	70.00	1,428.00	1,571.58	31,642.00	SOC SEC EE	101.60	2,374.71	Aflac Post Tax	23.63	212.67	
Overtime @ Flat	30.6000	0.22	6.73	46.26	1,396.50	MED EE	23.77	555.38				
Holiday	20.4000	10.00	204.00	102.00	2,048.00	FEDERAL WH	113.31	2,697.77				
Meal Penalty		0.00	0.00	6.00	120.00	CALIFORNIA WH	43.44	1,045.71				
Bereavement		0.00	0.00	28.00	560.00	CALIFORNIA SDI	14.75	344.72				
Vacation		0.00	0.00	22.00	440.00							
Sick		0.00	0.00	22.00	445.60							
Double Time		0.00	0.00	2.85	114.84							
Bonus		0.00	0.00	0.00	1,500.00							
Retro Pay		0.00	0.00	0.00	34.81							
Total:	80.22		1,638.73	1,800.69	38,301.75	Total:	296.87	7,018.29	Total:	23.63	212.67	
CURRENT PERIOD LEAVE ACCRUAL												
Vacation	Accrued:	3.6900	Taken:	0.00	Balance	68.63	DISTRIBUTION OF NET PAY					
Sick	Accrued:	2.3383	Taken:	0.00	Balance	35.60	Checking	Account: ###4209	Deposit Amount:	1,318.23		

Voices For Children, Inc.
 2851 Meadow Lark Dr
 San Diego, CA 92123
 858-569-2019

CHECK DATE	VOUCHER ID
10/27/2017	V1378920

TOTAL NET PAY
*****\$1,318.23

222 0080

MICHELLE O WHITEHEAD

NOT NEGOTIABLE



Department of the Treasury
Internal Revenue Service

P.O. Box 2508
Cincinnati OH 45201

In reply refer to: 0248164798
Mar. 24, 2011 LTR 4168C E0
95-3786047 000000 00

00017410
BODC: TE

VOICES FOR CHILDREN
2851 MEADOW LARK DR
SAN DIEGO CA 92123-2709



027760

Employer Identification Number: 95-3786047
Person to Contact: MR BAYER
Toll Free Telephone Number: 1-877-829-5500

Dear TAXPAYER:

This is in response to your Mar. 15, 2011, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in DECEMBER 1982.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section(s) 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.

Please refer to our website www.irs.gov/eo for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

0248164798
Mar. 24, 2011 LTR 4168C E0
95-3786047 000000 00
00017411

VOICES FOR CHILDREN
2851 MEADOW LARK DR
SAN DIEGO CA 92123-2709

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

Sincerely yours,



S. A. Martin, Operations Manager
Accounts Management Operations