



Inland Empire
Community
Foundation
where giving grows

2020 S.L. Gimbel Foundation
Fund
Grant Application

Internal Use Only: Grant : _____

Organization / Agency Information

1) <i>Organization/Agency Name:</i> Family Scholar House, Inc.		
2) <i>Physical Address:</i> 403 Reg Smith Circle		<i>City/State/Zip</i> Louisville, KY 40208
3) <i>Mailing Address:</i> 403 Reg Smith Circle		<i>City/State/Zip</i> Louisville, KY 40208
4) <i>CEO or Director:</i> Cathe Dykstra		<i>Title:</i> Chief Possibility Officer, President & CEO
5) <i>Phone:</i> (502) 813-3088	6) <i>Fax:</i> (502) 584-8091	7) <i>Email:</i> cdykstra@familyscholarhouse.org
8) <i>Contact Person:</i> Cathe Dykstra		<i>Title:</i> Chief Possibility Officer, President & CEO
9) <i>Phone:</i> (502) 813-3088	10) <i>Fax:</i> (502) 584-8091	11) <i>Email:</i> cdykstra@familyscholarhouse.org
12) <i>Web Site Address:</i> www.familyscholarhouse.org		13) <i>Tax ID:</i> 61-1285124

Program / Grant Information

Interest Area: Animal Protection Education Environment Health Human Dignity

14) <i>Program/Project Name:</i> Redefining VOC: from Victim of Crime to Validating One's Capabilities			15) <i>Amount of Grant Requested:</i> \$25,000
16) <i>Total Organization Budget:</i> \$2,712,990	17) <i>Per 990, Percentage of Program Service Expenses (Column B/ Column A x 100):</i> 90.29%	18) <i>Per 990, Percentage of Management & General Expenses Only (Column C / Column A x 100):</i> 5.44%	19) <i>Per 990, Percentage of Management & General Expenses and Fundraising (Column C+D / Column A x 100):</i> 9.71%
20) <i>Purpose of Grant Request (one sentence):</i> Understanding that the complex victimization experienced by domestic violence survivors may cause them to have insufficient protection and limited social support to buffer the adverse effects of other forms of traumatic stressors, Family Scholar House will assess and remediate the adverse impacts of poly-victimization experienced by 475 women, reestablishing and strengthening their hope for the future and supporting them in creating a plan to achieve their education and workplace goals and establish their self-sufficiency and independence.			
21) <i>Program Start Date (Month and Year):</i> September 2020		22) <i>Program End Date (Month and Year):</i> August 2021	
23) <i>Gimbel Grants Received: List Year(s) and Award Amount(s)</i> none			

Signatures

24) <i>Board President / Chair: (Print name and Title)</i> Adam Hall/ Chair of the Board of Directors	<i>Signature:</i> 	<i>Date:</i> 7/22/2020
25) <i>Executive Director/President: (Print name and Title)</i> Cathe Dykstra/ Chief Possibility Officer, President & CEO	<i>Signature:</i> 	<i>Date:</i> 7/22/2020

2020 S.L. Gimbel Foundation Fund Application Narrative

I. Organization Background

A) What are the history, mission and/or purpose of your organization?

Family Scholar House (FSH) was established in 1995 as a community-based organization to serve single mothers in need of an education in order to provide for themselves and their children. In 2008, the name was changed to embrace a bigger, broader mission, and comprehensive, holistic services for both disadvantaged single-parents and their children. The goals were then and continue to be today to end the cycle of inherited poverty and address the trauma experienced as a result of deprivation, violence and disenfranchisement. What originally began with housing for one single mother and her child, has rapidly expanded to serve over 6,000 households per year. This significant increase in the number of single parents (99% single mothers) and other vulnerable populations seeking our assistance, expressing the desire and motivation to enter or continue their post-secondary education reveals a startling increase in the level of need in our community. Most of our participants have experienced multiple periods of homelessness, and 95% have been victims of domestic violence. All are at or below the poverty level.

Solving big problems takes bold ideas and a commitment to action. Recognizing the importance of affordable housing for household stability, Family Scholar House sought to provide affordable housing for the most vulnerable FSH participants. Since 2008, Family Scholar House has completed construction of five residential campuses in Louisville, KY, and currently provides apartment homes for 247 single-parent families and 32 foster alumni in a pre-parent program. All adult residents are enrolled full-time in a post-secondary educational program. All children are in age-appropriate education. Further, all households participate in the intensive programs provided by Family Scholar House's professional staff. In addition to affordable housing, these programs include family counseling, on-site childcare, career exploration and development, academic guidance, apprenticeship coaching, job shadowing, mentoring, family bonding activities and resource connections.

Family Scholar House's history is rich with stories of individual and family successes. Graduation celebrations and the enrollment of children in college stand out as pinnacle moments. FSH participants have celebrated 578 degree completions. This includes one Ph.D., one J.D., one M.D. and two DNPs. Yet, outcomes that show the sustainable stability of our families are indicative of the life-changing effects of education and opportunities for single mothers to reach their goals. To date, 80% of FSH participants have exited to stable employment, 66% have continued their education after leaving our residential program, often in graduate studies, and 99% of our families have exited to stable housing, with 64 purchasing their first homes. These are accomplishments that positively impact women fleeing domestic violence, their children, our local employers, and our local economy; thus, fulfilling our mission to end the cycle of poverty and transform our community by empowering families and youth to succeed in education and achieve life-long self-sufficiency.

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

Family Scholar House began as Project Women in 1995 and was renamed in 2008. The core mission has not changed since its founding; however, programs and services and geographic reach have expanded significantly.

C) What are some of your past organizational accomplishments (last three years)?

In February 2018, Cathe Dykstra was recognized for her work to support victims of domestic violence and celebrated as a Woman of Distinction by the Center for Women and Families. Spring 2018 brought the opening of Family Scholar House's fifth Louisville residential campus with affordable apartments for 64 households and an educational services center to support residents and neighbors in the surrounding areas. In June 2018, Cathe Dykstra was recognized for the work for Family Scholar House and named a Trustee of Inclusive Equity by a consortium of black community leaders. The following April 2019, FSH was recognized by the American Planning Association for receiving the HUD Secretary's Excellence Award for Opportunity and Empowerment. In his congratulatory letter to Family Scholar House, Secretary Carson wrote, "The jury was most impressed by how the program continues to expand its mission to eradicate poverty, reduce homelessness, and empower the people of Louisville to achieve their dreams." In October 2019, Family Scholar House was recognized by HUD as the Louisville area's first and only HUD EnVision Center addressing economic empowerment, educational advancement, health & wellness and character & leadership. In November 2019, Cathe Dykstra was selected to represent FSH in the Ascend National Advisors cohort and chosen for Governor-Elect Beshear's Transition Team. Most recently, in July 2020, Family Scholar House was chosen as one of five mature stage organization winners of a national Rise Prize by Imaginable Futures.

D) What are your key programs and activities?

Family Scholar House provides comprehensive, holistic programming that includes family counseling and advocacy, support groups, affordable housing, childcare, educational support, academic guidance, apprenticeship and career coaching, career exploration and preparation, workforce development support services, job-shadowing, networking and mentoring, life-skills training, family bonding activities, transportation assistance and access to the technology necessary for education and work.

Programs and services reflect a commitment to both intervention and prevention in a two-generational educational model that meets participants of all ages where they are and creates an environment for age-appropriate self-exploration, self-determination and, ultimately, self-sufficiency. Staff are responsive to emerging needs. During this challenging time of COVID-19, two examples of how FSH responds to emerging needs are the delivery of food and pantry items for participants lacking the transportation to go safely to the store and the hiring of teachers to supplement non-traditional instruction (NTI) for FSH school children, addressing the learning loss that occurred with the sudden onset of NTI in the spring and preparing children for school in the fall that will be NTI with little or no classroom time.

E) Describe the communities you serve. Include populations, geographic locations served, and relevant statistics.

According to the most recent American Communities Survey (ACS, 2018), the racial composition of Louisville is as follows:

- White/Caucasian: 69.94%
- Black/African American: 23.46%
- Two or more races: 2.73%
- Asian: 2.69%
- Other race: 0.94%
- Native American: 0.18%
- Native Hawaiian or Pacific Islander: 0.05%

Relying on pre-COVID-19 data, the race in Louisville most likely to be in poverty is Black/African American, with 30.49% below the poverty level. The race least likely to be in poverty is White/Caucasian, with only 10.92% below the poverty level.

In 2016, the U.S. Census reported 16.4% of Louisville/Jefferson County residents live below the federal poverty level. As reported by the Metropolitan Housing Coalition (MHC), the family poverty rate in Louisville/Jefferson County is 11.8%. 19.9% of families with children in Louisville/Jefferson County live below the federal poverty line. For Family Scholar House, it is important to note that 40.5% of female-headed households with children in Louisville/Jefferson County are living in poverty, many with co-stressors of domestic violence, lack of education necessary or career focus, and a lack of adequate support systems. The impacts of COVID-19 and the resulting rampant unemployment are already creating big shifts in workforce participation, poverty and access to resources.

II. Project Information:

A) Statement of Need

1. Specify the community need(s) you want to address and are seeking funds for.

Recognizing that the cumulative impact of trauma is greater than the sum of experiences of violence, Family Scholar House has developed a poly-victimization survey to breakdown the compartmentalization and siloing of information and identify the totality of an individual's experiences of victimization. The complex victimization experienced by domestic violence survivors may cause them to have insufficient protection and limited social support to buffer the adverse effects of other forms of traumatic stressors, Family Scholar House will use the survey developed to assess and then remediate the adverse impacts of poly-victimization experienced by 475 domestic violence survivors, reestablishing and strengthening their hope for the future and supporting them in creating a plan to achieve their education and workplace goals and establish their self-sufficiency and independence. All activities and impacts will be tracked for program improvement with participant successes celebrated and partnerships recognized.

B) Project Description

1. Describe your project. How does your project meet the community need?

Being a victim of a crime or crimes is traumatic for an individual and their family. Each victim's need(s) is specific to that individual. There are several community programs in place to address crime victims and their rights but they are provided in a silo. As more

research and evidence has become available to promote a trauma-informed approach, effects of trauma and complex trauma on an individual, FSH has seen how victims have interconnected needs from suffering multiple types of trauma that cannot be addressed through a single-focus solution based on a linear model which focuses on one victimization at a time. (Alliance for HOPE International). Victimization of individuals comes at a cost to society. For example; Domestic violence has a significant cost to society via health care system, legal system, employers, etc. Greenfeld, et al, 1998 “estimates that women lose nearly \$18 million in earnings each year as a result of partner violence” (Moe and Bell, 2004,). Lost wages indirectly impact not only the well-being of a victim and her family, but also the taxes collected to support the community as a whole. Johnson, Indvik and Robertson estimate that “organizational costs (absenteeism, tardiness, lowered productivity, turnover, increased security costs, and medical expenses) associated with partner violence are high as well, estimated to be up to \$5 billion annually” (Moe and Bell, 2004,).

Individuals may report one crime, such as domestic violence, but through an in depth discussion with them, one learns that they have been a victim of several other crimes. In an example by Deborah Weisel in 2005, 46% of all sexual assaults were experienced by persons suffering two or more victimizations during the same data period (Weisel, 2005). This complex victimization experienced by an individual may cause the person to have insufficient protection and limited social support to buffer the adverse effects of other forms of traumatic stressors such as accidents, death of loved ones, illness, disasters, etc. This is why Family Scholar House is prioritizing support for domestic violence survivors to “Redefine VOC for themselves from a Victim of Crime to Validating One’s Capabilities.

In a six-month pilot project conducted in late 2019 and early 2020, FSH surveyed 325 individuals to establish a baseline. 277 had been a victim of a crime with 91% experiencing 2 or more crimes. 32% answered yes to five or more of the nine different types of victimization. This data was new and relevant as we had previously understood from self-reporting that 90% of individuals had been exposed to domestic violence as a child or as an adult. There has been limited information released regarding programs that serve victims who have experience multiple victimization and the effect on them as an adult, especially as it relates to programs for which responding to trauma is not the primary focus. Most data for poly-victimization relates to victimization during childhood and much in the realm of Adverse Childhood Experiences Surveys (ACES) for victimization that took place prior to an individual’s 18th birthday. There is very little data that looks at multiple types of victimization experienced as an adult.

This project will work intensively with 475 domestic violence survivors who have experienced crimes perpetuated against them and will assist them in moving from victimization to the empowerment that leads to self-sufficiency and independence. Individuals need to feel heard and supported in reporting the crimes that happened to them, but they also need the guidance and resources to grow forward from these experiences. Victimization does not define the individual; yet, it does impact their well-being and resources. FSH will work with 475 domestic violence survivors to use their voice and experiences to set the path forward, utilizing FSH resources and connecting to community partners with expertise in others areas of need. Goals will connect the

importance of completing post-secondary education and developing career readiness in order to be self-sufficient and able to make one's own choices.

2. What is unique and innovative about this project?

Family Scholar House excels in creating and implementing technological innovations that not only promote the efficacy of programs and services, making it possible to serve more participants, but also has a strong track record of using data to maximize the return on investment (ROI) to community stakeholders and promoting the ROI to engender additional support.

Family Scholar House is valued as an innovative community partner, committed to changing the participant service paradigm from short-term assistance to long-term solutions. Our programmatic commitment to the long-term self-sufficiency of families in our community is driven by our fundamental commitment to the value of education-post-secondary education, as well as elementary and secondary schooling-as a primary catalyst for breaking the cycle of intergenerational poverty. In addition to formal education, Family Scholar House provides programming that supports the development of life-skills that helps families grow and learn together. While others in our community provide support for victims of domestic violence, there is a lack of cohesion in assessing the multiple experiences of victimization and the resulting cumulative impact on an individual. Through the use of FSH's innovative poly-victimization survey as a first step in identifying the frequency and impacts of experiences of violence, FSH professional staff will then assist participants in healing from their trauma and creating and fulfilling education and workplace goals in order to become self-sufficient and independent.

C) Project Goal, Objectives, Activities and Expected Outcomes

1. Note: Objective, Outcomes and Evaluation must all be based on the SAME QUANTIFIABLE CRITERIA (for example, "number served, or acres improved"). This quantifiable criteria should refer to the grant amount you are requesting from the Gimbel Foundation only and not the total program.

State ONE GOAL, ONE OBJECTIVE, ONE OUTCOME. USE NUMBERS AND DO NOT USE PERCENTAGES.

2. State ONE project goal. The Goal should be an aspirational statement, a broad statement of purpose for the project.
3. State One Objective. The Objective should be specific, measurable, verifiable, action-oriented, realistic, and time-specific statement intended to guide your organization's activities toward achieving the goal. Specify the activities you will undertake to meet the objective and number of participants for each activity.
4. State One Outcome 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.
5. Evaluation: How will progress towards the objective (per above) be tracked and outcome measured?

Provide specific information on how you will collect relevant data and statistics that meet your objective and validate your expected outcome, in a quantifiable manner, as you describe your evaluation process. Please state the number of people/clients that you will be evaluating (should be the same number stated in your Objective.)

STATE THE GOAL, OBJECTIVES, AND OUTCOMES

GOAL: With integrated support, 475 domestic violence survivors will begin to heal from multiple experiences of victimization and become financially self-sufficient so that they may direct the course of their future.

OBJECTIVE: Address the poly-victimization experiences and cumulative trauma of 475 domestic violence survivors, support them in fulfilling their goals to establish their self-sufficiency and independence, and document the effectiveness of interventions and success achieved by participants.

ACTIVITIES:

1. Survey 475 domestic violence survivors to identify their experiences of victimization and their cumulative trauma.
2. With individual and group sessions, address and remediate impacts of multiple types of victimization experienced by 475 domestic violence survivors.
3. Facilitate the creation of individual 180-day self-sufficiency action plans for each of the 475 domestic violence survivors.
4. Document all program activities and, using FSH's self-sufficiency matrix, track progress with self-sufficiency action plans of 475 domestic violence survivors in FSH's customized database.
5. Identify the program and leveraged costs for each of the 475 participants to reach their self-sufficiency goal(s).
6. Identify any unexpected barriers to success and the potential solutions.

OUTCOME: 475 domestic violence survivors will identify and address their experiences of poly-victimization and improve their ability to be self-sufficient and independent.

EVALUATION: Using FSH's customized database built on the Salesforce platform, generate reports on the number of domestic violence survivors surveyed and supported in establishing their self-sufficiency as verified by self-sufficiency matrix scoring. Track FSH's role in and the costs of improving the self-sufficiency of 475 domestic violence survivors. Account for additional successes or lower numbers of those realizing their goals through the program.

D) Timeline

Start date: 9/1/2020 - End date: 8/31/2021

By 11/15/2020, survey 475 domestic violence survivors using FSH's poly-victimization survey.

By 1/31/2021, document the development of individual educational and workforce goals integral to establishing self-sufficiency

February - August 2021, Monthly program review and assessment with progress tracking for all 475 domestic violence survivors
By 9/15/2021, present final evaluation of program year
By 9/30/2021, provide final recommendation for program improvements for year 2

E) Target Population

1. Who will this grant serve?

475 domestic violence survivors served by Family Scholar House. Based on current demographics, this is projected to be approximately 385 black/African American participants, 28 bi-racial/multi-racial participants, 59 white/Caucasian participants, and 3 participants from other races. Additionally, 5-10 are likely to identify LatinX as their ethnicity.

2. How many people will be impacted? Provide a breakdown: Number of Children, Youth, Adults, Seniors, Animals.

475 adult domestic violence survivors, ages 18-49 years of age, will be directly impacted; approximately 665 minor children, ages infant - 17 years of age, will be indirectly impacted as their parents establish self-sufficiency.

F) Projects in the Community

1. How does this project relate to other existing projects in the community?

There are no similar projects in the community. While other organizations serve victims and survivors of domestic violence and other types of victimization, these services are provided individually without a comprehensive approach to addressing poly-victimization and cumulative trauma. FSH excels in data collection, aggregation, analysis, and identification of cost per gain. By utilizing the poly-victimization survey developed by FSH professional staff members and documenting all activities, FSH will be able to provide meaningful data and recommendations for effective programs to address the poly-victimization experienced by domestic violence survivors from assessment to achievement of self-sufficiency goals.

2. Who are your community partners (if any)?

Family Scholar House has strong reciprocal referral relationships with the Kentucky Coalition Against Domestic Violence (KCADV) including the Center for Women & Families in Louisville, KY; the fellow members of the Coalition for the Homeless, including Uplifting People (UP) Day Shelter for Women, and the Kentucky Housing Corporation. We will offer this program to all FSH participants in residential and non-residential programs and through all of these partners.

3. Who else in the community is providing this service or has a similar project?

Family Scholar House developed the poly-victimization survey after reviewing the work of community partners and determining that this was a need going unmet. FSH is in the process of integrating the poly-victimization survey into its customized, proprietary database built on the Salesforce platform. Currently, FSH has 150 fields of information for each participant family, all of which are searchable and reportable. This is especially useful in tracking participant

success and aggregating data to identify trends and best practices. We have not found any similar programs that are identifying and addressing multiple types of victimization and the cumulative impacts for both the benefit of those served and the analysis of the data that will improve programming to serve survivors. We have also not found another social services organization in our region utilizing data in the same ways or with the same early success.

4. How are you utilizing volunteers?

Family Scholar House is nimble, serving over 6,000 households annually with a small staff of 20 and a large corps of over 2,000 volunteers. Due to the confidential and personal nature of the poly-victimization surveys and support sessions, volunteers will be most helpful in supporting the workforce goals of the 475 domestic violence survivors in the program. This will include career exploration workshops, job-shadowing, resume help, networking and mentoring activities, professional clothing workshops, and workplace ethics trainings.

G) Use of Grant Funds

How will you use the grant funds? This answer should align with the specific activities previously outlined in C) Project Goal, Objectives, Activities and Expected Outcomes

Grant funds will be used to provide marketing for targeted participant recruitment in the community and through community partners, certified social workers for Individual counseling sessions to gather data on experiences with multiple types of victimization and level of cumulative trauma, group therapy sessions with licensed therapist to process trauma and promote healing, art materials and simple refreshments for group sessions, academic advisors to assist with post-secondary educational program enrollment and completion of financial aid applications, career coaching to aid participants in choosing a career path, apprenticeship coach to assist with enrollment in apprenticeship programs for combined work and credentialing, and software support and Salesforce licenses for data collection and analysis.

III. Project Future

A) Sustainability

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

Sustainability of this program will come from promotion of the data and outcomes from this first year. Specifically, funding partners will be informed of the outcomes from the program and asked to make a socially-responsible investment based on the return on investment realized in year one; business partners will be solicited for donations based on the number and success of program participants placed into employment in their workplaces; and, government partners will be informed of the outcomes, including savings realized as participants transition into the workforce.

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

A) Governance

1. Describe your board of directors and the role it plays in the organization.

The Board of Directors of Family Scholar House is a policy and governing board composed on engaged community leaders dedicated to the organization's mission. The primary duties of the Board of Directors are to evaluate and approve the basic objectives and broad policies of Family Scholar House and to assure their effectuation in accordance with the organization's bylaws. The specific duties and powers of the Board of Directors include fulfilling the fiduciary duties vested in them by approving, reviewing, and implementing the organization's budget, supporting fund development activities, and providing oversight for all financial matters of the organization; to monitor the purpose and accomplishments, approving goals and programs and ensuring regular evaluations of all operations of the organization; to select and annually evaluate the President and Chief Executive Officer, receiving and reviewing an annual report from the President and Chief Executive Officer; and to prepare an annual report of the financial and operational status to make available to the public.

The FSH Board of Directors are education, business, community, and civic leaders and consist of the following:

18 White/Caucasian
8 Black/African American
2 Bi-racial/Multi-racial
1 Asian

FSH Board leaders hold the following advanced degrees: 2 MD, 2 EdD, 2 PhD, 1 JD and 1 DNP.

14 have experience either as a single parent or being raised by a single parent or student parent.

2. What committees exist within your board of directors?

The Family Scholar House Board of Directors has the following standing committees in two categories, administrative and program. Listing is in Alphabetical order.

Administrative Committees:

Board Governance with a subcommittee for Board Nominations

Building and Facilities Committee

Communications and Marketing Committee with a subcommittee for Social Media Presence

Executive Committee

Development Committee

Finance Committee with subcommittees for Audit Oversight and Budget Development

Human Resources Committee

Program Committees:

Academic and Career Programs & Services

Children's Programs & Services

Family Programs & Services
Foster Alumni Support Programs & Services

All Board Members serve on two committees, one administrative committee and one program committee. Additionally, the Executive Committee members/Board Officers invite community members not affiliated with the Board of Directors to serve on the committees to ensure new ideas are heard and considered and the organization remains responsive to community needs.

3. How does the board of directors make decisions?

The Board of Directors of Family Scholar House receives recommendations from its committees and Board Members then vote to determine appropriate actions. Between Meetings of the Board of Directors, the Executive Committee is authorized to take action and then seek ratification from the full Board at the next meeting. This path for action items is rarely utilized and requires that an issue be time-sensitive.

B) Management

Describe the qualifications of key personnel/staff responsible for the project. Family Scholar House is fortunate to have a highly qualified professional team consisting of 26 members: 21 Female and 5 Male

Key demographics are as follows:

Racial Background -

16 White/Caucasian

7 Black/African American

2 Bi-racial/ Multi-racial

1 African – Sierra Leone

More importantly, the education and life experience of FSH's professional team are relevant to its work:

4 FSH graduates

1 child of FSH Graduate

6 current or former single parents

4 raised by a student parent

Professional staff hold the following advanced degrees: 3 MSSW, 1 CSW, 1 DMin, 1 MAT, 2 MEd, 1 MAEd, 1, MMA, 1 PhD, and 1 Doctor of Public Services, honoris causa

2020 S.L. Gimbel Foundation APPLICATION

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. Note that if funded, this is the budget that you will have to refer to in the Evaluation (Final) Report.

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) The Gimbel Foundation does not fund indirect costs.

Line Item Request	Line Item Explanation	Support From Your Agency	Support From Other Funders	Requested Amount From Gimbel	Line Item Total of Project
Certified Social Worker (CSW)	\$28/hr x 15 hours/wk for 50 weeks = \$21,000	\$7,000	\$7,000	\$7,000	\$21,000
CSW Benefits	\$21,000 x .18 = \$3,780	\$3,780	\$0	\$0	\$3,780
Licensed Therapist (contract)	\$90/hr x 50 group sessions = \$4,500 Cost per person = \$9.47 each	\$1,500	\$1,500	\$1,500	\$4,500
Art supplies & journals	\$26 per participant X 475 = \$12,350	\$4,125	\$4,125	\$4,100	\$12,350
Refreshments for 100 group therapy sessions	\$35 x 100 small group in-person sessions = \$3,500 \$3.50 per person per session	\$3,500	\$0	\$0	\$3,500

Academic Advisor (AA)	\$19.20/hour x 12hrs/wk x 50 weeks = \$11,550	\$3,850	\$3,850	\$3,850	\$11,550
AA Benefits	\$11,550 x .18 = \$2,079	\$2,079	\$0	\$0	\$2,079
Apprenticeship Coach (AC)	\$20.75/hr x 12 hours/wk for 50 weeks = \$12,450	\$4,150	\$4,150	\$4,150	\$12,450
AC Benefits	\$12,450 x .18 = \$2,241	\$2,241	\$0	\$0	\$2,241
Career Coach (CC)	\$22/hr x 12hours/wk = \$13,200	\$4,400	\$4,400	\$4,400	\$13,200
CC Benefits	\$13,200 x .18 = \$2,376	\$2,376	\$0	\$0	\$2,376
Program Data Director for Data Design Integrity & Analysis	\$32/hr x 5 hours/wk for 50 weeks = \$8,000	\$4,000	\$4,000	\$0	\$8,000
	\$8,000 x .18 = \$1,440	\$1,440	\$0	\$0	\$1,440
Salesforce licenses	\$75 per user/month x 6 users for 12 months = \$5,400	\$2,700	\$2,700	\$0	\$5,400
Marketing	Social media and email graphics for participant recruitment	\$5000	\$5000	\$0	\$10,000
Chromebooks	Loanable Chromebooks for participants in online courses 125 x \$149 each	\$0	\$18,625	\$0	\$18,625
TOTALS:		\$52,141	\$55,350	\$25,000	\$132,491

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. Each line item must have a narrative. 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

Grant funds will be used as follows:

- 1) To provide graphics and social media marketing for targeted participant recruitment in the community and through community partners.
- 2) A certified social worker will facilitate individual counseling sessions for all 475 participants to gather data on experiences with multiple types of victimization and level of cumulative trauma.
- 3) Group therapy sessions will be conducted by a contract licensed therapist to process trauma and promote healing.
- 4) Supplies needed for therapy sessions are art materials and journals at a cost of \$26 per participant.
- 5) Since therapy sessions will be in person in small groups of 5-8 each (due to COVID-19), we will provide simple healthy refreshments to create a welcoming environment.
- 6) An academic advisor will assist with post-secondary educational program enrollment and completion of financial aid applications,
- 7) A career coaching will aid participants in choosing a career path by facilitating job-shadowing and networking opportunities
- 8) An apprenticeship coach will assist with enrollment in apprenticeship programs that combined work and credentialing, and will provide on-going support for work-coursework-life balance,
- 9) Our program data director will design data system collection and oversee the integrity of the data and aggregate the data for easy reporting,
- 10) Data needs include Salesforce licenses for data collection and analysis, and
- 11) 125 loanable Chromebooks for participants in online courses.

2020 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
Humana Foundation	\$515,000
Commonwealth of Kentucky SNAP Employment & Training Site	\$432,163
Imaginable Futures- - Rise Prize	\$200,000
Youth Homelessness Demonstration Project	\$83,500
One Louisville COVID-19 Response Fund	\$70,000
Sutherland Foundation	\$50,000
Trager Foundation	\$50,000
Siemer Institute for Family Stability	\$50,000
Louisville Metro Government Homeless Services Support	\$47,500
UPS Foundation COVID-19 Support	\$25,000
Westfield Legacy of Caring	\$15,000

Pending

Name of Funder: Foundation, Corporation, Government	Amount	Decision Date
Federal Grant - VOCA	\$181,818	10/15/2020
CARES Funding	\$175,100	10/1/2020
Argentum Apprenticeship Support Services	\$100,000	8/15/2020
Impact 100 - Louisville KY	\$100,000	11/1/2020
Kosair Charities	\$99,470	9/30/2020
Brown-Forman Foundation	\$25,000	12/15/2020
Metro United Way	unknown	9/1/2020

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. (2019-2020)

Funding Source 2019-2020	Amount	% of Total Revenue	Funding Source	Amount	% of Total Revenue
Contributions	\$886,041	32.8%	Program Svcs	\$151,000	5.6%
Fundraising/Special Events	\$414,798	15.3%	Interest Income	\$3,020	.1%
Corp/Foundation Grants	\$739,998	27.4%	In-kind	20,138	.7%
Government Grants	\$490,200	18.1%			

Notes:

Amounts are from the recently completed fiscal year not the previous year's IRS 990.

S.L. Gimbel Foundation APPLICATION

VII. Financial Analysis

Agency Name: Family Scholar House, Inc.

Most Current Fiscal Year (Dates): From July 1, 2019 To: June 30, 2020 (no 990 yet)

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 (2018-2019 Fiscal Year)

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
\$1,961,318	\$1,774,748	\$114,611	\$71,959

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%	90.49%	5.84%	3.67%

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
5.44%	5.84%	.40%

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

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
\$1,040,934	\$225,160	\$1,187,377	1.066

Excess or Deficit for the Year:

Excess or (Deficit) Most recent fiscal year end	Excess or (Deficit) Prior fiscal year end
\$303,881	\$626,065

Notes:

While these amounts show as surplus on our financials, these funds have been raised and are restricted to the development and construction of our next campus.

	Budget Comparison		
	Actuals	Budget	Variance
	Most Recently Completed Year	Projections Current Year	
Income	2019-20	2020-21	
Individual Contributions	\$886,041	\$843,240	-\$42,801
Corporate Contributions	\$297,500	\$310,750	+\$13,250
Foundation Grants	\$462,636	\$520,000	+\$57,364
Government Contributions	\$490,200	\$715,000	+\$224,800
Other Earned Income	\$151,000	\$100,000	-\$51,000
Other Unearned Income	\$414,798	\$220,000	-\$194,798
Interest & Dividend Income	\$3,020	\$4,000	+\$980
Total Income	\$2,705,195	\$2,712,990	+\$7,795
Expenditures			
Personnel			
Salary CEO	\$214,416	\$214,416	- 0
Staff Salary (total)	\$1,225,232	\$1,195,103	-\$30,129
Payroll Taxes	\$81,101	\$130,188	+\$49,087
Insurance - Workers' Comp	\$7,691	\$13,534	+\$5,843
Insurance - Health	\$80,535	\$90,237	+\$9,702
Payroll Services	\$2,088	\$2250	+\$162
Retirement	\$27,135	\$31,759	+\$4,624
Total Personnel	\$1,638,198	\$1,677,487	+\$39,289

General Program/Administrative			
Bank/Investment Fee	0	0	0
Publications	\$117,861	\$115,000	-\$2,861
Conferences & Meetings	\$68,280	\$110,000	+\$41,720
Mileage	\$13,619	\$33,000	+\$19,381
Audit & Accounting	\$38,571	\$53,000	+\$14,429
Program Consultants	\$24,000	\$24,000	0
Insurance Expense	\$13,838	\$20,815	+\$6,977
Telephone Expense - Land Lines	\$6,720	\$7,050	+\$330
DSL & Internet	\$12,647	\$43,439	+\$30,792
Website	\$4,038	\$12,000	+\$7,962
Office Supplies/Printing & Copying	\$47,389	\$95,045	+\$47,656
Postage & Delivery	\$3,734	\$5,554	+\$1,820
Participant Emergency Needs	\$136,964	\$195,000	+\$58,036
Miscellaneous	\$275,455	\$321,600	+\$46,145
Total General Program/Administrative	\$763,116	\$1,035,503	+\$272,387
Total Expenditures	\$2,401,014	\$2,712,990	+\$311,976
Revenue Less Expense	\$303,881	0	-\$303,881

OGDEN UT 84201-0046

In reply refer to: 0423235246
Nov. 14, 2008 LTR 252C 0
61-1285124 000000 00 000
00003266
BODC: TE

FAMILY SCHOLAR HOUSE INC
% CATHE DYKSTRA
806 E CHESTNUT STREET
LOUISVILLE KY 40204-6019996

426

Taxpayer Identification Number: 61-1285124

Dear Taxpayer:

Thank you for the inquiry dated Sep. 08, 2008.

We have changed the name on your account as requested. The number shown above is valid for use on all tax documents.

If you have any questions, please call us toll free at 1-877-829-5500.

If you prefer, you may write to us at the address shown at the top of the first page of this letter.

Whenever you write, please include this letter and, in the spaces below, give us your telephone number with the hours we can reach you. Also, you may want to keep a copy of this letter for your records.

Telephone Number () _____ Hours _____

Sincerely yours,

Karen E. Peat

Karen E. Peat
Dept. Manager, Code & Edit/Entity 3

Enclosure(s):
Copy of this letter

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date:

OCT 19 2000

PROJECT WOMEN INC
806 E CHESTNUT ST
LOUISVILLE, KY 40204-0000

Employer Identification Number:
61-1285124

DLN:
17053267765020

Contact Person:
DAVID V SCIAN ID# 31369

Contact Telephone Number:
(877) 829-5500

Our Letter Dated:
October 1996

Addendum Applies:
No

Dear Applicant:

This modifies our letter of the above date in which we stated that you would be treated as an organization that is not a private foundation until the expiration of your advance ruling period.

Your exempt status under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3) is still in effect. Based on the information you submitted, we have determined that you are not a private foundation within the meaning of section 509(a) of the Code because you are an organization of the type described in section 509(a)(1) and 170(b)(1)(A)(vi).

Grantors and contributors may rely on this determination unless the Internal Revenue Service publishes notice to the contrary. However, if you lose your section 509(a)(1) status, a grantor or contributor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act, or the substantial or material change on the part of the organization that resulted in your loss of such status, or if he or she acquired knowledge that the Internal Revenue Service had given notice that you would no longer be classified as a section 509(a)(1) organization.

You are required to make your annual information return, Form 990 or Form 990-EZ, available for public inspection for three years after the later of the due date of the return or the date the return is filed. You are also required to make available for public inspection your exemption application, any supporting documents, and your exemption letter. Copies of these documents are also required to be provided to any individual upon written or in person request without charge other than reasonable fees for copying and postage. You may fulfill this requirement by placing these documents on the Internet. Penalties may be imposed for failure to comply with these requirements. Additional information is available in Publication 557, Tax-Exempt Status for Your Organization, or you may call our toll free number shown above.

If we have indicated in the heading of this letter that an addendum applies, the addendum enclosed is an integral part of this letter.

Letter 1050 (DO/CG)

PROJECT WOMEN INC

Because this letter could help resolve any questions about your private foundation status, please keep it in your permanent records.

We have sent a copy of this letter to your representative as indicated in your power of attorney.

If you have any questions, please contact the person whose name and telephone number are shown above.

Sincerely yours,

Steven T. Miller
Steven T. Miller
Director, Exempt Organizations

2020 S.L. Gimbel Foundation APPLICATION

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. Note that if funded, this is the budget that you will have to refer to in the Evaluation (Final) Report.

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) The Gimbel Foundation does not fund indirect costs.

Line Item Request	Line Item Explanation	Support From Your Agency	Support From Other Funders	Requested Amount From Gimbel	Line Item Total of Project
Certified Social Worker (CSW)	\$28/hr x 15 hours/wk for 50 weeks = \$21,000	\$7,000	\$7,000	\$7,000	\$21,000
CSW Benefits	\$21,000 x .18 = \$3,780	\$3,780	\$0	\$0	\$3,780
Licensed Therapist (contract)	\$90/hr x 50 group sessions = \$4,500 Cost per person = \$9.47 each	\$1,500	\$1,500	\$1,500	\$4,500
Art supplies & journals	\$26 per participant X 475 = \$12,350	\$4,125	\$4,125	\$4,100	\$12,350
Refreshments for 100 group therapy sessions	\$35 x 100 small group in-person sessions = \$3,500 \$3.50 per person per session	\$3,500	\$0	\$0	\$3,500

Academic Advisor (AA)	\$19.20/hour x 12hrs/wk x 50 weeks = \$11,550	\$3,850	\$3,850	\$3,850	\$11,550
AA Benefits	\$11,550 x .18 = \$2,079	\$2,079	\$0	\$0	\$2,079
Apprenticeship Coach (AC)	\$20.75/hr x 12 hours/wk for 50 weeks = \$12,450	\$4,150	\$4,150	\$4,150	\$12,450
AC Benefits	\$12,450 x .18 = \$2,241	\$2,241	\$0	\$0	\$2,241
Career Coach (CC)	\$22/hr x 12hours/wk = \$3,200	\$4,400	\$4,400	\$4,400	\$13,200
CC Benefits	\$13,200 x .18 = \$2,376	\$2,376	\$0	\$0	\$2,376
Program Data Director for Data Design Integrity & Analysis	\$32/hr x 5 hours/wk for 50 weeks = \$8,000	\$4,000	\$4,000	\$0	\$8,000
	\$8,000 x .18 = \$1,440	\$1,440	\$0	\$0	\$1,440
Salesforce licenses	\$75 per user/month x 6 users for 12 months = \$5,400	\$2,700	\$2,700	\$0	\$5,400
Marketing	Social media and email graphics for participant recruitment	\$5000	\$5000	\$0	\$10,000
Chromebooks	Loanable Chromebooks for participants in online courses 125 x \$149 each	\$0	\$18,625	\$0	\$18,625
TOTALS:		\$52,141	\$55,350	\$25,000	\$132,491

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. Each line item must have a narrative. 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

Grant funds will be used as follows:

- 1) To provide graphics and social media marketing for targeted participant recruitment in the community and through community partners.
- 2) A certified social worker will facilitate individual counseling sessions for all 475 participants to gather data on experiences with multiple types of victimization and level of cumulative trauma.
- 3) Group therapy sessions will be conducted by a contract licensed therapist to process trauma and promote healing.
- 4) Supplies needed for therapy sessions are art materials and journals at a cost of \$26 per participant.
- 5) Since therapy sessions will be in person in small groups of 5-8 each (due to COVID-19), we will provide simple healthy refreshments to create a welcoming environment.
- 6) An academic advisor will assist with post-secondary educational program enrollment and completion of financial aid applications,
- 7) A career coaching will aid participants in choosing a career path by facilitating job-shadowing and networking opportunities
- 8) An apprenticeship coach will assist with enrollment in apprenticeship programs that combined work and credentialing, and will provide on-going support for work-coursework-life balance,
- 9) Our program data director will design data system collection and oversee the integrity of the data and aggregate the data for easy reporting,
- 10) Data needs include Salesforce licenses for data collection and analysis, and
- 11) 125 loanable Chromebooks for participants in online courses.

S.L. Gimbel Foundation APPLICATION

VII. Financial Analysis

Agency Name: Family Scholar House, Inc.

Most Current Fiscal Year (Dates): From July 1, 2019 To: June 30, 2020 (no 990 yet)

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 (2018-2019 Fiscal Year)

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
\$1,961,318	\$1,774,748	\$114,611	\$71,959

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%	90.49%	5.84%	3.67%

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
5.44%	5.84%	.40%

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

Family Scholar House, Inc.

2020-2021

Board of Directors

Jackie Beard
System Director, Talent Acquisition
and Workforce Development
Norton Healthcare

Christian Bowles
Vice President
Q2 Business Capital

Elizabeth Cassady, Ph.D.
Associate Dean of Academic Services
Bellarmine University

Keisha Deonarine
Executive Director & Corporate Relations
Park Community Foundation/ Credit Union

Brandon Fortson
Air Manager
UPS Airlines

Randy Frantz, *Treasurer*
Assistant Executive Director
TARC

Adam Hall, *Chair*
VP, Community & Economic Dev. Manager
Fifth Third Bank

Elizabeth Hardesty
Creative Services Supervisor
Hogan Lovells

Natalie Henderson, M.D.
Professor, Pediatric Critical Care Medicine
University of Louisville School of Medicine

Kathy Hinkebein
Advisor
PRG Commercial Property

La'Keisha James
Director of Nursing Services
Trilogy Health Services, LLC

Rev. Robert T. Jennings
Retired
Community Member

V. Faye Jones, M.D., Ph.D., *Vice-Chair*
AVP, Health Affairs/Diversity Initiatives
Professor, Pediatrics
University of Louisville

Michele Koch
Chief Culture & People Development Officer
Republic Bank

Kelly Lucas
VP/Sr. Asset Manager
PNC Real Estate
Tax Credit Capital

Rachel McGalliard
General Manager & VP
The Software Guild

George McMinn
Operations Vice President
Messer Construction Company

Kendall Webb Merrick, *Secretary*
General Manager, Retail
Brookfield Properties

Danny Mosby
Executive Director
Jamon Brown Foundation

Julie Muennich
Executive Director - Lowe's
GE Appliances, a Haier Company

Laura Petry
VP Group Brand Director, Emerging Brands
Brown-Forman Corporation

Kristin Pickerell, DNP
Director, Critical Care & Emergency Services
Norton Healthcare

Brandi Sanders
Global Controller & Finance Director
D.D. Williamson, The Color House

Christina Searcy
Director of Client Experience
Mira

Family Scholar House, Inc.
2020-2021

Eric Seto
Partner
Homeland LLC

Alec White
VP, Global Head of Talent Acquisition
Computershare

Melinda Sunderland, JD
Managing Director and Shareholder
Morgan Pottinger McGarvey

Joi Williams
Market Consultant Professional
Humana

Christie Leigh Wells
President & CEO
CLM Business Etiquette Consulting

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				
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	214,416.	183,194.	31,222.	
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	777,484.	737,701.	10,407.	29,376.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	17,489.	16,562.	927.	
9 Other employee benefits	72,329.	70,033.	2,296.	
10 Payroll taxes	73,292.	67,871.	3,281.	2,140.
11 Fees for services (non-employees):				
a Management				
b Legal	125.		125.	
c Accounting	23,710.		23,710.	
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.)	78,331.	54,331.		24,000.
12 Advertising and promotion				
13 Office expenses	23,864.	22,573.	1,291.	
14 Information technology				
15 Royalties				
16 Occupancy	4,379.	3,764.	615.	
17 Travel	12,163.	12,163.		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest	40,020.	40,020.		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	179,728.	164,819.	14,909.	
23 Insurance	16,640.	6,584.	10,056.	
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 AMERICORPS SERVICES	134,760.	134,760.		
b PROGRAM PUBLICATIONS	124,217.	124,217.		
c MISCELLANEOUS	45,872.	33,784.	12,088.	
d UTILITIES	38,451.	36,521.	1,930.	
e All other expenses	84,048.	65,851.	1,754.	16,443.
25 Total functional expenses. Add lines 1 through 24e	1,961,318.	1,774,748.	114,611.	71,959.
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)

FAMILY SCHOLAR HOUSE, INC.

2020-2021
Approved Budget

Income

400 · Unrestricted Donations & Grants	843,240
402 · Restricted Donations & Grants	1,519,750
404 · In Kind Donations/Services	15,000
450 · Building Fund	10,000
470 · Other Income (Loss)	1,000
471 · Program Services	100,000
476 · Special Events	220,000
480 · Interest Income	4,000
TOTAL INCOME	2,712,990

Expenses

637 · Telecom-G&A	4,589
653 · Staff Salaries - G&A	50,660
654 · Payroll Taxes - G&A	5,151
655 · Facility Maintenance-G&A	7,300
656 · Accounting & Legal - G&A	53,000
662 · Staff Benefits - G&A	4,959
664 · Miscellaneous - G&A	100
666 · Office Supplies - G&A	1,645
667 · Postage - G&A	414
680 · Mileage and Parking - G & A	3,000
681 · Utilities - G&A	3,500
686 · Insurance D&O Gen Liab - G&A	11,815
687 · Insurance - Workers' Comp - G&A	1,344
704 · Staff Salaries - Program	1,201,419
709 · AmeriCorps/Contract Services	129,400
724 · Training & Related Travel - Pro	95,000
724a · Executive Education	10,000
726 · Participant Special Needs - Pro	195,000
729 · PR Taxes - Program	121,987
731 · Hospitality/Appctn Gifts - Prog	12,000
735 · Dues/Memberships	12,000
737 · Telecom-Program	45,900
755 · Facility Mainten- Program	65,700
760 · Program Publications & Awarenes	100,000
761 · Events - Program	5,000
762 · Staff Benefits - Program	162,534
766 · Office/Program Supplies - Program	93,400
767 · Postage and Delivery - Program	4,140
770 · Part. Database/Software	60,000
780 · Mileage and Parking - Program	30,000
781 · Utilities - Program	41,943
785 · Insurance Vehicles - Program	9,000

FAMILY SCHOLAR HOUSE, INC.

787 · Insurance Workers Comp. - Progr	12,190
788 · Miscellaneous - Program	1,000
790 · Interest on Bldg loan - Program	42,000
801 · Consulting Fee - FR & PR	24,000
802 · Donor Software & Support	4,000
805 · Newsletter (Printing & Postage)	15,000
812 · PR & Fundraising - Other	16,000
813 · Fundraising Salary	34,639
815 · Fundraising Benefits	3,911
816 · Payroll Tax Fundraising	3,350
900 · Building Project	15,000
TOTAL EXPENSES	2,712,990