Program Overview & Eligibility

Completed by grants@womenindistress.org on 1/13/2023 8:49 AM

Case Id: 30025

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

Program Overview & Eligibility

Please review the enclosed program information.



City of Hollywood Public Services City of Hollywood 2600 Hollywood Blvd Hollywood, FL 33022 954.921.3271

DBiederman@hollywoodfl.org

Public Services

Activities (including labor, supplies and material) which are directed toward improving the community's public services and facilities, including but not limited to those concerned with employment, crime prevention, childcare, health, drug abuse, education, fair housing counseling, energy conservation, welfare, or recreational needs. To qualify for this grant, Public Service must be either a new service or a quantifiable increase in the level of an existing service above that which has been provided by or on behalf of the unit of general local government in the 12 calendar months before the submission of the action plan. Awards to Public Service activities are limited to 15% of the City's total annual CDBG allocation. Based on past year allocations, the anticipated amount available for Fiscal Year 2023-2024 is estimated to be \$185,000.00. The actual amount is based on legislative approval and may be subject to change.

The City of Hollywood reserves the right to determine if submitted proposals are eligible, timely and complete; whether funding requests are appropriate, and all considerations relating to the funding application and requirements have been met. In addition to the information requested in this application, each applicant will be subject to a background inquiry that ensures compliance with the following criteria:

- The applicant's services provide a direct benefit to City of Hollywood residents.
- The applicant is fully licensed and insured, if applicable.
- The applicant does not have any outstanding liens or fines from the City.
- The applicant is not involved in any active litigation against the City.
- The applicant does not have any active City Municipal/Fire Code violations.
- The applicant is not engaged in any type of adverse activity against the City.
- The applicant is in compliance with all Florida, Broward County and City statutes, codes, ordinances and all other rules and regulations.

Failure to meet the above criteria will result in the applicant's disqualification from consideration for a Community Development Block Grant (CDBG).



SUBMISSION DEADLINE: FEBRUARY 6, 2023 by 3PM



A. Agency Information

Completed by grants@womenindistress.org on 1/30/2023 9:36 AM

Case Id: 30025

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

A. Agency Information

Please provide the following information.

ORGANIZATION INFORMATION

A.1. Organization Entity Name (Name listed in Sunbiz)

Women In Distress of Broward County, Inc.

A.2. Address

PO Box 50187 Lighthouse Point, FL 33074

A.3. Telephone

(954) 760-9800

A.4. Fax

(954) 832-9487

A.5. Date designated as a 501 (c) (3):

07/23/1974

A.6. Legal Status of Entity/Organization:

Non-Profit

A.8. Federal Tax ID

591,592,524

A.9. SAM Registration

096089552SFU

A.10. Unique Entity ID (UEI)

WCY9W8ZJCSB1

EXECUTIVE DIRECTOR/CEO/PRESIDENT INFORMATION

A.11. First Name

Linda

A.12. Last Name

Parker

A.13. Phone

(954) 760-9800

A.14. Email

lparker@womenindistress.org

A.15. Date of Birth

06/01/1975

CONTACT PERSON

A.16. First Name

Susan

A.17. Last Name

Evans

A.18. Email

grants@womenindistress.org

A.19. Telephone

(954) 760-9800

REGISTERED AGENT

A.20. First Name

Linda

A.21. Last Name

Parker

A.22. Email



lparker@womenindistress.org

A.23. Phone (954) 760-9800



B. Project Description

Completed by grants@womenindistress.org on 2/3/2023 1:27 PM

Case Id: 30025

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

B. Project Description

Please provide the following information.

B.1. Name of Activity/ Project

Domestic Violence Services for Residents of City of Hollywood

B.2. Activity/Project Summary to include program description, clientele to benefit from program, specific use of CDBG funds, etc. (must be 250 words or less):

Women In Distress of Broward County, Inc. (WID) requests \$40,000 to provide confidential, life-changing services to residents of the City of Hollywood to empower them to heal from the trauma of domestic violence (DV) abuse and begin new, self-sufficient lives free of violence. Founded in 1974 as one of the nation's first shelters to provide shelter to women and children fleeing domestic abuse, WID is the only nationally accredited, state certified domestic violence center serving Broward County, FL. WID's 132-bed emergency shelter (with onsite pet shelter) and support services are accessible free of charge to residents no matter their age, race, gender, national origin, religion, veteran status, or socioeconomic status. Services are available in English, Spanish, Russian, Portuguese, and Creole. The requested CDBG funding will subsidize the cost to provide adult and family services including advocacy, counseling, adult therapy, and support groups to Hollywood residents from October 1, 2023 to September 30, 2024.

B.3. Activity/Project Location (list location of activity to include US Census Tract. If activity is held in multiple locations, list all locations and US Census tract numbers. If the activity is Citywide, indicate as such.):

Emergency shelter and support services are provided to Hollywood residents at WID's Jim & Jan Moran Family Center, located at 4700 NW 3rd Avenue, Deerfield Beach, FL 33064 in US Census Tract 0107.01 (CONFIDENTIAL LOCATION). Outreach services (non-residential advocacy, counseling, therapy, support groups, etc.) are provided in person at the Jim & Jan Moran Family Center, by phone or virtually. Additionally, WID has limited co-located Outreach services available to residents of Hollywood and other Broward municipalities at the following locations:

Broward Sheriff's Office's Child Protective Investigations Office 1415 NW 62nd St., Fort Lauderdale, FL 33309, Census Tract: 0502.04

ChildNet

1100 W. McNab Rd., Fort Lauderdale, FL 33309, Census Tract: 0502.04

Broward County Main Courthouse

201 SE 6th St., Fort Lauderdale, FL 33301, Census Tract: 0425.02

Holy Cross HealthPlex

1000 NE 56th St., Fort Lauderdale, FL 33334, Census Tract: 0505.02

B.4. Grant Funds Requested

\$40,000.00

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B.5. Total number of individuals served at requested funding level: 40
B.6. Lowest funding level acceptable to operate activity: \$20,000.00
B.7. Total number of individuals served at lowest funding level 32
B.8. Each activity must meet one of the National Objectives of the CDBG Program. Check the correct objective. Low- and Moderate-Income Benefit (Check the appropriate benefit):
A. Limited Clientele Activity: The activity benefits a limited clientele, at least 51% of whom are low/moderate income.
B. Area Benefit: The activity provides a benefit to low/moderate income persons by documenting that 51% or more of the service area of the activity is occupied by low/moderate income households (as per the U.S. Census).

C. Organizational Capacity and Activity Scope

Case Id: 30025

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

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C. Organizational Capacity and Activity Scope

Please provide the following information.

C.1. Briefly describe your track record and prior experience in the proposed activity, and include the following information:,

- Unique qualifications or characteristics of staff, the facility or operations (include specifics that separates your agency from others serving in the same capacity).
- Number of years of related experience of the organization or key staff.
- Specific key staff assignments/tasks.
- Summary of past client outcomes (for the past three (3) years).
- Perceived challenges in meeting the goals of this proposal.
- Illustrate how your agency has the capacity to overcome perceived challenges in meeting the goals of this proposal.
- Provide a Year-End Report of accomplishments from previous funding year.

For the past 48 years, Women In Distress (WID) has been a vital part of the social safety net for individuals and families from the City of Hollywood and other municipalities in Broward County, FL who are affected by domestic violence abuse, a pervasive public health problem. WID is distinguished as the only nationally accredited, state certified DV center in Broward County and one of the nation's first agencies to provide shelter for women and children fleeing domestic abuse. WID's mission is to stop domestic violence abuse for everyone through intervention, education, and advocacy. Our comprehensive service array includes:

- access to a 24-hour crisis hotline
- a 132-bed emergency shelter in a confidential, secure location
- an onsite pet shelter (WID is among 3% of shelters in the nation that houses survivors and pets together)
- advocacy (e.g., basic needs assessment, lethality assessment, safety planning, case management, information on services and resources,

help navigating the child welfare system, emotional support, etc.)

- counseling and therapy for adults, children (newborn to age 17), families, and groups
- support groups for parents and teens
- legal assistance (to obtain injunctions for protection)
- limited financial assistance for transportation, housing, childcare, and other needs
- health assessments, education, testing, and referrals to community providers
- DV and teen dating violence education for students, professionals, and the general community

In addition, WID operates the statewide 24-hour crisis hotline and oversees delivery of two other statewide DV services in contract with other certified DV centers in Florida, the injunctions for protection project and education and prevention services.

All services are provided free of charge regardless of a DV survivor's age, gender identity, race, sexual orientation,

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religion, mental or physical disability, veteran or military status, immigration status, language spoken or income. Last fiscal year, WID served 2,401 adult and child survivors of domestic abuse and reached a tragic milestone by providing over 45,000 nights of safe shelter. Persons fleeing their homes due to domestic violence abuse who lack safe shelter or other resources are presumed low/moderate income and homeless (category 4) by the Department of Housing & Urban Development. WID estimates that 90% of the survivors we serve annually are low/moderate income.

Summary of Key Staff: Women In Distress' leadership team has over 100 years of collective domestic violence experience. The key leadership staff responsible for overseeing Women In Distress administration, programs and services are listed below. Copies of their resumes have been provided as an attachment.

WID's Chief Executive Officer (CEO), Linda L. Parker, Ph.D., has over 18 years' experience working with domestic violence programming within rural and underserved areas in two states. She represents WID on the local domestic violence task force and serves on a national advisory board whose focus is batterer accountability.

WID's Chief Operating Officer (COO), Shena Kitt, joined WID in 2021 and has over 14 years of vast local and statewide program implementation and oversight experience that building coordinated community responses throughout the state of Florida by partnering with certified domestic violence centers and community partners.

The Chief Financial Officer (CFO), Vanessa Bongiorno, joined WID's leadership team in the fall of 2022. Ms. Bongiorno has more than 20 years of accounting and financial management experience in the public and private sectors. She holds a master's degree in accountancy.

The Director of Outreach Services, Maxwell Couture, is a licensed mental health therapist with specialization in trauma-focused clinical services and child-parent psychotherapy. He joined the agency seven years ago as a child and family therapist and has served as WID's Residential Therapy Manager, Family Services Manager, and Senior Outreach Services Manager. He is responsible for oversight of all Outreach programs and delivery of the proposed CDBG-funded activities.

WID's Residential Services Manager, Jennifer Prada, is responsible for oversight of the operations of the 132-bed shelter and advocacy services for adults, families and children in the Residential program. With over a decade of experience in mental health, including seven years in management, Ms. Prada joined WID in 2022. She holds a master's degree in counseling psychology in crisis and trauma and is currently working on her doctoral degree in the same field.

Summary of Client Outcomes for the Past Three Years:

In FY 2021-2022 (ending 06/30/2022), Women In Distress provided 207 Hollywood residents with domestic violence services valued at \$407,447, including:

- 31 residents were provided 2,467 nights of safe shelter
- 187 residents received Outreach (non-residential) services, including: 443 hours of advocacy; 803 hours of counseling and therapy

(individual and family); 200 hours of group counseling and therapy; 223 hours of adult and child group activities; 77 crisis hotline calls

Value-added services included:

- 692 Hollywood students, professionals and community members received domestic violence and teen dating violence education and training through WID's Education & Prevention department
- 49 Hollywood residents received assistance from WID's legal team to obtain an injunction for protection (restraining



order), an important first step in keeping DV survivors safe and free from further abuse

FY 2020-2021: WID provided 264 Hollywood residents with the following DV services totaling \$462,963:

- 53 residents received 2,962 nights of safe shelter
- 211 residents received Outreach services, including: 889 hours of advocacy; 1056 hours of counseling and therapy (individual and family); 205 hours of group counseling; 90 hours of adult and child group activities; and 654 crisis hotline calls.

Value-added services included:

- 560 Hollywood students, professionals, and community members received DV and teen dating violence education and training
- 55 residents received legal assistance to obtain an injunction for protection

FY 2019-2020: WID provided Hollywood residents with the following DV services totaling \$354,523:

- 23 residents were provided with 1,943 nights of safe shelter
- 113 residents received Outreach services, including: 531 hours of advocacy; 801 hours of counseling and therapy (individual and family); 328 hours of group counseling; 231 hours of adult and child group activities; and 586 crisis hotline calls

Value-added services included:

- 7,792 Hollywood students, professionals, and community members received DV and teen dating violence education and training
- 20 injunctions for protection orders were filed on behalf of Hollywood residents

Perceived Challenges in Meeting Proposed Goals in FY 2023-2024: Record high inflation, the rising cost of food, gas, housing and other essentials in Broward County present challenges that impact:

- recruitment and retention of a vibrant, sustainable workforce that is vital to WID's capacity to provide high-quality, innovative services that meet the increasingly complex needs of the domestic violence survivors and families we serve.
- survivors' access to other services and resources in the community they need, such as housing, childcare, healthcare and gainful employment that is sufficient to develop financial independence and break ties with their abusers. In particular, the dearth of affordable housing in the SFL market is widely recognized as a community issue and that challenge is compounded exponentially for survivors of domestic violence who are attempting to re-establish their lives free of an abuser.
- strategies to secure revenue to support the mission, 100% of which is generated through fundraising in today's increasingly competitive environment, as WID never charges survivors for services provided.

WID's Capacity to Overcome Perceived Challenges: As reflected in WID's Strategic Plan 2021-2026 (Attachment D), WID's Board of Directors and leadership are proactively addressing the aforementioned challenges to ensure long-term sustainability of the mission. As examples:

- WID is actively attempting to establish transitional housing for survivors of domestic violence who are ready to exit emergency shelter but are not yet able to sustain themselves independently.
- WID is exploring new methods and incentives to improve recruitment and engagement efforts, from how to offer competitive salary and benefit packages to ways to foster a healthy workplace culture (See page 13 of the Strategic Plan for more information).
- WID is expanding our community partnerships to address the ongoing challenges of the housing crisis and the child welfare system, among others. WID is also partnering with local healthcare providers to conduct health screenings



and testing on our main campus and connect survivors to vision, medical, and dental services in the community.

- To reduce the cost of providing nutritious food to survivors, WID is renovating one of our two shelter kitchens and contracting with a local nonprofit catering company to make lunch, dinner, and to go meals on site.
- A key strategic focus is revenue growth and diversification. WID's revenue sources include federal, state and local government funders as well as private funders that match our prioritized funding needs. To further diversify and grow our revenue sources, WID is actively enhancing community engagement and education efforts as well as expanding our private donor base through various initiatives.

Year-End Report of Accomplishments from Previous Funding Year (FY 2021-2022): Women In Distress provided 207 Hollywood residents with domestic violence services valued at \$407,447, including:

- 31 residents were provided 2,467 nights of safe shelter
- 187 residents received Outreach (non-residential) services, including: 443 hours of advocacy; 803 hours of counseling and therapy (individual and family); 200 hours of group counseling and therapy; 223 hours of adult and child group activities; 77 crisis hotline calls

Value-added services included:

- 692 Hollywood students, professionals and community members received domestic violence and teen dating violence education and training through WID's Education & Prevention department
- 49 Hollywood residents received assistance from WID's legal team to obtain an injunction for protection (restraining order), an important first step in keeping DV survivors safe and free from further abuse

C.2. Organization Experience

Unique qualifications or	# of years	Specific key	Summary of past client	challenges in meeting
characteristics of staff	Organization	staff	outcomes	the goals
	Staff/Exp	assignments		
Women In Distress is the	48	Women In	In FY 2021-2022,	Record high inflation,
only nationally accredited,		Distress'	Women In Distress	the rising cost of food,
state certified domestic		leadership	provided 207	gas, housing and other
violence center serving		team has over	Hollywood residents	essentials in Broward
residents of the City of		100 years of	with domestic violence	County presents
Hollywood and other		collective	services valued at	challenges that impact:
municipalities in Broward		domestic	\$407,447, including: •	A dearth of
County, FL. WID is one of the		violence	31 residents	affordable housing in
nation's oldest domestic		experience. The	were provided 2,467	the SFL market is widely
violence centers. WID is		key staff	nights of safe shelter •	recognized as a
among 3% of the nation's DV		responsible for	187 residents	community issue and
shelters that have an onsite		overseeing	received Outreach (non-	that challenge is
pet shelter, ensuring that no		Women In	residential) services,	compounded
one has to stay in an abusive		Distress	including: 443 hours of	exponentially for
relationship because they		administration,	advocacy; 803 hours of	survivors of domestic
are afraid to leave their pet		programs and	counseling and therapy	violence who are
behind. WID is also one of		services are	(individual and family);	attempting to re-
the only certified DV centers		listed below.	200 hours of group	establish their lives free
in Florida to offer a full-range		Copies of their	counseling and therapy;	of an abuser. •
of therapy services for		resumes have	223 hours of adult and	recruitment and
adults, children (newborn to		been provided	child group activities; 77	retention of a vibrant,
age 17), families, and groups.		as an	crisis hotline calls.	sustainable workforce
Our comprehensive service		attachment.	Value-added services	that is vital to WID's

array includes 24-hour crisis included: • 692 capacity to provide highhotline, emergency shelter, Hollywood students, quality, innovative advocacy, counseling, professionals and services that meet the therapy, legal assistance to community members increasingly complex obtain injunctions for received domestic needs of the domestic protection, DV and teen violence and teen violence survivors and dating violence education dating violence families we serve. • and prevention activities, education and training survivors' access case management, and through WID's to other services and more. Education & Prevention resources in the department • 49 community they need Hollywood residents (in addition to received assistance affordable housing) such from WID's legal team as childcare, healthcare to obtain an injunction and gainful employment for protection that is sufficient to develop financial (restraining order), an important first step in independence and break keeping DV survivors ties with their abusers. safe and free from strategies to further abuse. secure revenue to support the mission, 100% of which is generated through fundraising in today's increasingly competitive environment, as WID never charges survivors for services provided. WID's Chief In FY 2020-2021, WID As reflected in WID's Executive provided 264 Strategic Plan 2021-2026 Officer (CEO), Hollywood residents (Attachment D), WID's Linda L. Parker, with the following DV Board of Directors and Ph.D., has over services totaling leadership are 18 years' \$462,963: • 53 proactively addressing residents received 2,962 experience the aforementioned working with nights of safe shelter • challenges to ensure domestic 211 residents long-term sustainability violence received Outreach of the mission. As programming services, including: 889 examples: • WID is within rural and hours of advocacy; 1056 actively attempting to underserved hours of counseling and establish transitional areas in two therapy (individual and housing for survivors of family); 205 hours of domestic violence who states. She represents WID group counseling; 90 are ready to exit hours of adult and child on the local emergency shelter but domestic group activities; and are not yet able to

violence task force and serves on a national advisory board whose focus is batterer accountability. 654 crisis hotline calls.

Value-added services
included: • 560
Hollywood students,
professionals, and
community members
received DV and teen
dating violence
education and training •
55 residents
received legal
assistance to obtain an
injunction for
protection.

sustain themselves independently. • WID is exploring new methods and incentives to improve recruitment and engagement efforts, from how to offer competitive salary and benefit packages to ways to foster a healthy workplace culture (See page 13 of the Strategic Plan for more information). • WID is expanding our community partnerships to address the ongoing challenges of the housing crisis and the child welfare system, among others. WID is also partnering with local healthcare providers to conduct health screenings and testing on our main campus and connect survivors to vision, medical, and dental services in the community. • To reduce the cost of providing nutritious food to survivors, WID is renovating one of our two shelter kitchens and contracting with a local nonprofit catering company to make lunch, dinner, and to go meals on site. • A key strategic focus is revenue growth and diversification. WID's

revenue sources include federal, state and local

			government funders as
			well as private funders
			that match our
			prioritized funding
			needs. To further
			diversify and grow our
			revenue sources, WID is
			actively enhancing
			community engagement
			and education efforts as
			well as expanding our
			private donor base
			through various
			initiatives.
	WID's Chief	In FY 2019-2020, WID	
	Operating	provided Hollywood	
	Officer (COO),	residents with the	
	Shena Kitt,	following DV services	
	joined WID in	totaling \$354,523: •	
	2021 and has	23 residents	
	over 14 years of	were provided with	
	vast local and	1,943 nights of safe	
	statewide	shelter • 113	
	program	residents received	
	implementation	Outreach services,	
	and oversight	including: 531 hours of	
	experience that	advocacy; 801 hours of	
	building	counseling and therapy	
	coordinated	(individual and family);	
	community	328 hours of group	
	,	_ ,	
	responses	counseling; 231 hours	
	throughout the	of adult and child group	
	state of Florida	activities; and 586 crisis	
	by partnering	hotline calls Value-	
	with certified	added services	
	domestic	included: • 7,792	
	violence	Hollywood students,	
	centers and	professionals, and	
	community	community members	
	partners.	received DV and teen	
		dating violence	
		education and training •	
		20 injunctions	
		for protection orders	
		were filed on behalf of	
 		Hollywood residents	
	The Chief		
		•	The state of the s

Financial Officer
(CFO), Vanessa
Bongiorno,
joined WID's
leadership
team in the fall
of 2022. Ms.
Bongiorno has
more than 20
years of
accounting and
financial
management
experience in
the public and
private sectors.
She holds a
master's degree
in accountancy.
The Director of
Outreach
Services,
Maxwell
Couture, is a
licensed mental
health therapist
with
specialization in
trauma-focused
clinical services
and child-
parent
psychotherapy.
He joined the
agency seven
years ago as a
child and family
therapist and
has served as
WID's
Residential
Therapy
Manager,
Family Services
Manager, and
Senior
Outreach

Services	
Manager. He is	
responsible for	
oversight of all	
Outreach	
programs and	
delivery of the	
proposed	
CDBG-funded	
activities.	
WID's	-
Residential	
Services	
Manager,	
Jennifer Prada,	
is responsible	
for oversight of	
the operations	
of the 132-bed	
shelter and	
advocacy	
services for	
adults, families	
and children in	
the Residential	
program. With	
over a decade	
of experience in	
mental health,	
including seven	
years in	
management,	
Ms. Prada	
joined WID in	
2022. She holds	
a master's	
degree in	
counseling	
psychology in	
crisis and	
trauma and is	
currently	
working on her	
doctoral degree	
in the same	
field.	



D. Activity Description

Completed by grants@womenindistress.org on 2/2/2023 5:16 PM

Case Id: 30025

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

D. Activity Description

Please provide the following information.

ACTIVITY DESCRIPTION

D.1. List the title of the activity:

Outreach Services for Hollywood Domestic Violence Survivors

D.2. Check the type of activity

Other

If other, please specify the service.

Human services for domestic violence survivors and their children

D.3. The word "activity" as used in this application denotes the action for which funds are being requested. The word "project" as used in this application denotes all of the activities that constitute the project. In some instances, the activity is the same as the project.

Is the activity for which funds are being requested part of a larger overall project? Yes

If "Yes," describe the project in detail and explain how the activity relates to the project. In addition, be very specific about how CDBG funds will be applied:

For 48 years, Women In Distress has been a place where women, children and men are able to go for the services needed to heal from domestic violence abuse. As the only nationally accredited, state certified DV center serving Hollywood and other Broward municipalities, WID provides the comprehensive array of programs and services described below. CDBG funding through the City of Hollywood will subsidize the cost to provide adult and family Outreach (non-residential) activities including advocacy, counseling, adult therapy, and support groups to Hollywood residents who are affected by domestic violence abuse.

- The Crisis Hotline (954-761-1133) is the first point of contact survivors have with WID and can be the first time that they disclose information regarding domestic abuse to anyone. When survivors call the hotline, needing to escape a lethal situation, Women In Distress arranges for transportation to the Emergency Shelter where survivors and their children can feel safe. Last fiscal year, WID answered more than 12,000 hotline calls, including 77 calls by Hollywood residents.
- The 132-Bed Emergency Shelter allows individuals and families who are fleeing domestic abuse to receive services on site for up to 90 days while maintaining their security and anonymity. Survivors often arrive at WID's shelter with little more than the clothes on their back and their children under their arm, seeking safety and hope. WID provides food, clothing, advocacy, therapy, counseling, and referrals for employment, healthcare, legal, housing assistance, and other services. Due to the severe shortage of affordable housing, the average stay in shelter last fiscal year significantly

increased from 57 to 88 nights. Hollywood residents stayed a total of 2,467 nights in WID's shelter.

- Advocacy is a vital support service for survivors in shelter as well as those living in the community. Advocates assess survivors' basic needs and the risk of lethality by their abuser, develop individualized safety plans, and provide information and referrals for services and community resources. Annually, WID advocates complete over 5,000 safety plans with survivors. Last fiscal year, Hollywood residents received nearly 450 hours of advocacy support through WID.
- Therapy and Family Services assist adults and children suffering from symptoms of DV which affect their daily functioning and overall mental health and well-being. WID's early childhood program provides children with the latest evidence-based therapy models in use today while parents receive services, individual counseling and support groups divided into age and gender categories. Last fiscal year, WID provided 12,104 hours of therapeutic services to adults and children through individual, family, and group sessions. Hollywood residents received over 1,200 hours of therapy and family services last fiscal year. WID also hosts enrichment activities to help individuals and families build positive experiences that are essential to healing, such as the Holiday Toy Drive that delivered armfuls of toys and put smiles on the faces of nearly 600 children and adults last fiscal year.
- The Education and Prevention team is focused on reducing and eliminating violence in our community and society. By providing participants and their families, as well as the community, with education on the issue of domestic violence, teens, working professionals and the community are given the tools to participate in healthy relationships. Last fiscal year, WID facilitated more than 500 educational events that were attended by more than 7,867 Broward County residents, including 692 from the City of Hollywood.
- Through WID's Community Services Coordination Project, we are expanding our community partnerships to reduce the barriers DV survivors often face in accessing medical, dental, vision, and other resources needed to lead healthy, self-sufficient lives. Approximately 70% of the survivors we serve do not have healthcare insurance. WID assesses survivors' needs, facilitates referrals to providers, and follows up to ensure services were received. Medical and dental screenings will soon be available on-site at our main campus. Survivors are also connected to providers via health fairs, workshops, and webinars on accessing the health care system, and more.
- The Injunction for Protection Project (IFP) eliminates barriers to secure legal protection against an abuser, an important first step in keeping survivors safe and free from further abuse. Obtaining an attorney, however, often poses a huge financial burden. WID's Florida bar-licensed IFP attorneys provide free legal representation and legal counsel in restraining order cases for domestic violence, dating violence, sexual violence, and stalking/harassment/ cyberstalking. Last year, WID's team of seven full-time attorneys assisted 628 survivors, including 49 residents of Hollywood.
- WID's Economic Empowerment & Justice program started in 2017 to enhance our ability to empower survivors and their families to become financially self-sufficient and break their dependence on their abusers. This is critical since most domestic violence relationships involve financial abuse, even when other types of abuse are occurring. The program collaborates with community agencies including local literacy programs, housing providers, career centers, employment firms, Dress for Success programs and local libraries to ensure survivors have access to the resources they need to achieve financial independence. Last fiscal year, 42 survivors participated in Economic Empowerment Services at WID.
- WID's Emergency Pet Shelter opened in 2018 in partnership with the Humane Society of Broward County, the first partnership of its kind in the nation between a DV center and a local Humane Society. WID's onsite pet shelter breaks down another barrier for survivors of domestic violence to be able to leave their unsafe homes and seek safe shelter with their pets.



- D.4. Describe the activity, in detail, and be very specific about how the CDBG funds are proposed to be used. Be certain to include the following information:
- a. Identify and document the need or problem.
- b. Document the severity of the problem, clearly describing the need, to include statistics and reliable sources that is quantifiable and supported by appropriate data.
- c. Affected population and percentage of low- and moderate-income persons to be benefited (area of service).
- d. State whether organization participates directly or indirectly in the proposed activity and document the number of clients served directly and indirectly.
- e. If requesting funds for more than one (1) activity, indicate numerically which is priority and, if separate applications are being submitted for each activity, but the activities are interrelated, include agency name, number of interrelated activities, the title and type of activity:

CDBG funding through the City of Hollywood will subsidize WID's cost to provide the following direct service activities to Hollywood residents who are affected by domestic violence abuse: adult and family Outreach (non-residential) advocacy, counseling, adult therapy, and support groups. Defined as a pattern of abusive behavior in any relationship, domestic violence cuts across all boundaries of culture, age, race, gender, sexual orientation, education level, and socioeconomic status. According to the most recent available data from the Florida Department of Law Enforcement Broward County ranks among Florida's 67 counties with the highest number of DV reported incidents—5,598 reports filed in 2020 alone. The City of Hollywood ranked in the top three cities with the highest number of reports among Broward municipalities, making WID's services essential to the safety of all Hollywood residents, adults and children alike.

DV is not only physical, but often includes mental, emotional, and financial abuse, with profound effects to the victim's health and the health of children who are directly or indirectly exposed to violence in the home (National Coalition Against Domestic Violence). Domestic abuse victims often present with acute and chronic symptoms of physical, emotional, and behavioral issues, such as anxiety, depression, substance use disorders, suicide attempts, and unexplained or multiple injuries. Children exposed to DV are more likely to develop life-long physical, mental, and behavioral issues including substance abuse, early pregnancies, chronic diseases like diabetes, suicide attempts and aggression toward peers. Without trauma-informed intervention, they are at high risk of being revictimized as adults or, worse yet, becoming abusers themselves.

The pandemic, inflation, financial insecurity, and the housing crisis, among other factors, have exacerbated the frequency and severity of domestic abuse and complicated the recovery journey of survivors. Hollywood residents affected by domestic abuse are eligible for services provided by WID no matter their age, gender identity, race, sexual orientation, religion, mental or physical disability, veteran or military status, immigration status, language spoken or socioeconomic standing. WID makes accommodations in service delivery to meet all language needs, as well as the needs of those with disabilities. The great majority (90%) of the women and children helped by Women In Distress is low-income (earning up to 80% AMI), as defined by HUD. This is predominantly the result of financial abuse perpetrated by their abuser to control their access to money and other resources. Additionally, HUD considers all survivors who flee DV abuse and leave their homes to be homeless (category 4). As such, it is presumed that 51% or greater of the population served by WID is "low-moderate" income.



E. Approach

Completed by grants@womenindistress.org on 2/2/2023 5:19 PM

Case Id: 30025

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

E. Approach

Please provide the following information.

E.1. Provide a narrative (250 words or less) that describes how the activity will be completed during this time frame. For programs and services, describe the activity:

CDBG funding through the City of Hollywood will subsidize the cost to provide adult and family Outreach (non-residential) services including advocacy, counseling, adult therapy, and support groups to Hollywood residents who are affected by domestic violence abuse. WID will provide critical wrap-around services to survivors and their children living in the community, including adults and families who have transitioned out of our emergency shelter and are in need of continued services to promote continued healing and self-sufficiency.

Outreach services are provided at no cost to survivors in person at WID's Jim & Jan Moran Family Center in Deerfield Beach. Additionally, some services are accessible by phone or virtually. Additionally, WID has co-located Outreach services available to residents of Hollywood and other Broward municipalities at the following locations:

Broward Sheriff's Office's Child Protective Investigations Office 1415 NW 62nd St., Fort Lauderdale, FL 33309

ChildNet (child welfare advocacy) 1100 W. McNab Rd., Fort Lauderdale, FL 33309

Broward County Main Courthouse 201 SE 6th St., Fort Lauderdale, FL 33301

Holy Cross HealthPlex 1000 NE 56th St., Fort Lauderdale, FL 33334

E.2. Activity Timeline

Task	Date to be completed
Provide registration/intake for services for adult and child survivors of domestic abuse	09/30/2024
Provide information on available public and community benefits and resources,	09/30/2024
including programs at WID to promote self-sufficiency and the capacity to break ties	
with the abuser	
Provide referrals for counseling services to adult and child survivors	09/30/2024
Provide referrals for individual therapy services to adult and child survivors	09/30/2024
Provide referrals for group therapy services to adult and child survivors	09/30/2024
Provide case management for adults and children	09/30/2024

E.3. Describe outreach and marketing initiatives that will be implemented to inform potential clients about the services to be provided:

Posters are placed in the bathroom stalls of local bars, restaurants and gas stations throughout Hollywood that share

WID's 24-Hour Crisis Hotline number for survivors who may not have the privacy needed to make that important call to seek help. The moment a survivor calls our hotline for assistance, Hotline Advocates address their immediate need for safety and begin assessing their service needs and options. Hollywood survivors can access services and safety at our main facility in Deerfield Beach, eventually at our satellite location in the City of Hollywood, along with others throughout the county.

Partnering agencies, like the Hollywood Police Department, inform the community about the resources we provide and make referrals to our program. Due to the nature of their Domestic Violence Offender-Focused Program, the Hollywood Police Department continues to be a vital partner in helping domestic violence survivors in Hollywood find the help needed to begin their journey of healing.

Additionally, our Education and Prevention Program provides teens, professionals, and the community with information on the issue of domestic violence and the services available to survivors and their families. WID is currently the only DV provider working in the Broward County Public Schools and also provides expert DV education to healthcare, law enforcement, social work, child welfare, and other professionals. Last fiscal year, WID hosted 502 in-person and virtual training sessions/events that were attended by 7,867 students, professionals and members of the community, including 692 residents of Hollywood.

Due to the confidentiality of WID's shelter and satellite locations, and for the safety of our survivors, location addresses are not made public in our marketing materials and initiatives.

E.4. Are there other services that address the same need in the area? No

E.5. Identify any strategies for collaborative approaches, such as volunteer recruitment and training, community building or strategic alliances. (If none, indicate N/A):

Women In Distress offers volunteer opportunities to help with special events and fundraising campaigns, to work directly with survivors, and to help maintain/upkeep our main campus with beautification projects. Most volunteer opportunities support our annual fundraising campaigns including the Joanne DeLizza Memorial Back to School drive, Thanksgiving Food drive, and Holiday Toy drive. Other volunteer opportunities include hosting family activities such as field days and crafts, or helping at WID's thrift store in Margate, WID Blooming Sales.

WID engages individual volunteers to tutor children in our shelter and assist with agency events, among other tasks to support the mission. Due to the confidential nature of our work, WID requires volunteers working directly with survivors to go through a background check and drug test, complete required trainings on domestic violence, and commit to volunteering regularly. The pandemic forced us to pause many volunteer opportunities, but WID is now exploring other ways to continue engaging volunteers in the future.

Strategic alliances include the active participation on the boards of Broward County's Continuum of Care for the Homeless, Broward County's Domestic Violence Fatality Review Team, Child Death Review Team, and the Broward Domestic Violence Council. Through these community alliances, we are able to provide high-impact services as efficiently and quickly as possible to domestic violence survivors in our community.

E.6. Identify any cooperative approaches and describe how they will improve the performance of the activity. (If none, indicate N/A):

The long-term success of the domestic violence survivors and children Women In Distress serves is contingent in large part on their ability to access services and resources they need to heal from domestic abuse and begin new lives. We

collaborate with several community partners to cover gaps in the safety net while leveraging resources to help survivors become self-sufficient. As examples:

- City of Hollywood and Hollywood Police Department: In addition to being a valued funding partner, the City of Hollywood and its Police Department refer Hollywood residents to WID so they can obtain the critical resources they need.
- Broward Sherriff's Office (BSO): WID delivers the Intimate Violence Advanced Service Team (InVEST) and Child Protective Investigation Section (CPIS) programs through this partnership. BSO and a WID Advocate collaborate to identify and contact victims at high-risk for homicide. Through CPIS, Child Protective Investigators and a WID Advocate assist families affected by child abuse due to domestic violence.
- ChildNet: WID collaborates with ChildNet on the Abuse and Neglect Committee and partners in the Child Protection Investigations Project (CPI) to provide more child protective services to the Child Dependency system.
- Legal Aid Service of Broward County: WID and Legal Aid Service collaborated to implement the LIFT Project, which provides limited legal and economic assistance for DV victims who all too often lose their public benefits due to circumstances beyond their control.
- Kids in Distress, Children's Harbor, Jack & Jill Children's Center: WID accepts their referrals and provides DV training to their staff.
- Broward County Public Schools: WID works with teachers and other school personnel in middle and high schools throughout Broward County to deliver teen dating violence and domestic violence education to students and parents.
- Cleveland Clinic, Memorial Healthcare System, Nova Southeastern University, Marathon Health, etc.: These healthcare providers engage WID to provide expert domestic violence and teen dating violence education to healthcare professionals and staff.
- Light of the World Clinic, CARE Resource, Broward House, and America's Best: These partners provide medical, dental, and vision services and education for free or reduced cost to survivors, an estimated 70% of whom are uninsured.
- First Call for Help of Broward County (211): This hotline resource provides information and referrals for DV survivors in need of services and emergency shelter.
- Salvation Army: WID refers some participants exiting the shelter to the Salvation Army for short-term assistance for housing, food, and clothing needs.
- Early Learning Coalition of Broward County: Provides free and reduced childcare to survivors.
- Humane Society of Broward County: The Humane Society provides free veterinary care for pets residing in WID's onsite pet shelter.



F. Outcome Measurement Goals

Completed by grants@womenindistress.org on 2/3/2023 8:14 AM

Case Id: 30025

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

F. Outcome Measurement Goals

Please provide the following information.

The City of Hollywood determines actual benefits of funded activities by using Outcome Measurement Goals. The Community Development Advisory Board (CDAB) will review these goals closely in recommending which proposals to fund to the Hollywood City Commission.

The Outcomes Measurement section measures the actual benefits or changes for individuals as a result of participating in program activities. Outcomes may relate to behavior, skills, knowledge, attitudes, values, condition, or other attributes. The purpose of this section of the application is to identify these outcomes in measurable terms.

Table 1 of this section is designed to allow the applicant to briefly describe the proposed activities initial, intermediate, and long-term outcomes.

Table 2 of this section is designed to allow the applicant to declare goals to be measured throughout the contract period.

A copy of this section will be forwarded to the CDAB and to the Hollywood City Commission as back-up material.

Provide an outcome tracking table, using the attached tables as a model, being as brief as possible, using the guidelines below:

Resources – money, staff, staff time, volunteers, volunteer time, facilities, equipment, or supplies.

Inputs – resources dedicated to or used by the program.

Activities – what the program does with the inputs to fulfill its mission.

Outputs – direct products of program activities.

Benefits— new knowledge, increased skill, change in attitudes or values, modified behavior, improved condition, altered status.

Outcomes – benefits or changes for individuals of target populations during or after participating in program activities.

Initial Outcomes – first benefits or changes participants experience.

Longer-term Outcomes – ultimate benefits of the program.



Intermediate Outcomes – benefits that connect initial outcomes and Longer-term Outcomes.

Quantifiable Measurement Goals— a defined goal of measurement per quarter (i.e. proof of academic achievement, proof of new or increased skills- certifications, etc.)

Innute	Activities	Outpute		Outcomes	1
Inputs	Activities	Outputs	Initial	Intermediate	Longer-term
Staff: 1_Lead Administrator and 4 Instructors who are certified teachers	The activity will provide Hollywood LMI children with tutoring in the areas of Math and Science	4 successive 9-week tutoring sessions. 100 Students each session	Testing of current academic skills (pre- testing)	Improved academic proficiency (monitoring of academic proficiency)	Improved academic proficiency and increased test scores

F.1.

Inputs	Activities	Outputs	Inital	Intermediate	Longer-term
Advocate	Provide safety	90% of 40	Complete a	Continuously	Gain an increased
	planning services for	Hollywood	lethality	review and	knowledge of steps
	adult and child	residents (32 if	assessment	discuss safety	survivor can take to
	survivors	not fully		plan	stay safe
		funded) who	Determine if		
		register for	the goal is to	Actively	
		services with	stay or leave	support	
		WID will	the domestic	survivor in	
		complete an in-	violence	ensuring their	
		depth safety	situation	safety	
		plan			
			Identify risks		
			and discuss		
			ways to stay		
			safe		
Advocate	Provide case	90% of 40	Complete a	Actively	Gain an increased
	management for	Hollywood	basic needs	connect and	ability to establish
	adults and children	residents (32 if	assessment	collaborate	safety and stability
		not fully		with	
		funded) who	Identify case	community	
		register for	management	partners	
		services with	needs and		
		WID will be	assist them	Continuously	
		assessed and	with their basic	provide	
		provided	needs and	information	
		information on	goals	and help	
		available public		connecting to	
		and internal		community	
		resources to		resources	

assist them		
with their basic		
needs and		
goals		

Quantifiable Goals

First Quarter

A minimum of 10 Hollywood residents (8 if not fully funded) will be provided with advocacy services and accomplish the following goals:

- 1. 90% of Hollywood residents served will establish a safety plan.
- 2. 90% of Hollywood residents served will be assessed and provided information on available public and community benefits and resources to assist them with their basic needs and goals.

Second Quarter

A minimum of 10 Hollywood residents (8 if not fully funded) will be provided with advocacy services and accomplish the following goals:

- 1. 90% of Hollywood residents served will establish a safety plan.
- 2. 90% of Hollywood residents served will be assessed and provided information on available public and community benefits and resources to assist them with their basic needs and goals.

Third Quarter

A minimum of 10 Hollywood residents (8 if not fully funded) will be provided with advocacy services and accomplish the following goals:

- 1. 90% of Hollywood residents served will establish a safety plan.
- 2. 90% of Hollywood residents served will be assessed and provided information on available public and community benefits and resources to assist them with their basic needs and goals.

Fourth Quarter

A minimum of 10 Hollywood residents (8 if not fully funded) will be provided with advocacy services and accomplish the following goals:

- 1. 90% of Hollywood residents served will establish a safety plan.
- 2. 90% of Hollywood residents served will be assessed and provided information on available public and community benefits and resources to assist them with their basic needs and goals.

THREE-YEAR PLAN. In order to evaluate the overall sustainability of your program, the CDAB requests each applicant to submit a three-year plan that describes your projected progress over the next three years. It is important to note that the CDAB is paying particular attention to your agency's ability to reduce dependency on City of Hollywood CDBG funds. Indicate whether your organization received CDBG funds within the past three years. If "Yes," include the initial three-year plan with updated information. If "No," submit a three-year plan. This information may be included within the overall business plan (Attachment D). If so, indicate which pages or sections.

At a minimum, the three-year plan must also include the following:

Client projection profile, to include the following:

- Number of Clients to be served per year
- Projected improvement in the cost-of-service delivery per client
- Projected client improvement (i.e., test scores, abilities, certifications, etc.).



Service Delivery Profile:

- Staff qualifications and/or certifications
- Changes in staffing levels
- New services or programs
- Identification of additional funding sources
- Uses of additional funding
- Projected improvement in the ratio between CDBG funding and other funding.



G. Budget Justification

Completed by grants@womenindistress.org on 2/3/2023 1:15 PM

Case Id: 30025

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

G. Budget Justification

Please provide the following information.

G.1. Is the activity for which CDBG funds are being requested part of an overall project?

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Total Project Cost:

\$2,259,177.00

Does the total project cost include funds from other federal, state or local programs?

Yes

Provide the name of the agency or agencies, program(s), amount(s), and year(s) awarded:

Agency Name	Agency Amount	Program Year
Florida Department of Children & Families DVS	\$162,515.00	2023
VOCA - OAG, CPI, EJ	\$968,516.00	2023
CPI GR	\$102,312.00	2023
Broward County - HCS	\$164,819.00	2023
Broward County - CSA	\$165,428.00	2023
The Gore Family Memorial Foundation	\$55,500.00	2023
Paul Palank Memorial Foundation	\$30,000.00	2023
The Jim Moran Foundation	\$100,000.00	2023
City of Pompano Beach CDBG	\$15,000.00	2023
City of Deerfield Beach	\$10,000.00	2023
WID General/Other Revenue (special events, thrift	\$401,982.00	2023
store, annual fund, etc.)		
Tim Ryan	\$20,000.00	2023
City of Pembroke Pines	\$15,000.00	2023
City of Fort Lauderdale CDBG	\$48,105.00	2023
	\$2,259,177.00	

G.2. Has this project received City of Hollywood General Funds in the past three (3) years?

Yes

If "yes," provide the name of the program(s), amount(s), and year(s) funded:

Program	Amount	Year
Emergency Shelter and Services	\$20,000.00	2023
Emergency Shelter and Services	\$18,600.00	2022
Emergency Shelter and Services	\$22,888.89	2021
	\$61,488.89	

Disclose any previous awarded, but unused, CDBG funds and the reason.

\$0.00

Reason for unused funds:

Not applicable

G.3. Of the total project cost, what percentage has been, or will be financed with CDBG funds?

CDBG Funding	Total Project Cost	Percentage	Unused Funds	Reason for Unused Funds
\$40,000.00	\$2,259,177.00	1.77 %	\$0.00	

G.4. ACTIVITY BUDGET

Attach an itemized activity budget, including any necessary supplemental information. The itemized activity budget must include detailed, line-item budget, including a description of tasks and implementation costs. NOTE: Salary, fringes and related costs are allowed, as long as the salaries are related to specific activity tasks. Narrative justification for each line item (including each salary item) must be provided. The narrative should justify each salary by describing the activity tasks associated with each salary.

 $\overline{\mathsf{V}}$

Itemized Activity Budget *Required

WID Itemized Activity Budget Hollywood CDBG FY2023-24.pdf

WID - Matching Contribution Letter.pdf

G.5. Are CDBG funds being requested for salaries?

Yes

G.6. Are CDBG funds being requested for mileage?

No

G.7. Are CDBG funds being requested for Rent?

No

G.8. Are CDBG funds being requested for Supplies?

No

G.9. Are CDBG funds being requested for Professional Services?

No

G.10. Are CDBG funds being requested for Direct Benefit Reimbursement?

No

G.11. From a financial perspective, explain and justify the reason why CDBG funds are needed (i.e., financing gap, location, etc.)

CDBG funding is needed to provide Outreach services to the residents of Hollywood who are affected by domestic abuse. The pandemic, inflation, financial insecurity, and the housing crisis, among other factors, have exacerbated the frequency and severity of domestic abuse and complicated the recovery journey of survivors. Last fiscal year, WID *Printed By: Merry Kaye on 4/5/2023*

provided 207 Hollywood residents with domestic violence services valued at \$407,447. WID anticipates the demand for Outreach services will remain high in the foreseeable future. WID never charges domestic violence survivors for any services provided; 100% of funding is secured through federal, state and local government funding sources as well as private funders that are aligned with WID's mission and services. Of every dollar raised last fiscal year (ending June 30, 2022), 87 cents went directly into providing services to DV survivors and their children.

G.12. Justify and document the reasonableness of cost for the amount of CDBG funds being requested per unit of measurement, as included in the activity description

Last fiscal year, WID provided \$407,447 in services to 207 DV survivors from the City of Hollywood and is requesting \$40,000 to supplement the cost of DV Outreach services to be provided free of charge by licensed, professional advocates, therapists, and counselors to residents in FY2023-2024. This represents less than 2% of the \$2,259,177 total project budget. As an added value, we will also provide Hollywood residents free legal assistance in obtaining injunctions for protection (restraining orders). Last fiscal year, 49 residents received this critically important service. In addition, WID's Education and Prevention program will continue to provide education and training to Hollywood students, professionals, and community members on the serious—yet preventable—public health problem of domestic and teen dating violence. Last fiscal year, 692 students, professionals and community members in Hollywood received this valuable education.

G.13. Does the activity and/or project for which CDBG funds are being requested propose to generate program income and/or revenue, either directly or indirectly?

No



H. Matching Contributions

Completed by grants@womenindistress.org on 2/3/2023 1:18 PM

Case Id: 30025

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

H. Matching Contributions

Applicants are strongly encouraged to provide matching funds. Matching contributions will positively impact the application. (City Departments are exempt; matching contributions are optional.) Applications that include matching contributions must evidence attached that the matching contribution is available, or will be available, at the beginning of the fiscal year for which CDBG funds are applied.

H.1. Check the appropriate eligible form(s) of matching contribution for the activity:
Cash contributions
Other federal, state, or local grants or programs
Fund-raising monies
H.2. Detail all matching contributions for the activity. Include the source, the type of contribution (i.e., grants,
loans, own source of funds, real estate, etc.) and the value:

Source of Contribution	Type of Contribution	Value of Contribution
Fundraising special events	Cash	10,000

- H.3. Explain the method utilized to establish the fair market value of land or real estate as a matching contribution: Not applicable
- H.4. Are the matching contributions selected above available now, or to be made available at the beginning of the fiscal year for which funds are being applied?

Yes

If "yes," evidence of availability must be attached.

Itemized Activity Budget *Required

WID Itemized Activity Budget Hollywood CDBG FY2023-24.pdf

WID - Matching Contribution Letter.pdf

H.5. Applicants must describe all steps taken to secure other funding for the activity. Attach at least one letter demonstrating that the activity or project has been submitted to other agencies for funding within the last 12 months prior to submission to the City of Hollywood Community Development Division. The agencies determination on those submissions must be included. If no other sources of funding have been sought, provide an explanation:

WID never charges domestic violence survivors for any services provided. One-hundred percent of funding is secured.

WID never charges domestic violence survivors for any services provided. One-hundred percent of funding is secured through federal, state and local government funding sources as well as private funders that are aligned with WID's mission and services. WID's fundraising initiatives include grant seeking, special events, direct mail, the annual fund, and annual donation drives (i.e., Back to School, Thanksgiving Food, Holiday Toy Drive, etc.). WID's Board of Directors

and leadership is committed to cultivating donor relationships and ensures that WID can continue to provide vital services to the community without interruption. Last year, WID raised \$8,179,183 in public support to provide services at no charge to survivors in Broward County, including residents of Hollywood. Of every dollar raised, 87 cents went directly to supporting programs and services to benefit survivors.

Copies of the Florida Department of Children and Families funding contract for \$1.8 million for DV services and the award letter by the Paul Palank Memorial Foundation, a private funder, are attached in Section I.

H.6. Agency Accounting Information:

List the name, address, e-mail address and phone number of the Financial Advisor, Accountant, Bookkeeper or Certified Public Accountant who is responsible for financial records:

Vanessa Bongiorno Chief Financial Officer PO Box 50187 Lighthouse Point, FL 33074 vbongiorno@womenindistress.org 954-760-9800 X 1249

H.7. Attach a copy of your most recent Certified Independent Audit and a management letter which expresses the opinion that the agency's or organization's internal controls are adequate to safeguard assets.

Certified Independent Audit

2022.06.30 WOMEN IN DISTRESS OF BROWARD COUNTY, INC. FINANCIAL STATEMENTS.pdf

H.8. Will your agency receive and expend \$750,000.00 or more in Federal funds for the program year Yes

If yes, the organization must submit their audit report in compliance with Title 2 U.S. Code of Federal Regulations Part 200 Uniform Administrative Requirements, Cost Principals, and Audit Requirements for Federal Awards https://www.ecfr.gov/current/title-2/subtitle-A/chapter-II/part-200?toc=1

Audit Report

2022.06.30 WOMEN IN DISTRESS OF BROWARD COUNTY, INC. FINANCIAL STATEMENTS.pdf



I. Required Documents

Case Id: 30025

Name:

Domestic Violence Services for Hollywood

Completed by grants@womenindistress.org on 2/3/2023 1:28 PM

Address: PO Box 50187

I. Required Documents			
Please provide the following information.			
Documentation			
Florida Department of Corporations Current Filing Sunbiz *Required WID - Sunbiz current status.pdf			

IRS 990 Forms and Schedules *Required
WOMEN IN DISTRESS IRS 990 FY JULY 2020 - JUNE 2021.pdf

Itemized Project Budget *Required
WID - Itemized Project Budget.pdf

Letter of Other Sources of Funding Sought *Required
WID - FL Dept of Children & Families contract FY22-24.pdf
Paul Palank Memorial Foundation Award Letter.pdf

Letters of Support *Required

Coast to Coast Legal Aid South Florida letter of support Jan 2023.pdf

ChildNet letter of support FY23-24.pdf

List of Board of Directors and Position *Required
WID Board of Directors Directory as of 1.25.2023.docx

\checkmark	Matching Contributions *Required
WID	- Matching Contribution Letter.pdf

✓ Organizational Business Plan *Required

Attachment D - WID Operational Business Plan 2021-2026.pdf Updated Information to the Agency Strategic Plan.pdf

Organizational Chart *Required
WID Organizational Chart Jan 2023.pdf

Positions, Salaries, Job Descriptions and Professional Development Opportunities *Required WID Adult Advocate Job Description.pdf

WID Family Advocate Job Description.pdf
WID Family Advocate Job Description.pdf

Resumes *Required

President & CEO Linda Parker resume.pdf Chief Operating Officer Shena Kitt resume.pdf Chief Financial Officer Vanessa Bongiorno resume.pdf Director of Outreach Services Maxwell Couture resume.pdf Residential Services Manager Jennifer Prada resume.pdf Submit

Completed by grants@womenindistress.org on 2/3/2023 1:33 PM

Name: Domestic Violence Services for Hollywood

Address: PO Box 50187

30025

Submit

Once an application is submitted, it can only be "Re-opened" by an Administrator. Also note: please check your Spam email folder if you have not received any emails from Neighborly.

Case Id:

I certify to the best of my knowledge, that the information provided in this application reflects accurate data regarding need and estimates of planned services.

By signing this application, the undersigned certifies that they have read the Conditions Precedent to City's Disbursements <u>Grant Opportunities</u> and agrees that if the application is accepted, items or services for which prices are quoted will be provided, subject to final negotiation and acceptance by City of Hollywood, and subsequent contract award.

By signing this application, the undersigned certifies that they have read the City's Insurance requirements and agrees that if awarded funding, will comply with all requirements Grant Opportunities

I certify that services provide a direct benefit to City of Hollywood residents or citizens who have been referred by a continuum of care agency of Broward County; is fully licensed and insured (if applicable); does not have any outstanding liens or fines from the City; is not involved in any active litigation against the City; does not have any active City Municipal/Fire Code violations; is not engaged in any type of adverse activity against the City; is in compliance with all Florida, Broward County and City statutes, codes, ordinances and all other rules and regulations.

Signature of Authorized Representative

Linda L. Parker, Ph.D.

Electronically signed by grants@womenindistress.org on 2/3/2023 1:32 PM





Department of State / Division of Corporations / Search Records / Search by Entity Name /

Detail by Entity Name

Florida Not For Profit Corporation
WOMEN IN DISTRESS OF BROWARD COUNTY, INC.

Filing Information

 Document Number
 730261

 FEI/EIN Number
 59-1592524

 Date Filed
 07/23/1974

State FL

Status ACTIVE

Last Event AMENDMENT
Event Date Filed 05/27/2015
Event Effective Date NONE

Principal Address

4700 NW 3RD AVENUE

DEERFIELD BEACH, FL 33064

Changed: 03/10/2011

Mailing Address
PO BOX 50187

LIGHTHOUSE POINT, FL 33074

Changed: 01/13/2012

Registered Agent Name & Address

PARKER, LINDA L, Phd 4700 NW 3RD AVENUE

DEERFIELD BEACH, FL 33064

Name Changed: 10/15/2020

Address Changed: 03/10/2011

Officer/Director Detail

Name & Address

Title CEO/PRESIDENT

PARKER, LINDA L, Phd

PO BOX 50187 LIGHTHOUSE POINT, FL 33074

Title CHAIR/DIRECTOR

GRIEB, ELIZABETH PO BOX 50187 LIGHTHOUSE POINT, FL 33074

Title FIRST CHAIR/DIRECTOR

RILEY, SEAN PO BOX 50187 LIGHTHOUSE POINT, FL 33074

Title PAST CHAIR/DIRECTOR

BENTLEY, KIM PO BOX 50187 LIGHTHOUSE POINT, FL 33074

Title 2ND CHAIR/DIRECTOR

WALLACE, BETH PO BOX 50187 LIGHTHOUSE POINT, FL 33074

Title SECRETARY/DIRECTOR

RYAN, MICHAEL PO BOX 50187 LIGHTHOUSE POINT, FL 33074

Title TREASURER/CHAIR

GUTTUSO, MARIA K. PO BOX 50187 LIGHTHOUSE POINT, FL 33074

Annual Reports

Report Year	Filed Date
2021	01/27/2021
2021	12/07/2021
2022	03/18/2022

Document Images

03/18/2022 ANNUAL REPORT	View image in PDF format
12/07/2021 AMENDED ANNUAL REPORT	View image in PDF format
01/27/2021 ANNUAL REPORT	View image in PDF format
10/15/2020 AMENDED ANNUAL REPORT	View image in PDF format

01/02/2020 ANNUAL REPORT	View image in PDF format
02/12/2019 ANNUAL REPORT	View image in PDF format
01/25/2018 ANNUAL REPORT	View image in PDF format
02/09/2017 ANNUAL REPORT	View image in PDF format
01/14/2016 ANNUAL REPORT	View image in PDF format
11/25/2015 AMENDED ANNUAL REPORT	View image in PDF format
05/27/2015 Amendment	View image in PDF format
01/07/2015 ANNUAL REPORT	View image in PDF format
05/02/2014 AMENDED ANNUAL REPORT	View image in PDF format
01/10/2014 ANNUAL REPORT	View image in PDF format
07/11/2013 AMENDED ANNUAL REPORT	View image in PDF format
02/26/2013 ANNUAL REPORT	View image in PDF format
09/05/2012 ANNUAL REPORT	View image in PDF format
01/13/2012 ANNUAL REPORT	View image in PDF format
03/10/2011 ANNUAL REPORT	View image in PDF format
07/07/2010 ANNUAL REPORT	View image in PDF format
04/07/2010 ANNUAL REPORT	View image in PDF format
05/07/2009 ANNUAL REPORT	View image in PDF format
04/03/2009 ANNUAL REPORT	View image in PDF format
03/31/2008 ANNUAL REPORT	View image in PDF format
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02/05/2004 ANNUAL REPORT	View image in PDF format
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08/15/2002 ANNUAL REPORT	View image in PDF format
08/01/2001 ANNUAL REPORT	View image in PDF format
05/13/2000 ANNUAL REPORT	View image in PDF format
11/08/1999 ANNUAL REPORT	View image in PDF format
04/21/1999 ANNUAL REPORT	View image in PDF format
05/04/1998 ANNUAL REPORT	View image in PDF format
02/10/1997 ANNUAL REPORT	View image in PDF format
02/27/1996 ANNUAL REPORT	View image in PDF format

EXTENDED TO MAY 16, 2022

Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

Inspection

Department of the Treasury
Internal Revenue Service

▶ Do not enter social security numbers on this form as it may be made public.

► Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public

<u> </u>	ror til	e 2020 calendar year, or tax year beginning 000 1, 2020 and en	iding 0	UN 30, ZUZI							
В	Check if applicable	e: C Name of organization		D Employer identific	cation number						
	Addre	WOMEN IN DISTRESS OF BROWARD COUNTY, IN	NC								
	Name chang	Doing business as		59-15925	24						
	Initial return	Number and street (or P.O. box if mail is not delivered to street address)	oom/suite	E Telephone number	1						
	Final return	P.O. BOX 50187		954-760-9800							
	termir ated	City or town, state or province, country, and ZIP or foreign postal code		G Gross receipts \$	8,904,038.						
	Amen return	DIGITHOUSE FOINT, FD 550/4		H(a) Is this a group re	eturn						
	Application	F Name and address of principal officer:LINDA L. PARKER, PH	• D	for subordinates	? Yes X No						
	pending SAME AS C ABOVE H(b) Are all subordinates included? Yes No										
	I Tax-exempt status: X 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527 If "No," attach a list. See instructions										
		te: ► WWW.WOMENINDISTRESS.ORG		H(c) Group exemption	n number 🕨						
K	Form of	organization: X Corporation Trust Association Other	L Year	of formation: 1974 N	${ m 1}$ State of legal domicile: ${ m FL}$						
P	art I	Summary									
Φ	1	Briefly describe the organization's mission or most significant activities: ${\hbox{\tt TO}}$ ${\hbox{\tt STC}}$	OP DO	MESTIC VIOL	ENCE ABUSE						
Activities & Governance		FOR EVERYONE (SAFE) THROUGH INTERVENTION,	EDUC	ATION AND A	DVOCACY.						
er n	2	Check this box 🕨 📖 if the organization discontinued its operations or dispose	d of more	than 25% of its net as							
ŏ	3	Number of voting members of the governing body (Part VI, line 1a)		3	19						
<u>ه</u>		Number of independent voting members of the governing body (Part VI, line 1b) \dots			19						
es	5	Total number of individuals employed in calendar year 2020 (Part V, line 2a)		5	126						
Ĭ₹		Total number of volunteers (estimate if necessary)			0						
Act		Total unrelated business revenue from Part VIII, column (C), line 12			0.						
_	b	Net unrelated business taxable income from Form 990-T, Part I, line 11		7b	0.						
				Prior Year	Current Year						
ne		Contributions and grants (Part VIII, line 1h)		7,346,309.	8,238,677.						
ēn		Program service revenue (Part VIII, line 2g)		0.	15 505						
Revenue		Investment income (Part VIII, column (A), lines 3, 4, and 7d)		909.	15,595.						
	1	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	7,129.	80,067.							
		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		7,354,347.	8,334,339.						
	1	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		101,293.	308,166.						
	1	Benefits paid to or for members (Part IX, column (A), line 4)		0. 4,682,343.	4 600 064						
Expenses	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) Professional fundraising fees (Part IX, column (A), line 11e) Total fundraising expenses (Part IX, column (D), line 25) 516, 155		4,002,343.	4,609,964.						
en	16a	Professional fundraising fees (Part IX, column (A), line 11e)	<u> </u>	0.	0.						
Ä	_b			2,333,204.	2,403,492.						
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		7,116,840.	7,321,622.						
		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		237,507.	1,012,717.						
_ 0	19	Revenue less expenses. Subtract line 18 from line 12		ginning of Current Year							
Net Assets or Fund Balances		Total accests (Dart V. line 1C)		12,379,762.	End of Year 13,663,360.						
ASSE Bals	20	Total assets (Part X, line 16)		2,098,195.	1,963,022.						
let /	21	Total liabilities (Part X, line 26)		10,281,567.	11,700,338.						
P	art II	Net assets or fund balances. Subtract line 21 from line 20		10,201,507	11,700,5501						
		Ities of perjury, I declare that I have examined this return, including accompanying schedules a	and statem	ents, and to the best of m	/ knowledge and belief it is						
		t, and complete. Declaration of preparer (other than officer) is based on all information of which			, moviouge and bonoi, it is						
	,	Linda l Parker, PhD	propuror	01/12/2	2022						
Sig	ın	Signature of officer		Date							
He		LINDA L. PARKER, PH.D, PRESIDENT AND CH	EO								
		Type or print name and title									
		Print/Type preparer's name Preparer's signature		Date Check	PTIN						
Pai	d	MARTHA PARKER MARTHA PARKER	1	2/16/21 if self-employe	P02266097						
Pre	parer	Firm's name KEEFE, MCCULLOUGH & CO., LLP, C.1	P.A.'	S Firm's EIN	59-1363792						
Use	Only	Firm's address 5550 N FEDERAL HIGHWAY, SUITE 42	10								
		FT. LAUDERDALE, FL 33308		Phone no.95	4-771-0896						
Ма	y the II	RS discuss this return with the preparer shown above? See instructions			X Yes No						

Form **8868**

(Rev. January 2020)

Department of the Treasury Internal Revenue Service

Application for Automatic Extension of Time To File an Exempt Organization Return

File a separate application for each return.

► Go to www.irs.gov/Form8868 for the latest information.

OMB No. 1545-0047

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

filing of	this form, visit www.irs.gov/e-file-providers/e-file-for-chari	ities-and-r	non-profits.						
Autor	natic 6-Month Extension of Time. Only subm	nit origin	al (no copies needed).						
All corp	orations required to file an income tax return other than Fo	orm 990-T	(including 1120-C filers), partnership	os, REMIC	s, and trusts	3			
must us	se Form 7004 to request an extension of time to file incom	ne tax retu	rns.						
Туре о	Name of exempt organization or other filer, see instru	ictions.		Taxpayer	identificatio	n number (TIN)			
print	WOMEN IN DISTRESS OF BROWARD COUNTY, INC 59-								
File by the due date f filing your return. See	te for Number, street, and room or suite no. If a P.O. box, see instructions.								
instruction	City, town or post office, state, and ZIP code. For a for LIGHTHOUSE POINT, FL 33074	4							
Enter th	e Return Code for the return that this application is for (fil	e a separa	ate application for each return)			01			
Applica	ition	Return	Application			Return			
Is For		Code	Is For			Code			
	90 or Form 990-EZ	01	Form 990-T (corporation)			07			
Form 99		02	Form 1041-A	08					
	720 (individual)	03	Form 4720 (other than individual)						
Form 99		04	Form 5227			10			
	90-T (sec. 401(a) or 408(a) trust) 90-T (trust other than above)	05 06	Form 6069 Form 8870			11			
Tele	GISELE GELIN books are in the care of P.O. BOX 50187 bhone No. 954-760-9800 e organization does not have an office or place of business is for a Group Return, enter the organization's four digit I if it is for part of the group, check this box	s in the Ur Group Exe	Fax No. ▶nited States, check this box	f this is fo	r the whole o				
tr	request an automatic 6-month extension of time until	anization's	s return for:	the exem		ion return for			
3a If this application is for Forms 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions. 3a \$									
	this application is for Forms 990-PF, 990-T, 4720, or 6069	•	•			0			
_	stimated tax payments made. Include any prior year overp			3b	\$	0.			
	alance due. Subtract line 3b from line 3a. Include your pa sing EFTPS (Electronic Federal Tax Payment System). See	-		3c	\$	0.			
	n: If you are going to make an electronic funds withdrawal								

LHA For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form 8868 (Rev. 1-2020)

_	990 (2020) WOMEN IN DISTRESS OF BROWARD COUNTY, INC 59-1592524 Page 2
Pai	t III Statement of Program Service Accomplishments
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission: TO STOP DOMESTIC VIOLENCE ABUSE FOR EVERYONE THROUGH INTERVENTION, EDUCATION AND ADVOCACY. THE ORGANIZATION IS THE ONLY STATE OF FLORIDA
	CERTIFIED DOMESTIC VIOLENCE CENTER IN BROWARD COUNTY. THE
	ORGANIZATION PROVIDES A WIDE ARRAY OF SERVICES WHICH INCLUDES
2	Did the organization undertake any significant program services during the year which were not listed on the
2	prior Form 990 or 990-EZ?
	If "Yes," describe these new services on Schedule O.
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes X No
	If "Yes," describe these changes on Schedule O.
4	Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and
40	revenue, if any, for each program service reported. (Code:) (Expenses \$ 2,082,695 • including grants of \$ 116,378 •) (Revenue \$)
4a	(Code:) (Expenses \$ 2,082,695. including grants of \$ 116,378.) (Revenue \$ PROVICES - TO PROVIDE SAFE TEMPORARY EMERGENCY HOUSING FOR
	VICTIMS OF DOMESTIC VIOLENCE, THEIR DEPENDENTS AND PETS. THE EMERGENCY
	SHELTER HAS A CAPACITY OF UP TO 132 BEDS. SUPPORTIVE SERVICES ARE ALSO
	AVAILABLE AT THE SHELTER, INCLUDING INDIVIDUAL AND GROUP COUNSELING
	SESSIONS ON THE DYNAMICS OF DOMESTIC VIOLENCE, ADVOCACY, CRISIS
	COUNSELING AND REFERRALS. IN ADDITION, THE PROGRAM ALSO PROVIDES FOOD,
	CLOTHING, CHILD CARE ASSISTANCE AND OTHER SERVICES. RESPITE SERVICES
	ARE AVAILABLE TO SUPERVISE CHILDREN WHILE THE PARENT/GUARDIAN IS
	RECEIVING SERVICES. FAMILY OUTINGS AND ACTIVITIES ARE ALSO OFFERED
	OCCASIONALLY. SERVICES ARE OBTAINED THROUGH THE 24-HOUR CRISIS LINE.
4b	(Code:) (Expenses \$ 2,615,856 • including grants of \$ 190,699 •) (Revenue \$
	OUTREACH SERVICES - TO PROVIDE VICTIMS OF DOMESTIC VIOLENCE AND THEIR
	DEPENDENTS WITH SUPPORT COUNSELING ON THE DYNAMICS OF DOMESTIC
	VIOLENCE, CRISIS COUNSELING, AND ENGAGING IN OTHER SUPPORTIVE
	ACTIVITIES AS APPROPRIATE. DOMESTIC VIOLENCE VICTIMS ARE ALSO PROVIDED
	CASE MANAGEMENT, REFERRALS, DOCUMENTATION OF ABUSER PATTERNS AND SAFETY
	PLANS. OUTREACH SERVICES ARE ALSO AVAILABLE ON A LIMITED BASIS AT
	SATELLITE OFFICES AND PARTNER AGENCIES. RESPITE SERVICES ARE AVAILABLE
	TO SUPERVISE CHILDREN WHILE THE PARENT/GUARDIAN IS RECEIVING SERVICES.
	FOC FAO.
4c	(Code:) (Expenses \$ 596,748 · including grants of \$ 21 ·) (Revenue \$)
	INJUNCTION FOR PROTECTION - TO PROVIDE LEGAL COUNSEL FOR SURVIVORS
	WISHING TO PURSUE OR SECURE AN INJUNCTION FOR PROTECTION AGAINST THEIR BATTERER. THE LEGAL SERVICES INCLUDE COUNSEL BEFORE THE INJUCTION IS
	FILED, FILING OF THE PETITION AND REPRESENTATION DURING FINAL/VIOLATION
	HEARINGS. ALL LEGAL SERVICES THROUGH THIS PROGRAM ARE FREE OF COST AND
	ARE OPEN TO THOSE BEING SERVICED THROUGH RESIDENTIAL SERVICES AND
	OUTREACH SERVICES AS WELL AS SURVIVORS WHO MAY NOT BE CURRENTLY
	REGISTERED WITH THE ORGANIZATION.
	THE IFP PROGRAM IS FUNDED THROUGH A COLLABORATION OF THE FLORIDA
	COALITION AGAINST DOMESTIC VIOLENCE AND THE OFFICE OF THE ATTORNEY
	GENERAL.
	——————————————————————————————————————
	Other program services (Describe on Schedule O.)
Tu	(Expenses \$ 928,906 • including grants of \$ 1,068 •) (Revenue \$
4e	Total program service expenses 6,224,205.
	Form 990 (2020)

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			ا ۔۔
	during the tax year? If "Yes," complete Schedule C, Part II	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			٦,
_	similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			.
_	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		Х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	_		x
•	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			x
•	Schedule D, Part III	8		
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?	_		x
10	If "Yes," complete Schedule D, Part IV	9		
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments	10	Х	
11	or in quasi endowments? If "Yes," complete Schedule D, Part V If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X	10	21	
•••	as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
а	0.414	11a	Х	
h	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total	114		
-	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		Х
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		х
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d	X	
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		Х
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		Х
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Х
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000	ا ا		X
4-	or more? If "Yes," complete Schedule F, Parts I and IV	14b		
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any	45		X
16	foreign organization? If "Yes," complete Schedule F, Parts II and IV Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to	15		
16	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	10		
.,	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines	···		
	1c and 8a? If "Yes," complete Schedule G, Part II	18	Х	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"		-	
	complete Schedule G, Part III	19		х
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Х
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Х

	rt IV Checklist of Required Schedules (continued)	1521	<u>_</u>	age '
			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	X	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23	X	
24 a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		Щ
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25 a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			۱
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			٠,,
	Schedule L, Part I	25b		Х
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current			
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			۱
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,			
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			۱
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV			
	instructions, for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If			۱
	"Yes," complete Schedule L, Part IV	28a		X
	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		Х
С	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b?If			l
	"Yes," complete Schedule L, Part IV	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			١
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			۱
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			۱
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		Х
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			٠,,
	Part V, line 1	34		X
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		Х
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		_
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			١,,
	If "Yes," complete Schedule R, Part V, line 2	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			۱
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?			
Da	Note: All Form 990 filers are required to complete Schedule O	38	X	
ra	rt V Statements Regarding Other IRS Filings and Tax Compliance			
	Check if Schedule O contains a response or note to any line in this Part V			\vdash
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 41			
b	Enter the humber of Forms wize included in line ta. Enter of infort applicable	2		
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			

032004 12-23-20

Form **990** (2020)

(gambling) winnings to prize winners?

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

					Yes	No			
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,								
	filed for the calendar year ending with or within the year covered by this return	2a	126						
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns			2b	X				
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions	s)				77			
				3a		_X_			
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule		· · · · · · · · · · · · · · · · · · ·	3b					
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other		-			х			
L	financial account in a foreign country (such as a bank account, securities account, or other financial	accou	nt)?	4a		Λ			
b	If "Yes," enter the name of the foreign country ► See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial A	CCOLIF	nte (FRAR)						
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		` ′	5a		Х			
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transa			5b		X			
	16 N 4 N 1								
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the								
	any contributions that were not tax deductible as charitable contributions?			6a		X			
b	If "Yes," did the organization include with every solicitation an express statement that such contribut	ions c	or gifts						
	were not tax deductible?			6b					
7	Organizations that may receive deductible contributions under section 170(c).								
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and set			7a	X				
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	X				
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it w		uired	_		77			
	to file Form 8282?			7c		X			
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	-+0	7e					
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? Did the organization during the year pay promiums directly or indirectly on a personal benefit contract?								
t	f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?								
y h	h If the organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C?								
8									
	sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?								
9	Sponsoring organizations maintaining donor advised funds.								
а	Did the sponsoring organization make any taxable distributions under section 4966?			9a					
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			9b					
10	Section 501(c)(7) organizations. Enter:								
а	Initiation fees and capital contributions included on Part VIII, line 12	10a							
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b							
11	Section 501(c)(12) organizations. Enter:	l	ı						
		11a							
a	Gross income from other sources (Do not net amounts due or paid to other sources against	116							
1 2 2	amounts due or received from them.) Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form	1041	2	12a					
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	1041	i 	ıza					
13	Section 501(c)(29) qualified nonprofit health insurance issuers.								
	Is the organization licensed to issue qualified health plans in more than one state?			13a					
	Note: See the instructions for additional information the organization must report on Schedule O.								
b	Enter the amount of reserves the organization is required to maintain by the states in which the	_	.						
	organization is licensed to issue qualified health plans	13b							
	Enter the amount of reserves on hand	13c							
				14a		X			
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedu			14b					
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remune					v			
	excess parachute payment(s) during the year?			15		X			
46	If "Yes," see instructions and file Form 4720, Schedule N.		ma?	46		X			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investmer If "Yes," complete Form 4720, Schedule O.	IL ILICO	III€(16		71			
	ii res, complete romi 4720, somedule O.								

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

	Check if Schedule O contains a response or note to any line in this Part VI				X		
Sec	tion A. Governing Body and Management						
		1 1		Yes	No		
1a	Enter the number of voting members of the governing body at the end of the tax year	1a 1	9				
	If there are material differences in voting rights among members of the governing body, or if the governing						
	body delegated broad authority to an executive committee or similar committee, explain on Schedule 0.						
b	Enter the number of voting members included on line 1a, above, who are independent	1b 1	<u> </u>				
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationsh	ip with any other					
	officer, director, trustee, or key employee?		. 2		X		
3	Did the organization delegate control over management duties customarily performed by or under the	ne direct supervision					
	of officers, directors, trustees, or key employees to a management company or other person? \dots		. 3		X		
4	$\label{eq:decomposition} \mbox{ Did the organization make any significant changes to its governing documents since the prior Form}$	990 was filed?	. 4		Х		
5	Did the organization become aware during the year of a significant diversion of the organization's as	sets?	. 5		Х		
6	Did the organization have members or stockholders?		. 6		Х		
7a	Did the organization have members, stockholders, or other persons who had the power to elect or a	ppoint one or					
	more members of the governing body?		. 7a		X		
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,	stockholders, or					
	persons other than the governing body?		. 7b		X		
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year	ar by the following:					
а	The governing body?		. 8a	X			
b	Each committee with authority to act on behalf of the governing body?		. 8b	Х			
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be real	ached at the					
	organization's mailing address? If "Yes," provide the names and addresses on Schedule O		. 9		X		
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal F	Revenue Code.)					
				Yes	No		
10a	Did the organization have local chapters, branches, or affiliates?		10a		X		
b	If "Yes," did the organization have written policies and procedures governing the activities of such of	hapters, affiliates,					
	and branches to ensure their operations are consistent with the organization's exempt purposes?		10b				
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing boo	dy before filing the form?	11a	X			
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			X			
12a	and a second control of the second control o						
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise	e to conflicts?	12b	X			
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Y	Yes," describe					
	in Schedule O how this was done		12c	X			
13	Did the organization have a written whistleblower policy?		13	X			
14	Did the organization have a written document retention and destruction policy?		14	X			
15	Did the process for determining compensation of the following persons include a review and approve	al by independent					
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	?					
а	The organization's CEO, Executive Director, or top management official		15a	X			
b	Other officers or key employees of the organization		15b	X			
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).						
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrange	ment with a					
	taxable entity during the year?		16a		X		
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate	ate its participation					
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organic	anization's					
	exempt status with respect to such arrangements?		16b				
Sec	tion C. Disclosure						
17	List the states with which a copy of this Form 990 is required to be filed $ ightharpoonup$						
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, a	and 990-T (Section 501(c	(3)s onl	y) avai	lable		
	for public inspection. Indicate how you made these available. Check all that apply.						
	X Own website X Another's website X Upon request Other (explain	n on Schedule O)					
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, c	onflict of interest policy,	and fina	ncial			
	statements available to the public during the tax year.						
20	State the name, address, and telephone number of the person who possesses the organization's bo	ooks and records 🕨					
	GISELE GELIN - 954-760-9800						
	P.O. BOX 50187. LIGHTHOUSE POINT. FL 33074						

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

ot Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

See instructions for the order in which to list the persons above.

(A) Name and title	(B) Average hours per week	box	not cl , unle	ss pe	ition more rson	than is bot	h an	(D) Reportable compensation from	(E) Reportable compensation from related	(F) Estimated amount of other
	(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1) MARY RIEDEL	40.00							051 050	•	11 064
PAST PRESIDENT	40.00			Х				251,850.	0.	11,864.
(2) DANAY PALAEZ	40.00			37				140 570	0	10 400
<u>COO</u>	40.00			Х				148,578.	0.	12,408.
(3) JENNIFER BULLOCK	40.00						х	115 025	0.	1 070
EXECUTIVE VICE PRESIDENT	40.00						^	115,825.	0.	4,870.
(4) GISELE GELIN CFO	40.00			х				90,158.	0.	7,703.
(5) LINDA PARKER	40.00			Λ				90,130.	0.	7,705.
CEO/PRESIDENT	40.00			Х				36,252.	0.	1,136.
(6) KIM BENTLEY	4.00							3072321		1/1300
CHAIR	1100	x		х				0.	0.	0.
(7) KAREN LEIKERT	1.00							•		
PAST CHAIR		х		х				0.	0.	0.
(8) BILLIE GRIEB	1.00							_		
FIRST CHAIR		Х		Х				0.	0.	0.
(9) BETH WALLACE	1.00									
SECOND CHAIR		Х		Х				0.	0.	0.
(10) SEAN RILEY	1.00									
TREASURER		Х		Х				0.	0.	0.
(11) MICHAEL RYAN	1.00									
SECRETARY		Х		Х				0.	0.	0.
(12) DR. RICHARD BERNSTEIN	1.00									
DIRECTOR		Х						0.	0.	0.
(13) MARY CAMPAGNANO	1.00								_	_
DIRECTOR		Х						0.	0.	0.
(14) MICHELLE CLAVEROL	1.00	<u>_</u> _								_
DIRECTOR		Х	Щ					0.	0.	0.
(15) STEPHANIE COKER	1.00									^
DIRECTOR	1 00	Х						0.	0.	0.
(16) MARIA GUTTOSO	1.00	,,							_	•
DIRECTOR	1 00	Х	Щ		<u> </u>	<u> </u>	_	0.	0.	0.
(17) MANJU KALIDINDI, ESQ.	1.00	Х						0.	0.	0
DIRECTOR 032007 12-23-20		Λ						<u> </u>	0.	0 • Form 990 (2020)

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(E)

(C)

(D)

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(B)

(A)

(F)

Name and title	Average hours per	hours per (do not check more than one box, unless person is both an						compensation compensati					
	week (list any	offi						from the	from related organizations	,		other pensa	
	hours for	or din	يو			ated		organization	(W-2/1099-MIS	C)		om th	
	related organizations	ustee	truste		يو	suadı		(W-2/1099-MISC)				anizat	
	below	ualtr	ional		ploye	t com						d relat anizati	
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	ome				orgo	inzati	0110
(18) CECILE LEROUX	1.00	-		Ĭ		1 0	<u> </u>						
DIRECTOR		X						0.		0.			0.
(19) JULISSA MERETTE	1.00												
DIRECTOR		X						0.		0.			0.
(20) LESLIE NIXON	1.00												
DIRECTOR		X						0.		0.			0.
(21) LYNNE PINCEK	1.00												
DIRECTOR		Х						0.		0.			0.
(22) PHYLLIS THOMAS	1.00												
DIRECTOR		X						0.		0.			0.
(23) JILL WALLACE-ROSS	1.00	١											•
DIRECTOR	1 00	X						0.		0.			0.
(24) MARLA SCHAEFER	1.00	X						0.		0.			0
DIRECTOR (25) SHENA KITT	40.00	^				-		0.		0.			0.
COO	40.00	-		X				0.		0.			0.
(26) JEFFREY METCALF	40.00			 									
CHIEF DEVELOPMENT OFFICER		1		x				0.		0.			0.
1b Subtotal				-	1			642,663.		0.	3	7,9	81.
c Total from continuation sheets to Part \								0.		0.			0.
d Total (add lines 1b and 1c)								642,663.		0.	3	7,9	81.
2 Total number of individuals (including but	not limited to th	nose	liste	ed a	bov	e) wl	ho r	eceived more than \$100	,000 of reportable	9			
compensation from the organization													3
										ı		Yes	No
3 Did the organization list any former officer	,	,	,		,	,	•	, , ,	,			77	
line 1a? If "Yes," complete Schedule J for											3	Х	
4 For any individual listed on line 1a, is the s									tne organization		4	Х	
and related organizations greater than \$15Did any person listed on line 1a receive or									dual for convices		4	77	
rendered to the organization? If "Yes," cor	-				-			-	dual for services		5		х
Section B. Independent Contractors	ripicie deriedar	C 0 1	01 3	исп	perc	3011							
Complete this table for your five highest c	ompensated in	depe	ende	ent c	cont	racto	ors 1	that received more than	\$100,000 of com	oens	ation 1	rom	
the organization. Report compensation for	•	•							·				
(A)								(B)			(0	;)	
Name and busines	s address	N	INC	E				Description of s	ervices	С	ompe	nsatio	n
							_						
2 Total number of independent contractors	(including but r	not li	mite	d to	tho	se li	sted	d above) who received m	nore than				
\$100,000 of compensation from the organ						0		•				200	
											Form	990 c	2020)

Form 990 (202	O) W(OMEN	IN	DISTRESS	OF	BROWARD	COUNTY,	INC	59-1592524	Page 9
Part VIII	Statement of F	Revenu	е							
-	Check if Schedule	O contair	ns a re	esponse or note to	any I	ine in this Part V	III			

		Check if Schedule O contains a response or	r note to any lir	ne in this Part VIII			<u></u>
				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
ts	1 a	Federated campaigns 1a					
ran		Membership dues 1b					
Ğ,			10,840.				
ifts ar A		Related organizations 1d					
nis,			30,963.				
Sir		All other contributions, gifts, grants, and	3073030				
her	'		96,874.				
달	_		025,674.				
Contributions, Gifts, Grants and Other Similar Amounts	_			8,238,677.			
<u> </u>	n	Total. Add lines 1a-1f	Business Code	0,230,077.			
	•	 	Susiness Code				
ice	2 a						
ve n	b						
m S	С						
gra Re	d						
Program Service Revenue	е						
-	f	All other program service revenue					
-		Total. Add lines 2a-2f					
	3	Investment income (including dividends, interes		0.704			0.704
		other similar amounts)		8,794.			8,794.
	4	Income from investment of tax-exempt bond pro	-				
	5	Royalties					
		(i) Real	(ii) Personal				
		Gross rents 6a					
	b	Less: rental expenses 6b					
	С	Rental income or (loss) 6c					
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of (i) Securities	(ii) Other				
		assets other than inventory 7a	25,505.				
	b	Less: cost or other basis					
ne			18,704.				
Revenue	С	Gain or (loss)7c	6,801.				
å	d	Net gain or (loss)		6,801.			6,801.
Other	8 a	Gross income from fundraising events (not					
₽		including \$110 , 840 . of					
		contributions reported on line 1c). See					
		Part IV, line 18	89,686.				
	b	Less: direct expenses 8b	41,004.				
	С	Net income or (loss) from fundraising events		48,682.			48,682.
	9 a	Gross income from gaming activities. See					
		Part IV, line 199a					
	b	Less: direct expenses 9b					
	С	Net income or (loss) from gaming activities	>				
	10 a	Gross sales of inventory, less returns					
			02,917.				
	b	Less: cost of goods sold10b5	09,991.				
	С	Net income or (loss) from sales of inventory		-7,074.			-7,074.
S		<u> </u>	Business Code				
e son	11 a	OTHER REVENUE	900099	38,459.			38,459.
enu enu	b						
e Se	С						
Miscellaneous Revenue	d	All other revenue					
	е	Total. Add lines 11a-11d		38,459.			
	12	Total revenue. See instructions	>	8,334,339.	0.	0.	95,662.

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Part IX | Statement of Functional Expenses

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

	ion 501(c)(3) and 501(c)(4) organizations must com Check if Schedule O contains a respon	·			
Doi	not include amounts reported on lines 6b,	(A)	(B)	(C)	(D)
7b,	8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	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	308,166.	308,166.		
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,	600 604	500 000	F4 066	4.4 000
	trustees, and key employees	690,604.	593,829.	51,966.	44,809
6	Compensation not included above to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)	2 211 604	0 0 4 5 5 4 5	0.40 1.06	04.4.084
7	Other salaries and wages	3,311,604.	2,847,547.	249,186.	214,871
8	Pension plan accruals and contributions (include	40 054	44 540	2 (1)	2 422
	section 401(k) and 403(b) employer contributions)	48,271.	41,519.	3,619.	3,133 18,961
9	Other employee benefits	292,152.	251,287.	21,904.	18,961
10	Payroll taxes	267,333.	229,939.	20,043.	17,351
11	Fees for services (nonemployees):				
а	Management				
b	Legal	20 000	22 051	2 (02	F 257
С	Accounting	30,000.	22,051.	2,692.	5,257
d	Lobbying				
е	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g	Other. (If line 11g amount exceeds 10% of line 25,	420 775	200 200	27 740	72 720
	column (A) amount, list line 11g expenses on Sch O.)	420,775.	309,288.	37,748.	73,739.
12	Advertising and promotion				
13	Office expenses				
14	Information technology				
15	Royalties	639,078.	597,695.	30,124.	11,259
16	Occupancy	3,419.	2,593.	726.	11,239
17	Travel	3,419.	2,393.	720•	100.
18	Payments of travel or entertainment expenses				
40	for any federal, state, or local public officials	26,504.	5,103.	19,181.	2,220.
19	Conferences, conventions, and meetings	61,253.	48,557.	11,512.	1,184
20	Interest Payments to offiliates	01,433.	±0,337•	11,514.	1,104
21	Payments to affiliates	436,011.	352,319.	75,887.	7,805
22	Depreciation, depletion, and amortization	±30,011•	332,317.	75,007	7,005
23 24	Other expenses. Itemize expenses not covered				
24	above (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A)				
_	amount, list line 24e expenses on Schedule 0.) PROGRAM SUPPLIES	414,001.	403,474.	7,543.	2,984.
a b	RENTAL AND MAINTENANCE	169,240.	105,045.	17,393.	46,802
C	OTHER EXPENSES	102,665.	70,517.	12,805.	19,343
d	PRINTING AND PUBLICATIO	39,861.	2,194.	4,466.	33,201
		60,685.	33,082.	14,467.	13,136
25	Total functional expenses. Add lines 1 through 24e	7,321,622.	6,224,205.	581,262.	516,155
<u>25</u> 26	Joint costs. Complete this line only if the organization	.,,	-, = -,	,	,
20	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				
	0. 12-23-20				Form 990 (2020

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Part X | Balance Sheet

<u>ra</u> r	τχ	Balance Sheet					
		Check if Schedule O contains a response or not	e to an	y line in this Part X			
					(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing			1,792,482.	1	1,428,321
	2	Savings and temporary cash investments			972,698.	2	1,423,969
	3	Pledges and grants receivable, net			1,026,979.	3	1,113,582
	4	Accounts receivable, net				4	
	5	Loans and other receivables from any current o					
		trustee, key employee, creator or founder, subs					
		controlled entity or family member of any of the	se pers	ons		5	
	6	Loans and other receivables from other disquali	fied pe	rsons (as defined			
		under section 4958(f)(1)), and persons describe	d in sec	ction 4958(c)(3)(B)		6	
2	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use			95,234.	8	72,453
<	9	Prepaid expenses and deferred charges			78,178.	9	35,265
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	11,914,282.			
	b	Less: accumulated depreciation	10b	4,260,665.	7,480,966.	10c	7,653,617
	11	Investments - publicly traded securities				11	
	12	Investments - other securities. See Part IV, line				12	
	13	Investments - program-related. See Part IV, line		—		13	
	14	Intangible assets			222 225	14	4 006 45
	15	Other assets. See Part IV, line 11			933,225.	15	1,936,153
_	16	Total assets. Add lines 1 through 15 (must equ			12,379,762.	16	13,663,360
	17	Accounts payable and accrued expenses			367,689.	17	474,828
	18	Grants payable			06 426	18	160 605
	19	Deferred revenue			86,436.	19	169,627
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete				21	
<u>8</u>	22	Loans and other payables to any current or form					
Liabilities		trustee, key employee, creator or founder, subs					
		controlled entity or family member of any of the		F	1,434,070.	22	1,318,567
	23	Secured mortgages and notes payable to unrela			210,000.	23	1,310,307
	24	Unsecured notes and loans payable to unrelate			210,000.	24	
	25	Other liabilities (including federal income tax, pa					
		parties, and other liabilities not included on lines	5 17-24,). Complete Part X		25	
	26	of Schedule D			2,098,195.	26	1,963,022
\dashv	20	Total liabilities. Add lines 17 through 25 Organizations that follow FASB ASC 958, che			2703071331	20	1/303/022
Sec		and complete lines 27, 28, 32, and 33.	on no				
au	27				8,231,431.	27	9,338,551
	28	Net assets with donor restrictions		F	2,050,136.	28	2,361,787
		Organizations that do not follow FASB ASC 9					
ן ב		and complete lines 29 through 33.	,				
, j	29	Capital stock or trust principal, or current funds				29	
ser	30	Paid-in or capital surplus, or land, building, or ed				30	
AS	31	Retained earnings, endowment, accumulated in				31	
Net Assets or Fund Balances	32	Total net assets or fund balances		F	10,281,567.	32	11,700,338
-	33	Total liabilities and net assets/fund balances			12,379,762.	33	13,663,360

Form **990** (2020)

FUIII	1990 (2020) WOHEN IN BIBINEDS OF BROWNED COOKIT, INC	<u> </u>			Гaц	ge 12
Pa	rt XI Reconciliation of Net Assets					
	Check if Schedule O contains a response or note to any line in this Part XI					
1	Total revenue (must equal Part VIII, column (A), line 12)	1				39.
2	Total expenses (must equal Part IX, column (A), line 25)	2				22.
3	Revenue less expenses. Subtract line 2 from line 1	3				17.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	10,	281	.,5	67.
5	Net unrealized gains (losses) on investments	5	•	406	5,0	54.
6	Donated services and use of facilities	6				
7	Investment expenses	7				
8	Prior period adjustments	8				
9	Other changes in net assets or fund balances (explain on Schedule O)	9				0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,					
	column (B))	10	11,	700),3	38.
Pa	rt XIII Financial Statements and Reporting					_
	Check if Schedule O contains a response or note to any line in this Part XII			_		X
			_	_	Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other					
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule					
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		<u> </u>	2a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	d on a				
	separate basis, consolidated basis, or both:					
	Separate basis Consolidated basis Both consolidated and separate basis					
b	Were the organization's financial statements audited by an independent accountant?		<u> </u>	2b	Х	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separat	e basis,				
	consolidated basis, or both:					
	Separate basis Consolidated basis Both consolidated and separate basis					
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the					
	review, or compilation of its financial statements and selection of an independent accountant?		<u> </u>	2c	Х	
	If the organization changed either its oversight process or selection process during the tax year, explain on Sci					
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Si	-	t			
	Act and OMB Circular A-133?			3a	Х	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required	ired audit	:			
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		1 ;	3b	X	

SCHEDULE A

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

► Attach to Form 990 or Form 990-EZ.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization Employer identification number WOMEN IN DISTRESS OF BROWARD COUNTY, INC 59-1592524 Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions. The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) 1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 7 X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.) 8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) 11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV. Sections A and C. ☐ Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type III, Type III functionally integrated, or Type III non-functionally integrated supporting organization. f Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other in your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) Yes No above (see instructions))

Total

Schedule A (Form 990 or 990-EZ) 2020 WOMEN IN DISTRESS OF BROWARD COUNTY, INC59-1592524 Page 2 Part II | Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Sec	ction A. Public Support	7.		,			
Cale	ndar year (or fiscal year beginning in)	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
	Gifts, grants, contributions, and	,	, ,	` ,	` ,	` '	.,
	membership fees received. (Do not						
	include any "unusual grants.")	5,567,472.	6,753,525.	7,841,057.	7,228,608.	8,238,677.	35,629,339.
2	Tax revenues levied for the organ-						_
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						_
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3	5,567,472.	6,753,525.	7,841,057.	7,228,608.	8,238,677.	35,629,339.
5	The portion of total contributions						
	by each person (other than a						
	governmental unit or publicly						
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,						
	column (f)						2,190,154.
	Public support. Subtract line 5 from line 4.						33,439,185.
	ction B. Total Support	1					
	ndar year (or fiscal year beginning in)	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
	Amounts from line 4	5,567,472.	6,753,525.	7,841,057.	7,228,608.	8,238,677.	35,629,339.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,	11 41 -	000	004	000	25 500	F4 622
	and income from similar sources	11,415.	897.	904.	909.	37,508.	51,633.
9	Net income from unrelated business						
	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital		11 120	5 207	6 112	20 150	61,348.
	assets (Explain in Part VI.)		11,139.	5,307.	6,443.	30,439.	
11	•••		,				$\frac{35,742,320.}{,003,131.}$
12	Gross receipts from related activities,						,005,151.
13	•						. □
800	organization, check this box and storection C. Computation of Publ		rcentage				P
	Public support percentage for 2020 (oolumn (f))		14	93.56 %
	Public support percentage from 2019					15	93.61 %
	33 1/3% support test - 2020. If the o						,,,
100	stop here. The organization qualifies	•		•		•	
h	33 1/3% support test - 2019. If the o						
~	and stop here. The organization qual	-					
17a	10% -facts-and-circumstances tes						
	and if the organization meets the fact	_					
	meets the facts-and-circumstances to			=			
h	10% -facts-and-circumstances tes	-		* * * * * * * * * * * * * * * * * * * *	-		
~	more, and if the organization meets the	_					
	organization meets the facts-and-circ				-		
18	Private foundation. If the organization		-	•			s

Schedule A (Form 990 or 990-EZ) 2020

Schedule A (Form 990 or 990-EZ) 2020 WOMEN IN DISTRESS OF BROWARD COUNTY, INC59-1592524 Page 3 Part III | Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Se	ction A. Public Support		,				
Cale	ndar year (or fiscal year beginning in)	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")						
2	Gross receipts from admissions,						
	merchandise sold or services per-						
	formed, or facilities furnished in any activity that is related to the						
	organization's tax-exempt purpose						
3	Gross receipts from activities that						
	are not an unrelated trade or bus-						
	iness under section 513						
4	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
6	Total. Add lines 1 through 5						
7 8	Amounts included on lines 1, 2, and						
	3 received from disqualified persons						
ŀ	Amounts included on lines 2 and 3 received						
	from other than disqualified persons that exceed the greater of \$5,000 or 1% of the						
	amount on line 13 for the year						
•	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
Se	ction B. Total Support				_	_	
Cale	endar year (or fiscal year beginning in)	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9	Amounts from line 6						
10	Gross income from interest,						
	dividends, payments received on securities loans, rents, royalties,						
	and income from similar sources						
ŀ	Unrelated business taxable income						
	(less section 511 taxes) from businesses						
	acquired after June 30, 1975						
•	Add lines 10a and 10b						
11							
	activities not included in line 10b, whether or not the business is						
	regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital						
	assets (Explain in Part VI.)						
	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First 5 years. If the Form 990 is for the	ie organization's fi	irst, second, third,	fourth, or fifth tax	year as a section	501(c)(3) organizat	tion,
							<u></u> ▶∟⊥
	ction C. Computation of Publ					11	
	Public support percentage for 2020 (I					15	%
	Public support percentage from 2019					16	%
	ction D. Computation of Inves					147	
	Investment income percentage for 20					17	%
	Investment income percentage from 2					18	%
198	33 1/3% support tests - 2020. If the						1 / Is not
	more than 33 1/3%, check this box a						▶□
k	33 1/3% support tests - 2019. If the	•			•	•	
00	line 18 is not more than 33 1/3%, che						
7()	Private tolingation if the organization	D DIO DOT CDACK 3	$nnv \cap n = 1/1 \cdot 10$	ra or iun chackt	THE DAY AND COO IN	CITITOTIONS	

Part IV | Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- **b** Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- **c** Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
- **b Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI.
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- **9a** Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in **Part VI.**
- **b** Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.
- c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.
 - **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

		Yes	No
	1		
	2		
	3a		
	3b		
	3с		
	4a		
	4b		
	40		
	4c		
	5a		
	Eh		
	5b 5c		
	6		
	Ū		
	7		
	8		
	9a		
	9b		
	35		
	9с		
	10a		
	iva		
	10b		
m 0	90 or 90	00-F7	2020

	dule A (Form 990 or 990-EZ) 2020 WOMEN IN DISTRESS OF BROWARD COUNTY, INC59-15	9252	4 Pa	age 5
Га	rt IV Supporting Organizations (continued)		Yes	Na
11	Has the organization accepted a gift or contribution from any of the following persons?		162	No
	A person who directly or indirectly controls, either alone or together with persons described in lines 11b and			
u	11c below, the governing body of a supported organization?	11a		
b	A family member of a person described in line 11a above?	11b		
	A 35% controlled entity of a person described in line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
_	detail in Part VI.	11c		
Sec	tion B. Type I Supporting Organizations			
			Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2	Did the organization operate for the benefit of any supported organization other than the supported			
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,	_		
800	supervised, or controlled the supporting organization. tion C. Type II Supporting Organizations	2		
Sec	tion C. Type if Supporting Organizations			
_	Management of the comparisation is directors on two stage of wines the tarriage of the directors		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
	the supported organization(s).	1		
Sec	tion D. All Type III Supporting Organizations	•		
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the			110
	organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
	organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described in line 2, above, did the organization's supported organizations have a			
	significant voice in the organization's investment policies and in directing the use of the organization's			
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	supported organizations played in this regard.	3		
Sec	tion E. Type III Functionally Integrated Supporting Organizations			
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the yea(see instructions)			
а	The organization satisfied the Activities Test. Complete line 2 below.			
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
С	The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see in	structio	ns).	
2	Activities Test. Answer lines 2a and 2b below.		Yes	No
а	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of			
	the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
	those supported organizations and explain how these activities directly furthered their exempt purposes,			
	how the organization was responsive to those supported organizations, and how the organization determined			
	that these activities constituted substantially all of its activities.	2a		
b	Did the activities described in line 2a, above, constitute activities that, but for the organization's involvement,			
	one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in			
	Part VI the reasons for the organization's position that its supported organization(s) would have engaged in	01		
_	these activities but for the organization's involvement.	2b		
3	Parent of Supported Organizations. Answer lines 3a and 3b below. Did the examination have the power to regularly experience a majority of the officers, directors, are			
а	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or	2-		
L-	trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI. Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each	3a		
	of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b		

Schedule A (Form 990 or 990-EZ) 2020 WOMEN IN DISTRESS OF BROWARD COUNTY, INC59-1592524 Page 6

Pa	rt V Type III Non-Functionally Integrated 509(a)(3) Supporting	ng Orga	nizations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying	ng trust or	n Nov. 20, 1970 (explain in l	Part VI). See instructions.
	All other Type III non-functionally integrated supporting organizations mus	t complet	te Sections A through E.	
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other factors			
	(explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount,			
	see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions).	6		
7	Check here if the current year is the organization's first as a non-functional	ılly integra	ated Type III supporting org	anization (see
	instructions).			

Schedule A (Form 990 or 990-EZ) 2020

Schedule A (Form 990 or 990-EZ) 2020 WOMEN IN DISTRESS OF BROWARD COUNTY, INC59-1592524 Page 7

Sec	tion D - Distributions				Current Year
1	Amounts paid to supported organizations to accomplish exe	mpt purposes		1	
2	Amounts paid to perform activity that directly furthers exempt	ot purposes of supported			
	organizations, in excess of income from activity			2	
3	Administrative expenses paid to accomplish exempt purpose	es of supported organization	s	3	
4	Amounts paid to acquire exempt-use assets			4	
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)			5	
6	Other distributions (describe in Part VI). See instructions.			6	
7	Total annual distributions. Add lines 1 through 6.			7	
8	Distributions to attentive supported organizations to which to	he organization is responsive			
	(provide details in Part VI). See instructions.			8	
9	9 Distributable amount for 2020 from Section C, line 6			9	
10	Line 8 amount divided by line 9 amount			10	
		(i)	(ii)		(iii)

Sect	ion E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1	Distributable amount for 2020 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2020 (reason-			
	able cause required - explain in Part VI). See instructions.			
_3	Excess distributions carryover, if any, to 2020			
a	From 2015			
b	From 2016			
c	From 2017			
d	From 2018			
e	From 2019			
f	Total of lines 3a through 3e			
g	Applied to underdistributions of prior years			
h	Applied to 2020 distributable amount			
i_	Carryover from 2015 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2020 from Section D,			
	line 7: \$			
	Applied to underdistributions of prior years			
b	Applied to 2020 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2020, if			
	any. Subtract lines 3g and 4a from line 2. For result greater			
	than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2020. Subtract lines 3h			
	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.			
7	Excess distributions carryover to 2021. Add lines 3j			
	and 4c.			
8	Breakdown of line 7:			
	Excess from 2016			
b	Excess from 2017			
c	Excess from 2018			
d	Excess from 2019			
e	Excess from 2020			

Schedule A (Form 990 or 990-EZ) 2020

Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V,

Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.) SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME: MISCELLANEOUS INCOME 2017 AMOUNT: \$ 11,139. 2018 AMOUNT: 5,307. 2019 AMOUNT: 6,443. 38,459. 2020 AMOUNT:

Schedule B

(Form 990, 990-EZ, or 990-PF

Department of the Treasury Internal Revenue Service

Schedule of Contributors

► Attach to Form 990, Form 990-EZ, or Form 990-PF. Go to www.irs.gov/Form990 for the latest information.

INC

WOMEN IN DISTRESS OF BROWARD COUNTY,

OMB No. 1545-0047

Name of the organization

Employer identification number

59-1592524

Organization type (check one): Filers of: Section: X = 501(c)(3) (enter number) organization Form 990 or 990-EZ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation 527 political organization 501(c)(3) exempt private foundation Form 990-PF 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundation Check if your organization is covered by the General Rule or a Special Rule. Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions. General Rule ☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions. Special Rules For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year ______ 🕨 \$ _

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to

LHA For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

Name of organization Employer identification number

WOMEN IN DISTRESS OF BROWARD COUNTY, INC

59-1592524

Part I	Contributors (see instructions). Use duplicate copies of Part I if addition	nal space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	FLORIDA DEPARTMENT OF CHILDREN AND FAMILIES 2415 NORTH MONROE STREET SUITE 400 TALLAHASSEE, FL 32303	\$2,288,433.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2	VOCA, OFFICE OF THE ATTORNEY GENERAL DIVISION OF VICTIM SERVICES TALLAHASSEE, FL 32399	\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3	THE JIM MORAN FOUNDATION 100 JIM MORAN BLVD DEERFIELD BEACH, FL 33442	\$ 765,000.	Person X Payroll
(a)	(b)	(c) Total contributions	(d)
	Name, address, and ZIP + 4 BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS P.O. BOX 14740 FORT LAUDERDALE, FL 33302	\$ 619,354.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5	COMMUNITY FOUNDATION OF BROWARD 910 EAST LAS OLAS BLVD, STE 200 FORT LAUDERDALE, FL 33301	\$\$236,598.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6	THOMAS FAMILY FOUNDATION PO BOX 30580	\$\$235,000.	Person X Payroll Noncash Complete Part II for
023452 11-2	FORT LAUDERDALE, FL 33303	2	(Complete Part II for noncash contributions.)

Name of organization Employer identification number

WOMEN IN DISTRESS OF BROWARD COUNTY, INC

59-1592524

Part II	Noncash Property (see instructions). Use duplicate copies of Property	art II if additional space is needed.	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
23453 11-25		\$	990 990-F7 or 990-PF\(2

Employer identification number

Name of organization

MEN	IN DISTRESS OF BROWAR	D COUNTY, INC		59-1592524			
art III	Exclusively religious, charitable, etc., contrib from any one contributor. Complete columns (completing Part III, enter the total of exclusively religious Use duplicate copies of Part III if additional	utions to organizations described in a a) through (e) and the following line er b, charitable, etc., contributions of \$1,000 or	ntry For organizations				
No. om art I	(b) Purpose of gift	(c) Use of gift	(d) Desc	cription of how gift is held			
- $ $		(a) Transfer of side					
	Transferee's name, address,	(e) Transfer of git and ZIP + 4		nsferor to transferee			
No. om art I	(b) Purpose of gift	(c) Use of gift	(d) Desc	cription of how gift is held			
		(e) Transfer of git	sfer of gift				
	Transferee's name, address,	and ZIP + 4	Relationship of tra	nsferor to transferee			
No. om art I	(b) Purpose of gift	(c) Use of gift	(d) Desc	cription of how gift is held			
_		(e) Transfer of gif	ft				
	Transferee's name, address,	and ZIP + 4	Relationship of transferor to transferee				
No. om art I	(b) Purpose of gift	(c) Use of gift	(d) Desc	cription of how gift is held			
-		ft					
	Transferee's name, address,		fer of gift Relationship of transferor to transferee				

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

► Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

► Attach to Form 990.

►Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047 Open to Public Inspection

Name of the organization

WOMEN IN DISTRESS OF BROWARD COUNTY, INC

Employer identification number 59-1592524

Pai	t I Organizations Maintaining Donor Advise	d Funds or Other Similar Funds	or Accounts. Complete if the
	organization answered "Yes" on Form 990, Part IV, lin	e 6.	
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in	writing that the assets held in donor advise	ed funds
	are the organization's property, subject to the organization's	_	
6	Did the organization inform all grantees, donors, and donor a		
	for charitable purposes and not for the benefit of the donor of		
Pai			
1	Purpose(s) of conservation easements held by the organizati	on (check all that apply).	
	Preservation of land for public use (for example, recrea	tion or education) Preservation of a	a historically important land area
	Protection of natural habitat	Preservation of a	a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a qualit	fied conservation contribution in the form o	of a conservation easement on the last
	day of the tax year.		Held at the End of the Tax Year
а	Total number of conservation easements		2a
b			
С	Number of conservation easements on a certified historic str	ucture included in (a)	2c
d	Number of conservation easements included in (c) acquired	after 7/25/06, and not on a historic structu	re
	listed in the National Register		2d
3	Number of conservation easements modified, transferred, re-		
	year ▶		
4	Number of states where property subject to conservation ear	sement is located >	
5	Does the organization have a written policy regarding the per	riodic monitoring, inspection, handling of	
	violations, and enforcement of the conservation easements i	t holds?	Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting,		
			
7	Amount of expenses incurred in monitoring, inspecting, hand	lling of violations, and enforcing conservat	ion easements during the year
	▶ \$		
8	Does each conservation easement reported on line 2(d) above		
	and section 170(h)(4)(B)(ii)?		Yes No
9	In Part XIII, describe how the organization reports conservation	on easements in its revenue and expense	statement and
	balance sheet, and include, if applicable, the text of the footr	note to the organization's financial stateme	nts that describes the
	organization's accounting for conservation easements.	(
Pai	t III Organizations Maintaining Collections o		ner Similar Assets.
	Complete if the organization answered "Yes" on Form		
1a	If the organization elected, as permitted under FASB ASC 95		
	of art, historical treasures, or other similar assets held for put	·	•
	service, provide in Part XIII the text of the footnote to its final		
b	If the organization elected, as permitted under FASB ASC 95		
	art, historical treasures, or other similar assets held for public	exhibition, education, or research in further	erance of public service,
	provide the following amounts relating to these items:		
	(i) Revenue included on Form 990, Part VIII, line 1		
	(ii) Assets included in Form 990, Part X		
2	If the organization received or held works of art, historical tre		gain, provide
	the following amounts required to be reported under FASB A	_	
а	Revenue included on Form 990, Part VIII, line 1		<u>"</u>
h	Assets included in Form 990, Part X		▶ \$

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Schedule D (Form 990) 2020

Schedule D (Form 990) 2020

713,451.

7,653,617.

17,583.

e Other

2,085,238.

178,060.

d Equipment

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)

1,371,787.

160,477.

Schedule D	(Form 990) 2020	WOMEN	IN	DISTRESS	OF	BROWARD	COUNTY,	INC59-1592524	Page 5
Part XIII	(Form 990) 2020 Supplemental I	nformation (co	ntinue	d)					
<u>-</u>									

SCHEDULE G

Department of the Treasury

Internal Revenue Service

(Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

► Attach to Form 990 or Form 990-EZ.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization Employer identification number WOMEN IN DISTRESS OF BROWARD COUNTY, INC 59-1592524 Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part. 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply. Mail solicitations Solicitation of non-government grants b Internet and email solicitations Solicitation of government grants ☐ Phone solicitations In-person solicitations 2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or

No Yes key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. (iii) Did (v) Amount paid (vi) Amount paid (i) Name and address of individual (iv) Gross receipts to (or retained by) have custody or control of contributions? (ii) Activity to (or retained by) fundraiser or entity (fundraiser) from activity organization listed in col. (i) Yes No 3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule G (Form 990 or 990-EZ) 2020

Schedule G (Form 990 or 990-EZ) 2020 WOMEN IN DISTRESS OF BROWARD COUNTY, INC59-1592524 Page 2

Pa	ırt I	of fundraising events. Complete if the of fundraising event contributions and gr	-			
		or rundraising event contributions and gr	(a) Event #1	(b) Event #2	(c) Other events	1
			GOLF	(3, 2.3.12	NONE	(d) Total events
			TOURNAMENT			(add col. (a) through
			(event type)	(event type)	(total number)	col. (c))
Revenue			()1 /	71 7	,	
eve	1	Gross receipts	200,526.			200,526.
ď						<u> </u>
	2	Less: Contributions	110,840.			110,840.
	3	Gross income (line 1 minus line 2)	89,686.			89,686.
	4	Cash prizes				
"	5	Noncash prizes				
Direct Expenses						
фe	6	Rent/facility costs				
Û	_	- · · · ·				
irec	7	Food and beverages				
		Catastainment				
	8	Entertainment Other direct expenses				41,004.
	10	Direct expense summary. Add lines 4 through			•	41,004.
	11					48,682.
Pa	irt l					
		\$15,000 on Form 990-EZ, line 6a.				
0			(a) Bingo	(b) Pull tabs/instant		(d) Total gaming (add
Revenue			bingo/progressive bingo		go (C) Other garring	col. (a) through col. (c))
Seve						
	1	Gross revenue				
es	2	Cash prizes				
ens						
Direct Expenses	3	Noncash prizes				
덫	١.	D 1/6 171				
Ö	4	Rent/facility costs				
	5	Other direct expenses				
	3	Other direct expenses	Yes %	Yes	% Yes %	
	6	Volunteer labor	No No	No No	No No	
		Voluntoon labor				
	7	Direct expense summary. Add lines 2 through	h 5 in column (d)		•	
		, , ,	(/			
	8	Net gaming income summary. Subtract line 7	from line 1, column (d)		>	
		ter the state(s) in which the organization condu				
a	ls t	the organization licensed to conduct gaming a	ctivities in each of these	states?		Yes X No
b	If "	No," explain: EVENT PROVIDED B	SY ORGANIZATI	ON WITH GA	MING LICENSE.	
		ere any of the organization's gaming licenses re	evoked, suspended, or to	erminated during the	tax year?	Yes X No
b	If "	Yes," explain:				
_	_					
		1-25-20			Cabadula C (Fa	orm 990 or 990-F7) 2020

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Schedule G (Form 990 or 990-EZ) 2020 WOMEN IN DISTRESS OF BROWARD COUNTY, INC59-1	<u>.592524</u>	Page 3
11 Does the organization conduct gaming activities with nonmembers?	X Yes	☐ No
12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed		
to administer charitable gaming?	Yes	X No
13 Indicate the percentage of gaming activity conducted in:		
a The organization's facility	13a 13b 100	<u>%</u>
b An outside facility	13b 1 0 0	.00 %
14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:		
Name ► GISELE GELIN		
Address ► P.O. BOX 50187 - LIGHTHOUSE POINT, FL 33074		
15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?	Yes	X No
b If "Yes," enter the amount of gaming revenue received by the organization > and the amount		
of gaming revenue retained by the third party > \$		
c If "Yes," enter name and address of the third party:		
Name		
Address		
16 Gaming manager information:		
daming manager information.		
Name ▶		
Gaming manager compensation \$		
Description of services provided		
Director/officer Employee Independent contractor		
17 Mandatory distributions:		
a Is the organization required under state law to make charitable distributions from the gaming proceeds to		
retain the state gaming license?	Yes	LX∐ No
b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the		
organization's own exempt activities during the tax year ▶ \$		
Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Pa	rt III, lines 9,	9b, 10b,
15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.		

Schedule G	(Form 990 or 990-EZ) Supplemental Int	WOMEN	IN	DISTRESS	OF	BROWARD	COUNTY,	INC59-1592524 F	Page 4
Part IV	Supplemental Inf	ormation (cor	ntinue	ed)					

SCHEDULE I (Form 990)

Department of the Treasury Internal Revenue Service

Grants and Other Assistance to Organizations, Governments, and Individuals in the United States

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

➤ Attach to Form 990.

► Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization WOMEN IN	Employer identification number 59-1592524						
Part I General Information on Grants a							
Does the organization maintain records criteria used to award the grants or assi Describe in Part IV the organization's pro-	stance? ocedures for moni	toring the use of gran	t funds in the Unite	d States.			X Yes No
Part II Grants and Other Assistance to	=				anization answered "	Yes" on Form 990, Par	t IV, line 21, for any
recipient that received more than 1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
2 Enter total number of section 501(c)(3) a3 Enter total number of other organization							>

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(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non- cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
RENT & LODGING	135	174,897.	0.	FMV	
FOOD & SUPPLIES	936	54,356.	0.	FMV	
TRANSPORTATION	371	56,240.	0.	FMV	
MEDICAL	30	5,410.	0.	FMV	
OTHER	616	17,263.		FMV	
Part IV Supplemental Information. Provide the information red	quired in Part I, lin	e 2; Part III, column	n (b); and any other a	dditional information.	
PART I, LINE 2:					
GRANT EXPENDITURES ARE MONITORED	THROUGH U	SE OF SEPA	RATE ACCOU	NT OF	
EXPENDITURES IN THE ACCOUNTING REC	CORDS.				

SCHEDULE J (Form 990)

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest

Compensated Employees

Complete if the organization answered "Yes" on Form 990, Part IV, line 23. ► Attach to Form 990.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

Part I Questions Regarding Compensation

Department of the Treasury

Internal Revenue Service

WOMEN IN DISTRESS OF BROWARD COUNTY, INC **Employer identification number** 59-1592524

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990,			
	Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel Housing allowance or residence for personal use			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments Health or social club dues or initiation fees			
	Discretionary spending account Personal services (such as maid, chauffeur, chef)			
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or			
	reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors,			
	trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2		
3	Indicate which, if any, of the following the organization used to establish the compensation of the organization's			
	CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to			
	establish compensation of the CEO/Executive Director, but explain in Part III.			
	Compensation committee Written employment contract			
	Independent compensation consultant Compensation survey or study			
	Form 990 of other organizations X Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing			
	organization or a related organization:			
а	Receive a severance payment or change-of-control payment?	4a		X
b	Participate in or receive payment from a supplemental nonqualified retirement plan?	4b		X
С	Participate in or receive payment from an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
_	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the revenues of:	_		v
a	The organization?	5a		X
b	Any related organization?	5b		
_	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the net earnings of:	0-		Х
a	The organization?	6a		X
a	Any related organization?	6b		
7	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments	7		Х
0	not described on lines 5 and 6? If "Yes," describe in Part III	7		21
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8		Х
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in	0		-22
3	Regulations section 53.4958-6(c)?	9		
	negulations section 33.4330°0(c):	J		

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Schedule J (Form 990) 2020

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

		(B) Breakdown of	W-2 and/or 1099-MI	SC compensation	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns	(F) Compensation in column (B)
(A) Name and Title		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation	benefits	(B)(i)-(D)	reported as deferred on prior Form 990
(1) MARY RIEDEL	(i)	251,850.	0.	0.	7,555.	4,309.	263,714.	0.
PAST PRESIDENT	(ii)	0.	0.	0.	0.	0.		0.
(2) DANAY PALAEZ	(i)	148,578.	0.	0.	4,524.	7,884.	160,986.	
C00	(ii)	0.	0.	0.	0.	0.		0.
(3) JENNIFER BULLOCK	(i)	115,825.	0.	0.	0.	4,870.	120,695.	0.
EXECUTIVE VICE PRESIDENT	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
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	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information
Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

SCHEDULE M (Form 990)

Noncash Contributions

OMB No. 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service

► Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.

Attach to Form 990.

► Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization WOMEN IN DISTRESS OF BROWARD COUNTY, INC Employer identification number 59-1592524

Par	rt I Types of Property		_				
		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of det noncash contribut	•	ts
1	Art - Works of art						
2	Art - Historical treasures						
3	Art - Fractional interests						
4	Books and publications						
5	Clothing and household goods	X		374,408.	FAIR MARKET	VALUE	<u> </u>
6	Cars and other vehicles						
7	Boats and planes						
8	Intellectual property						
9	Securities - Publicly traded						
10	Securities - Closely held stock						
11	Securities - Partnership, LLC, or						
	trust interests						
12	Securities - Miscellaneous						
13	Qualified conservation contribution -						
	Historic structures						
14	Qualified conservation contribution - Other						
15	Real estate - Residential						
16	Real estate - Commercial						
17	Real estate - Other						
18	Collectibles						
19	Food inventory						
20	Drugs and medical supplies						
21	Taxidermy						
22	Historical artifacts						
23	Scientific specimens						
24	Archeological artifacts		224	440 254			
25	Other (FURNITURE & E)	X	331	410,354.	FAIR MARKET	VALUE	<u>.</u>
26	Other (OTHER ITEMS)	X	134	140,912.	FAIR MARKET	VALUE	i
27	Other ()						
28	Other ()						
29	Number of Forms 8283 received by the organiz		-				
	for which the organization completed Form 828	33, Part V, [onee Acknowledg	jement 29			Т
						Yes	No
30a	During the year, did the organization receive by						
	must hold for at least three years from the date						x
	exempt purposes for the entire holding period?	'				30a	<u> </u>
	If "Yes," describe the arrangement in Part II.			-f	4:0		v
31	Does the organization have a gift acceptance p					31	X
32a	Does the organization hire or use third parties of		-			20-	x
L	contributions?				·····	32a	^
	If "Yes," describe in Part II.	alia.u (-) *		faublab aatimus (-) ti	امماما		
33	If the organization didn't report an amount in co	oiumn (c) fo	r a type of propert	y for which column (a) is che	скеа,		
	describe in Part II.						

For Paperwork Reduction Act Notice, see the Instructions for Form 990. LHA

Schedule M (Form 990) 2020

Schedule M	(Form 990) 2020 WOMEN IN DISTRESS OF BROWARD COUNTY, INC 59-1592524 Page 2
Part II	Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

032142 11-23-20

Schedule M (Form 990) 2020

SCHEDULE O

Internal Revenue Service

(Form 990 or 990-EZ)

Department of the Treasury

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.

► Go to www.irs.gov/Form990 for the latest information.

2020
Open to Public Inspection

OMB No. 1545-0047

Name of the organization

WOMEN IN DISTRESS OF BROWARD COUNTY, INC

Employer identification number 59-1592524

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

EMERGENCY SHELTER, A 24-HOUR HOTLINE, CASE MANAGEMENT, COUNSELING,

CHILD ASSESSMENT, SAFETY PLANNING AND ADVOCACY. THE ORGANIZATION ALSO

PROVIDES LAW ENFORCEMENT TRAINING, PROFESSIONAL TRAINING AND COMMUNITY

EDUCATION.

THRIFT STORE - TO PROVIDE ADDITIONAL REVENUES TO SUPPORT CORE

OPERATIONS FOR THE ORGANIZATION AND PROVIDE CLOTHING AND HOUSEHOLD

ITEMS TO PROGRAM PARTICIPANTS. DONATED GOODS AND MERCHANDISE ARE SOLD

TO THE PUBLIC AND PROCEEDS ARE USED IN THE DAILY OPERATION OF THE

ORGANIZATION. PROGRAM PARTICIPANTS ARE ALSO PROVIDED CLOTHING AND

EXPENSES \$ 445,685. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

FURNITURE FROM THE STORE FREE OF CHARGE.

CRISIS HOTLINE: THE PURPOSE OF THE CRISIS HOTLINE IS TO BE A READY AND

AVAILABLE SOURCE OF INFORMATION AND SUPPORT TO VICTIMS OF DOMESTIC

VIOLENCE AND TO THE COMMUNITY. THE CRISIS HOTLINE IS OPERATIONAL 24

HOURS A DAY, SEVEN DAYS PER WEEK. SINCE DECEMBER OF 2014 THE 24-HOUR

CRISIS HOTLINE HAS BEEN EXPANDED TO BECOME A SEPARATE PROGRAM HOUSED IN

ITS OWN SPACE AT THE JIM AND JAN MORAN FAMILY CENTER. ALL THE SERVICES

THAT ARE AVAILABLE THROUGH THE ORGANIZATION'S ADVOCACY PROGRAM ARE

AVAILABLE ON THE HOTLINE THROUGH ITS DEDICATED CRISIS LINE STAFF AND

INCLUDE SAFETY PLANNING, SERVICE MANAGEMENT AS WELL AS INFORMATION AND

REFERRAL.

EXPENSES \$ 249,375. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990 or 990-EZ) 2020

Employer identification number 59-1592524

PREVENTION AND EDUCATION SERVICES - THE ORGANIZATION MAINTAINS ONGOING OUTREACH EFFORTS TO EDUCATE BROWARD COUNTY'S RESIDENTS ABOUT THE DYNAMICS, DEFINITIONS AND IMPACT OF INTIMATE PARTNER VIOLENCE IN THE COMMUNITY AND THE PEOPLE THEY SERVE. THE ORGANIZATION PROVIDES PREVENTION, EDUCATION AND AWARENESS TO YOUTH AND ADULTS SO THEY MAY BETTER UNDERSTAND HOW BULLYING AND INTIMATE PARTNER VIOLENCE PERPETUATE THEMSELVES, THE EFFECTS ON FAMILY MEMBERS, SCHOOL COMMUNITY AND SOCIETY AS A WHOLE, INTERVENTION AND PREVENTION METHODS, AND THE PROGRAMS AND SERVICES AVAILABLE AT THE ORGANIZATION. TRAINING AND PREVENTION IS PROVIDED TO HELP YOUTH AND COMMUNITY MEMBERS RECOGNIZE THE WARNING SIGNS OF INTIMATE PARTNER VIOLENCE AND UNDERSTAND ITS IMPACT ON FAMILIES AND SOCIETY. CREATING CHANGE AMONG ATTITUDES, BELIEFS AND BEHAVIORS SURROUNDING INTIMATE PARTNER VIOLENCE IS CRITICAL SO THE COMMUNITY CAN APPROPRIATELY REFER VICTIMS FOR ASSISTANCE AND INCREASE THE POSSIBILITY OF EARLY INTERVENTION AND PREVENTION. EXPENSES \$ 233,846. INCLUDING GRANTS OF \$ 1,068. REVENUE \$ 0.

FORM 990, PART VI, SECTION B, LINE 11B:

FORM 990 IS REVIEWED BY THE CEO, CFO AND BOARD OF DIRECTORS PRIOR TO
SUBMISSION. AMOUNTS INCLUDED ON FORM 990 ARE AGREED TO AMOUNTS INCLUDED IN
THE AUDITED FINANCIAL STATEMENTS.

FORM 990, PART VI, SECTION B, LINE 12C:

REVIEW OF POLICY UPON HIRE OR PARTICIPATION AS BOARD MEMBER OR TRUSTEE.

ANNUAL POLICY REVIEW.

FORM 990, PART VI, SECTION B, LINE 15:

WOMEN IN DISTRESS OF BROWARD COUNTY, INC 59-1592524
EVERY YEAR THE HR DEPARTMENT EXAMINES VARIOUS NOT FOR PROFIT ORGANIZATIONS
THAT PROVIDE COMPARABLE SERVICES AND HAVE COMPARABLE BUDGETS IN ORDER TO
ASCERTAIN AVERAGE AND REASONABLE AMOUNTS OF COMPENSATION AND BENEFITS. THE
SALARY AND BENEFIT RECOMMENDATIONS ARE THEN PRESENTED TO THE BOARD OF
DIRECTORS FOR APPROVAL.
FORM 990, PART VI, SECTION C, LINE 18:
FORM 990 CAN BE OBTAINED FROM THE ORGANIZATION'S WEBSITE.
WWW.WOMENINDISTRESS.ORG
FORM 990, PART VI, SECTION C, LINE 19:
GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS
ARE AVAILABLE UPON REQUEST AT THE MAIN ADMINISTRATION OFFICE.
FORM 990, PART XII, LINE 2C
NO CHANGE FROM PRIOR YEAR.

WOMEN IN DISTRESS ITEMIZED PROGRAM BUDGET FOR HOLLYWOOD CDBG FY2023-24

		Family		Adult	Adult		Family	
		Therapy		Advocacy	Therapy	Advocacy		Total
		511	521		522	523		
Personnel Expenses								
Salary		\$ 393,384	\$	391,980	\$ 407,337	\$	288,941	\$ 1,481,642
Benefits								
Medical Insurance		\$ 21,092	\$	21,092	\$ 26,365	\$	15,819	\$ 84,369
Life Insurance		\$ 389	\$	475	\$ 389	\$	302	\$ 1,555
Retirement		\$ 2,898	\$	4,459	\$ 5,162	\$	3,469	\$ 15,988
Disability		\$ 980	\$	977	\$ 959	\$	672	\$ 3,588
Social Security		\$ 30,094	\$	29,986	\$ 31,161	\$	22,104	\$ 113,346
State Unemployment Insurance		\$ 384	\$	470	\$ 427	\$	342	\$ 1,623
Workers Compensation		\$ 3,324	\$	3,312	\$ 3,442	\$	2,442	\$ 12,520
Total Benefits		\$ 59,162	\$	60,772	\$ 67,905	\$	45,150	\$ 232,988
Total Personnel Expenses		\$ 452,545	\$	452,752	\$ 475,242	\$	334,091	\$ 1,714,630
Contracted Services								
Audit Expense	80010	\$ 3,373	\$	4,075	\$ 3,560	\$	2,857	\$ 13,866
Electronic Data Processing	80020	\$ 2,808	\$	2,908	\$ 2,063	\$	1,649	\$ 9,428
Internet Expenses	80030	\$ 409	\$	494	\$ 432	\$	346	\$ 1,681
Other Professional Fees	80090	\$ 22,070	\$	23,786	\$ 21,044	\$	21,173	\$ 88,073
Total Contracted Services		\$ 28,660	\$	31,263	\$ 27,098	\$	26,026	\$ 113,047
Sub-Contracted Services								
Sub-Contracted Services	80095	\$ -	\$	-	\$ -	\$	-	\$ •

Total Contracted Services		\$	-	\$	-	\$	-	\$	-	\$	-
Complies											
Supplies	01010	<u> </u>	224	<u> </u>	202	۲.	247	<u>,</u>	100	<u> </u>	064
Computer Supplies	81010		234	\$	282	\$	247	\$	198	\$	961
Housekeeping Supplies & Shelter Groceries	81030	\$	818	\$	988	\$	863	\$	693	\$	3,362
Pet Supplies	81035					_				\$	· · · · · · · · · · · · · · · · · · ·
Office Supplies	81060		5,606	\$	9,525	\$	2,861	\$	994	\$	18,987
Sales Supplies	81070		-	\$	-	\$	-	\$	-	\$	-
Volunteer Supplies	81080	_	-	\$	-	\$	-	\$	-	\$	-
Activities & Supplies	81110		3,978	\$	300	\$	500	\$	2,800	\$	7,578
Total Supplies		\$	10,636	\$	11,096	\$	4,470	\$	4,685	\$	30,887
Printing, Design & Layout											
Printing, Design, Layout Expenses	81100	\$	-	\$	1,500	\$	3,000	\$	-	\$	4,500
Advertising Expense	86020	\$	-	\$	-	\$	-	\$	-	\$	-
Publication Expense	86070	\$	-	\$	-	\$	-	\$	-	\$	-
Total Printing, Design & Layout		\$	-	\$	1,500	\$	3,000	\$	-	\$	4,500
Telephone											
Telephone Expense	82010		105	\$	3,607	\$	111	\$	2,969	\$	6,792
TV Cable Services	82030	\$	46	\$	55	\$	48	\$	39	\$	187
Total Telephone		\$	151	\$	3,662	\$	159	\$	3,008	\$	6,980
Postage & Delivery											
Postage-Shipping Expense	83010	\$	184	\$	222	\$	194	\$	156	\$	756
Total Postage & Delivery		\$	184	\$	222	\$	194	\$	156	\$	756
Occupancy											
Building & Grounds Maintenance & Rep	84010	\$	4,454	\$	4,278	\$	3,839	\$	4,721	\$	17,292
Electricity	84030	\$	5,018	\$	5,001	\$	4,486	\$	5,140	\$	19,645
Insurance - Bldg & General Liability	84050	\$	9,149	\$	9,948	\$	8,792	\$	8,702	\$	36,590
Water & Water Utilities	84060	\$	2,548	\$	2,463	\$	2,210	\$	2,685	\$	9,906
Rent-Rental of Space	84070	\$	480	\$	580	\$	507	\$	407	\$	1,974
Security & Alarm Expense	84080	\$	426	\$	515	\$	450	\$	361	\$	1,751

Fuel - Generator	84110	 257	\$ 310	\$ 271	\$ 217	\$ 1,055
Total Occupancy		\$ 22,332	\$ 23,094	\$ 20,553	\$ 22,233	\$ 88,213
Maintenance & Rental Equipment						
Computer Maintenance Expense	80300	\$ 2,033	\$ 2,844	\$ 2,479	\$ 1,468	\$ 8,823
Equipment Rental	85010	\$ 2,867	\$ 3,465	\$ 3,027	\$ 2,429	\$ 11,788
Maintenance & Repair - Equipment	85020	\$ 984	\$ 1,188	\$ 1,038	\$ 833	\$ 4,044
Maintenance of Vehicles	87060	\$ 68	\$ 82	\$ 72	\$ 58	\$ 280
Total Maintenance & Rental Equipment		\$ 5,952	\$ 7,579	\$ 6,616	\$ 4,788	\$ 24,935
Travel & Related						
Local Transportation & Tolls	87010	\$ -	\$ 833	\$ 200	\$ 940	\$ 13,923
Vehicle Fuel & Related Expenses	87020	\$ 58	\$ 71	\$ 62	\$ 49	\$ 7,224
Out of Town Travel & Related Expenses	87080	\$ 115	\$ 2,119	\$ 50	\$ 1,134	\$ 12,689
Hotels, Meals & Incidentals	87090	\$ 2,316	\$ 6,324	\$ 300	\$ 894	\$ 17,570
Total Travel & Related		\$ 2,489	\$ 9,346	\$ 612	\$ 3,017	\$ 51,406
Conferences & Meetings						
Conference/Meetings, External	88010	\$ 528	\$ -	\$ 4,820	\$ -	\$ 5,348
Community Relations	88015	\$ -	\$ -	\$ -	\$ -	\$ -
Meetings - WID Sponsored	88025	\$ -	\$ -	\$ -	\$ -	\$ -
Staff Recognition Awards	89040	\$ -	\$ -	\$ -	\$ -	\$ -
Total Conferences & Meetings		\$ 528	\$ -	\$ 4,820	\$ -	\$ 5,348
Memberships						
Membership Dues & Fees	90010	\$ 901	\$ 1,149	\$ 951	\$ 764	\$ 3,765
Total Memberships		\$ 901	\$ 1,149	\$ 951	\$ 764	\$ 3,765
Special Events						
Special Events	89010	\$ -	\$ -	\$ -	\$ -	\$ -
Total Special Events		\$ -	\$ -	\$ -	\$ -	\$ -
Participant - Reimbursed						
Participant Emergency Fund	88030	\$ -	\$ 61,309	\$ 3,206	\$ 23,617	\$ 88,132
			•			

Total Participant - Reimbursed		\$ -	\$ 61,309	\$ 3,206	\$ 23,617	\$ 88,132
Other Expenses						
License, Permits, Fees, Tax	80050	\$ 346	\$ 593	\$ 365	\$ 293	\$ 1,597
Accreditation	81090	\$ 32	\$ 39	\$ 34	\$ 27	\$ 132
Staff Training	88040	\$ 3,395	\$ 4,773	\$ 8,790	\$ -	\$ 16,958
Donor Cultivation Expense	89025	\$ -	\$ -	\$ -	\$ -	\$ -
Recruitment - Background Screening	89030	\$ 2,688	\$ 3,249	\$ 2,838	\$ 2,278	\$ 11,052
Bank Fees, Discounts & Other Charges	94070	\$ -	\$ -	\$ -	\$ -	\$ -
Interest Expense	94080	\$ 3,673	\$ 3,528	\$ 3,166	\$ 3,894	\$ 14,261
Sales Tax - Thrift Shop	94085	\$ -	\$ -	\$ -	\$ -	\$ -
Depreciation - Building	dep	\$ 30,527	\$ 29,323	\$ 26,311	\$ 32,358	\$ 118,519
Equipment Asset Purchase						\$ -
Total Other Expenses		\$ 40,662	\$ 41,505	\$ 41,504	\$ 38,849	\$ 162,520
Total Operational Expenses		\$ 112,494	\$ 191,726	\$ 113,184	\$ 127,143	\$ 544,547
				_		
Total Expenses		\$ 565,039	\$ 644,478	\$ 588,426	\$ 461,234	\$ 2,259,177

Contract No. LN252 Client Services Non-Client CFDA No(s). 93.588, 93.671, Subrecipient X Vendor CSFA No(s). 60.134, 60.139 Federal Funds State Funds

THIS CONTRACT is entered into between the Florida Department of Children and Families, hereinafter referred to as the "Department" and Women in Distress of Broward County. Inc., hereinafter referred to as the "Provider". If this document is denoted above as a GRANT AGREEMENT, the term "Contract" as it may appear hereinafter shall be construed to mean "Grant" or "Grant Agreement" as the context may provide. Similarly, the term "Provider" shall be construed to mean "Grantee" and the term "Contract Manager" shall be construed to mean "Grant Manager".

The section headings contained in this contract are for reference purposes only and shall not affect the meaning or interpretation of this contract.

The Department and Provider agree as follows:

1. ENGAGEMENT, TERM AND CONTRACT DOCUMENT

1.1 **Purpose and Contract Amount**

The Department is engaging the Provider for the purpose of (1) providing domestic violence emergency shelter/housing and related services that will be available 24 hours per day, seven days a week to survivors of domestic violence and their dependents; (2) providing survivors of domestic violence with information on the dynamics of power and control; (3) connecting survivors of domestic violence with available and appropriate resources within the community: (4) informing and educating the public and professionals regarding domestic violence and related issues; (5) providing domestic violence primary prevention services targeted to youth through the implementation plan for prevention, which is approved by the Department; (6) increasing the resources, services, and advocacy available to survivors of domestic violence that have an open child abuse investigation, diversion case or are involved in the dependency process and are the nonoffending parent. as further described in Section 2, payable as provided in Section 3, in an amount not to exceed \$3,966,897.26 (including one-time settlement agreement payout).

1.2 Official Payee and Party Representatives

1.2.1 The name, address, telephone number and e-mail address of the Provider's official payee to whom the payment shall be directed on behalf of the Provider are:

Name: Women In Distress of Broward County, Inc.

Address: P.O. Box 50187

City: Deerfield Beach State:FL Zip Code:33074

Ext: Phone: 954-760-9800 E-mail:

lparker@womenindistress.org

1.2.2 The name, address, telephone number and e-mail of the Provider's contact person responsible for the Provider's financial and administrative records:

Name: Gisele Gelin Address: P.O. Box 50187

City: Deerfield Beach State:FL Zip Code:33074

Phone: 954-760-9800 Ext: E-mail:

ggelin@womenindistress.org

Name: Shanita Jenkins

this Contract are:

primary point of contact) are:

Name: Linda L. Parker. PhD

lparker@womenindistress.org

Address: P.O. Box 50187

Phone:

Address: 2415 North Monroe Street, Suite 400 City: Tallahassee State:FL Zip Code:32303

City: **Deerfield Beach** State: FL Zip Code: 33074

954-760-9800

Phone: 850-300-5000 Ext:

1.2.3 The name, address, telephone number and e-mail

of the Provider's representative responsible for

administration of the program under this Contract (and

1.2.4 The name, address, telephone number and e-mail

address of the Contract Manager for the Department for

Ext:

shanita.jenkins@myflfamilies.com

E-mail:

1032

E-mail:

Per section 402.7305(1)(a), Florida Statutes (F.S.), the Department's Contract Manager is the primary point of contact through which all contracting information flows between the Department and the Provider. Upon change of representatives (names, addresses, telephone numbers or e-mail addresses) by either party, notice shall be provided in writing to the other party.

1.3 **Effective and Ending Dates**

This Contract shall be effective October 1, 2022 or the last party signature date, whichever is later. The service performance period under this Contract shall commence on October 1, 2022 or the effective date of this Contract, whichever is later, and shall end at CF Standard Contract 2019 (UA/TS)

Part 1 of 2 Contract No. LN252 1

midnight, **Eastern** time, on **June 30, 2024**, subject to the survival of terms provisions of Section 7.4. This contract may be renewed in accordance with SS. 287.057(13) or 287.058(1)(g), F.S.

1.4 Contract Document

This Contract is composed of the documents referenced in this section.

- **1.4.1** The definitions found in the Standard Contract Definitions, located at:
- http://www.dcf.state.fl.us/admin/contracts/docs/GlossaryofContractTerms.pdf are incorporated into and made a part of this Contract. Additional definitions may be set forth in Exhibit A, Special Provisions.
- 1.4.2 The PUR 1000 Form (10/06 version) is hereby incorporated into and made a part of this Contract.
- 1.4.3 The terms of Exhibit A, Special Provisions, supplement or modify the terms of Sections 1 through 9, as provided therein.
- **1.4.4** In the event of a conflict between the provisions of the documents, the documents shall be interpreted in the following order of precedence:
 - **1.4.4.1** Exhibits A through F;
 - **1.4.4.2** Any documents incorporated into any exhibit by reference, or included as a subset thereof;
 - **1.4.4.3** This Standard Contract:
 - **1.4.4.4** Any documents incorporated into this Contract by reference;
 - **1.4.4.5** Attachments 1 through 31.

2. STATEMENT OF WORK

The Provider shall perform all tasks and provide units of deliverables, including reports, findings, and drafts, as specified in this Contract. Unless otherwise provided in the procurement document, if any, or governing law, the Department reserves the right to increase or decrease the volume of services and to add tasks that are incidental or complimentary to the original scope of services. When such increase or decrease occurs, except where the method of payment is prescribed by law, compensation under Section 3 will be equitably adjusted by the Department to the extent that it prescribes a fixed price payment method or does not provide a method of payment for added tasks.

2.1 Scope of Work

The Scope of Work is described in Exhibit B.

2.2 Task List

The Provider shall perform all tasks set forth in the Task List, found in Exhibit C, in the manner set forth therein.

2.3 Deliverables

The Deliverables are described in Exhibit D.

2.4 Performance Measures

- **2.4.1** The performance measures for acceptance of deliverables are set forth in Exhibit D, Section D-2.
- 2.4.2 To avoid contract termination, Provider's performance must meet the minimum acceptable level of performance set forth in Exhibit E, Minimum Performance Measures, Section E-1, regardless of any other performance measures in this Contract. By execution of this Contract, the Provider hereby acknowledges and agrees that its performance under the Contract must meet these Minimum Performance Measures and that it will be bound by the conditions set forth therein. If the Provider fails to meet these measures, the Department, at its exclusive option, may allow a reasonable period, not to exceed six (6) months, for the Provider to correct performance deficiencies. If performance deficiencies are not resolved to the satisfaction of the Department within the prescribed time, and if no extenuating circumstances can be documented by the Provider to the Department's satisfaction, the Department must terminate the Contract. The Department has the sole authority to determine whether there are extenuating or mitigating circumstances. The Provider further acknowledges and agrees that during any period in which the Provider fails to meet these measures, regardless of any additional time allowed to correct performance deficiencies, payment for deliverables may be delayed or denied and financial consequences may apply.

3. PAYMENT, INVOICE AND RELATED TERMS

The Department shall pay for services performed by the Provider during the service performance period of this Contract according to the terms and conditions of this Contract in an amount not to exceed that set forth in Section 1.1, subject to the availability of funds and satisfactory performance of all terms by the Provider. Except for advances, if any, provided for in this Contract, payment shall be made only upon written acceptance of all services by the Department per Section 3.1 and shall remain subject to subsequent audit or review to confirm contract compliance. The State of Florida's performance and obligation to pay under this Contract is contingent upon an annual appropriation by the Legislature. Any costs or services paid for under any other contract or from any other source are not eligible for payment under this Contract.

3.1 Prompt Payment and Vendor Ombudsman

Per section 215.422, F.S., the Department has five (5) working days to inspect and approve goods and services, unless the bid specifications, purchase order, or this Contract elsewhere specifies otherwise. Department determination of acceptable services shall be conclusive. Department receipt of reports and other submissions by the Provider does not constitute acceptance thereof, which occurs only through a separate and express act of the Contract Manager. For any amount that is authorized for payment but is not available within forty (40) days, measured from the latter of the date a properly completed invoice is received by the Department or the goods or services are received, inspected, and approved (or within thirty-five (35) days after the date eligibility for payment of a health care provider is determined), a separate interest penalty as described in section 215.422, F.S., will be due and payable in addition to the amount authorized for payment. Interest penalties less than one dollar will not be paid unless the Provider requests payment. A Vendor Ombudsman has been established within the Department of Financial Services and may be contacted at (850) 413-5516.

3.2 Method of Payment

The Provider shall be paid in accordance with Exhibit F.

3.3 Invoices

- **3.3.1** The Provider shall submit bills for fees or other compensation for services or expenses in sufficient detail for proper pre-audit and post-audit. Where itemized payment for travel expenses is permitted in this Contract, the Provider shall submit bills for any travel expenses in accordance with section 112.061, F.S., or at such lower rates as may be provided in this Contract.
- **3.3.2** The final invoice for payment shall be submitted to the Department no more than <u>45</u> days after the Contract ends or is terminated. If the Provider fails to do so, all rights to payment are forfeited and the Department will not honor any requests submitted after the aforesaid time period. Any payment due under the terms of this Contract may be withheld until performance of services and all reports due from the Provider and necessary adjustments thereto, have been approved by the Department.

3.4 Financial Consequences

If the Provider fails to perform in accordance with this Contract or perform the minimum level of service required by this Contract, the Department will apply financial consequences as provided for in Section 6.1. The parties agree that the penalties provided for under Section 6.1 constitute financial consequences under sections 287.058(1)(h) and 215.971(1)(c), F.S. The foregoing does not limit additional financial consequences, which may include but are not limited to refusing payment, withholding payments until deficiency is cured, tendering only partial payments, applying payment adjustments for additional financial consequences or for liquidated damages to the extent that this Contract so provides, or termination of this Contract per Section 6.2 and requisition of services from an alternate source. Any payment made in reliance on the Provider's evidence of performance, which evidence is subsequently determined to be erroneous, will be immediately due as an overpayment in accordance with Section 3.5, to the extent of such error. Financial consequences directly related to the deliverables under this Contract are defined in Exhibit F.

3.5 Overpayments and Offsets

The Provider shall return to the Department any overpayments due to unearned funds or funds disallowed that were disbursed to the Provider by the Department and any interest attributable to such funds. Should repayment not be made promptly upon discovery by the Provider or its auditor or upon written notice by the Department, the Provider will be charged interest at the lawful rate of interest on the outstanding balance until returned. Payments made for services subsequently determined by the Department to not be in full compliance with contract requirements shall be deemed overpayments. The Department shall have the right at any time to offset or deduct from any payment due under this or any other contract or agreement any amount due to the Department from the Provider under this or any other contract or agreement. If this contract involves federal or state financial assistance, the following applies: The Grantee shall return to the Department any unused funds; any accrued interest earned; and any unmatched grant funds, as detailed in the Final Financial Report, no later than 60 days following the ending date of this Contract.

3.6 MyFloridaMarketPlace Transaction Fee.

This Contract is **exempt from** the MyFloridaMarketPlace transaction fee.

4. GENERAL TERMS AND CONDITIONS GOVERNING PERFORMANCE

4.1 Compliance with Statutes, Rules and Regulations

In performing its obligations under this Contract, the Provider shall without exception be aware of and comply with all State and Federal laws, rules, Children and Families Operating Procedures (CFOPs), and regulations relating to its performance under this Contract as they may be enacted or amended from time-to-time, as well as any court or administrative order, judgment, settlement or compliance agreement involving the Department which by its nature affects the services provided under this Contract.

4.2 State Policies

The Provider shall comply with the polices set forth in the Department of Financial Services' Reference Guide for State Expenditures and active Comptroller/Chief Financial Officer Memoranda issued by the Division of Accounting and Auditing.

4.3 Independent Contractor, Subcontracting and Assignments

- **4.3.1** In performing its obligations under this Contract, the Provider shall at all times be acting in the capacity of an independent contractor and not as an officer, employee, or agent of the State of Florida, except where the Provider is a State agency. Neither the Provider nor any of its agents, employees, subcontractors or assignees shall represent to others that it is an agent of or has the authority to bind the Department by virtue of this Contract, unless specifically authorized in writing to do so. This Contract does not create any right in any individual to State retirement, leave benefits or any other benefits of State employees as a result of performing the duties or obligations of this Contract.
- **4.3.2** The Department will not furnish services of support (e.g., office space, office supplies, telephone service, secretarial or clerical support) to the Provider, or its subcontractor or assignee, unless specifically agreed to by the Department in this Contract. All deductions for social security, withholding taxes, income taxes, contributions to unemployment compensation funds and all necessary insurance for the Provider, the Provider's officers, employees, agents, subcontractors, or assignees shall be the sole responsibility of the Provider and its subcontractors. The parties agree that no joint employment is intended and that, regardless of any provision directing the manner of provision of services, the Provider and its subcontractors alone shall be responsible for the supervision, control, hiring and firing, rates of pay and terms and conditions of employment of their own employees.
- **4.3.3** The Provider may not subcontract under this Contract
 - **4.3.3.1** The Provider shall not subcontract for any of the work contemplated under this Contract without prior written approval of the Department, which shall not be unreasonably withheld. The Provider shall take such actions as may be necessary to ensure that it and each subcontractor of the Provider will be deemed to be an independent contractor and will not be considered or permitted to be an officer, employee, or agent of the State of Florida.
 - **4.3.3.2** The Provider is responsible for all work performed and for all commodities produced pursuant to this Contract whether actually furnished by the Provider or by its subcontractors. Any subcontracts shall be evidenced by a written document. The Provider further agrees that the Department shall not be liable to the subcontractor in any way or for any reason relating to this Contract.
 - **4.3.3.3** The Provider shall include, in all subcontracts (at any tier) the substance of all clauses contained in this Contract that mention or describe subcontract compliance, as well as all clauses applicable to that portion of the Provider's performance being performed by or through the subcontract.
- **4.3.4** To the extent that a subcontract provides for payment after Provider's receipt of payment from the Department, the Provider shall make payments to any subcontractor within seven (7) working days after receipt of full or partial payments from the Department in accordance with section 287.0585, F.S., unless otherwise stated in the contract between the Provider and subcontractor. Failure to pay within seven (7) working days will result in a penalty that shall be charged against the Provider and paid by the Provider to the subcontractor in the amount of one-half of one percent (0.5%) of the amount due per day from the expiration of the period allowed for payment. Such penalty shall be in addition to actual payments owed and shall not exceed fifteen (15%) percent of the outstanding balance due.

4.4 Provider Indemnity

Section 19 of PUR 1000 Form shall apply per its terms, except that the phrase "arising from or relating to personal injury and damage to real or personal tangible property" in the first paragraph is replaced with "arising out of or by reason of the execution of this Contract or arising from or relating to any alleged act or omission by the Provider, its agents, employees, partners, or subcontractors in relation to this agreement," and the following additional terms will also apply:

- **4.4.1** If the Provider removes an infringing product because it is not reasonably able to modify that product or secure the Department the right to continue to use that product, the Provider shall immediately replace that product with a non-infringing product that the Department determines to be of equal or better functionality or be liable for the Department's cost in so doing.
- **4.4.2** Further, the Provider shall indemnify the Department for all costs and attorneys' fees arising from or relating to Provider's claim that a record contains trade secret information that is exempt from disclosure; or arising from or relating to the scope of the Provider's redaction of the record, as provided for under Section 5.3, including litigation initiated by the Department.
- **4.4.3** The Provider's inability to evaluate liability or its evaluation of liability shall not excuse its duty to defend and indemnify after receipt of notice. Only an adjudication or judgment after the highest appeal is exhausted finding the Department negligent shall excuse the Provider of performance under this provision, in which case the Department shall have no obligation to reimburse the Provider for the cost of its defense. If the Provider is an agency or subdivision of the State, its obligation to indemnify, defend and hold harmless the Department shall be to the extent permitted by section 768.28, F.S. or other applicable law, and without waiving the limits of sovereign immunity.

4.5 Insurance

The Provider shall maintain continuous adequate liability insurance coverage during the existence of this Contract and any renewal(s) and extension(s) thereof. With the exception of a State agency or subdivision as defined by subsection 768.28(2), F.S., by execution of this Contract, the Provider accepts full responsibility for identifying and determining the type(s) and extent of liability insurance necessary to provide reasonable financial protections for the Provider and the clients to be served under this Contract. Upon the execution of this Contract, the Provider shall furnish the Department written verification supporting both the determination and existence of such insurance coverage and shall furnish verification of renewal or replacement thereof prior to the expiration or cancellation. The Department reserves the right to require additional insurance as specified in this Contract.

4.6 Notice of Legal Actions

The Provider shall notify the Department of potential or actual legal actions taken against the Provider related to services provided through this Contract or that may impact the Provider's ability to deliver the contractual services, or that may adversely impact the Department. The Provider shall notify the Department's Contract Manager within ten (10) days of Provider becoming aware of such actions or potential actions or from the day of the legal filing, whichever comes first.

4.7 Intellectual Property

All intellectual property, inventions, written or electronically created materials, including manuals, presentations, films, or other copyrightable materials, arising in relation to Provider's performance under this Contract, and the performance of all of its officers, agents and subcontractors in relation to this Contract, are works for hire for the benefit of the Department, fully compensated for by the Contract amount. Neither the Provider nor any of its officers, agents nor subcontractors may claim any interest in any intellectual property rights accruing under or in connection with the performance of this Contract. It is specifically agreed that the Department shall have exclusive rights to all data processing software falling within the terms of section 119.084, F.S., which arises or is developed in the course of or as a result of work or services performed under this Contract, or in any way connected herewith. Notwithstanding the foregoing provision, if the Provider is a university and a member of the State University System of Florida, then section 1004.23, F.S., shall apply.

- **4.7.1** If the Provider uses or delivers to the Department for its use or the use of its employees, agents or contractors, any design, device, or materials covered by letters, patent, or copyright, it is mutually agreed and understood that, except as to those items specifically listed in Exhibit A as having specific limitations, the compensation paid pursuant to this Contract includes all royalties or costs arising from the use of such design, device, or materials in any way involved in the work contemplated by this Contract. For purposes of this provision, the term "use" shall include use by the Provider during the term of this Contract and use by the Department its employees, agents or contractors during the term of this Contract and perpetually thereafter.
- **4.7.2** All applicable subcontracts shall include a provision that the Federal awarding agency reserves all patent rights with respect to any discovery or invention that arises or is developed in the course of or under the subcontract. Notwithstanding the

foregoing provision, if the Provider or one of its subcontractors is a university and a member of the State University System of Florida, then section 1004.23, F.S., shall apply, but the Department shall retain a perpetual, fully-paid, nonexclusive license for its use and the use of its contractors of any resulting patented, copyrighted or trademarked work products.

4.8 Transition Activities

Continuity of service is critical when service under this Contract ends and service commences under a new contract. Accordingly, when service will continue through another provider upon the expiration or earlier termination of this Contract, the Provider shall, without additional compensation, complete all actions necessary to smoothly transition service to the new provider. This includes but is not limited to the transfer of relevant data and files, as well as property funded or provided pursuant to this Contract. The Provider shall be required to support an orderly transition to the next provider no later than the expiration or earlier termination of this Contract and shall support the requirements for transition as specified in a Department-approved Transition Plan, which shall be developed jointly with the new provider in consultation with the Department.

4.9 Real Property

Any State funds provided for the purchase of or improvements to real property are contingent upon the Provider granting to the State a security interest in the property at least to the amount of the State funds provided for at least five (5) years from the date of purchase or the completion of the improvements or as further required by law. As a condition of receipt of State funding for this purpose, if the Provider disposes of the property before the Department's interest is vacated, the Provider will refund the proportionate share of the State's initial investment, as adjusted by depreciation.

4.10 Publicity

Without limitation, the Provider and its employees, agents, and representatives will not, without prior Departmental written consent in each instance, use in advertising, publicity or any other promotional endeavor any State mark, the name of the State's mark, the name of the State or any State agency or affiliate or any officer or employee of the State, or any State program or service, or represent, directly or indirectly, that any product or service provided by the Provider has been approved or endorsed by the State, or refer to the existence of this Contract in press releases, advertising or materials distributed to the Provider's prospective customers.

4.11 Sponsorship

As required by section 286.25, F.S., if the Provider is a non-governmental organization which sponsors a program financed wholly or in part by State funds, including any funds obtained through this Contract, it shall, in publicizing, advertising, or describing the sponsorship of the program state: "Sponsored by (Provider's name) and the State of Florida, Department of Children and Families". If the sponsorship reference is in written material, the words "State of Florida, Department of Children and Families" shall appear in at least the same size letters or type as the name of the organization.

4.12 Employee Gifts

The Provider agrees that it will not offer to give or give any gift to any Department employee during the service performance period of this Contract and for a period of two years thereafter. In addition to any other remedies available to the Department, any violation of this provision will result in referral of the Provider's name and description of the violation of this term to the Department of Management Services for the potential inclusion of the Provider's name on the suspended vendors list for an appropriate period. The Provider will ensure that its subcontractors, if any, comply with these provisions.

4.13 Mandatory Reporting Requirements

The Provider and any subcontractor must comply with and inform its employees of the following mandatory reporting requirements. Each employee of the Provider, and of any subcontractor, providing services in connection with this Contract who has any knowledge of a reportable incident shall report such incident as follows:

- **4.13.1** A reportable incident is defined in CFOP 180-4, which can be obtained from the Contract Manager.
- **4.13.2** Reportable incidents that may involve an immediate or impending impact on the health or safety of a client shall be immediately reported to the Contract Manager.
- **4.13.3** Other reportable incidents shall be reported to the Department's Office of Inspector General through the Internet at http://www.dcf.state.fl.us/admin/ig/rptfraud1.shtml or by completing a Notification/Investigation Request (Form CF 1934) and emailing the request to the Office of Inspector General at IG.Complaints@myflfamilies.com. The Provider and subcontractor may also mail the completed form to the Department of Children and Families, Office of Inspector General, The Center, 2415 Monroe Street, Suite 400 I, Tallahassee, Florida, 32303; or via fax at (850) 488-1428.

CF Standard Contract 2019 (UA)

4.14 Employment Screening

- **4.14.1** The Provider shall ensure that all staff utilized by the Provider and its subcontractors (hereinafter, "Contracted Staff") that are required by Florida law and by CFOP 60-25, Chapter 2, which is hereby incorporated by reference to be screened in accordance with chapter 435, F.S., are of good moral character and meet the Level 2 Employment Screening standards specified by sections 435.04, 110.1127, and subsection 39.001(2), F.S., as a condition of initial and continued employment that shall include but not be limited to:
 - 4.14.1.1 Employment history checks;
 - **4.14.1.2** Fingerprinting for all criminal record checks;
 - **4.14.1.3** Statewide criminal and juvenile delinquency records checks through the Florida Department of Law Enforcement (FDLE);
 - **4.14.1.4** Federal criminal records checks from the Federal Bureau of Investigation via the Florida Department of Law Enforcement; and
 - **4.14.1.5** Security background investigation, which may include local criminal record checks through local law enforcement agencies.
 - **4.14.1.6** Attestation by each employee, subject to penalty of perjury, to meeting the requirements for qualifying for employment pursuant to chapter 435 and agreeing to inform the employer immediately if arrested for any of the disqualifying offenses while employed by the employer.
- **4.14.2** The Provider shall sign the Florida Department of Children and Families Employment Screening Affidavit each State fiscal year (no two such affidavits shall be signed more than 13 months apart) for the term of the Contract stating that all required staff have been screened or the Provider is awaiting the results of screening.
- **4.14.3** The Department requires, as applicable, the use of the Officer of Inspector General's Request for Reference Check form (CF 774), which states: "As part of the screening of an applicant being considered for appointment to a career service, selected exempt service, senior management, or OPS position with the Department of Children and Families or a Contract or sub-contract provider, a check with the Office of Inspector General (IG) is required to determine if the individual is or has been a subject of an investigation with the IG's Office. The request will only be made on the individual that is being recommended to be hired for the position if that individual has previously worked for the Contract or sub-contract provider, or if that individual is being promoted, transferred or demoted within the Contract or sub-contract provider."

4.15 Human Subject Research

The Provider shall comply with the requirements of CFOP 215-8 for any activity under this Contract involving human subject research within the scope of 45 Code of Federal Regulations (CFR), Part 46, and 42 United States Code (U.S.C.) §§ 289, et seq., and may not commence such activity until review and approval by the Department's Human Protections Review Committee and a duly constituted Institutional Review Board.

4.16 Coordination of Contracted Services

Section 287.0575, F.S., mandates various duties and responsibilities for certain State agencies and their contracted service providers, and requires the following Florida health and human services agencies to coordinate their monitoring of contracted services: Department of Children and Families, Agency for Persons with Disabilities, Department of Health, Department of Elderly Affairs, and Department of Veterans Affairs, where applicable.

In accordance with section 287.0575(2), F.S., each contract service provider that has more than one contract with one or more of the five Florida health and human services agencies must provide a comprehensive list of their health and human services contracts to their respective Contract Manager(s). The list must include the following information:

- **4.16.1** Name of each contracting State agency and the applicable office or program issuing the contract.
- **4.16.2** Identifying name and number of the contract.
- **4.16.3** Starting and ending date of each contract.
- 4.16.4 Amount of each contract.
- **4.16.5** A brief description of the purpose of the contract and the types of services provided under each contract.

CF Standard Contract 2019 (UA)

4.16.6 Name and contact information of each Contract Manager.

5. RECORDS, AUDITS AND DATA SECURITY

5.1 Records, Retention, Audits, Inspections and Investigations

- **5.1.1** The Provider shall establish and maintain books, records and documents (including electronic storage media) sufficient to reflect all income and expenditures of funds provided by the Department under this Contract. Upon demand, at no additional cost to the Department, the Provider will facilitate the duplication and transfer of any records or documents during the term of this Contract and the required retention period in Section 5.1.2. These records shall be made available at all reasonable times for inspection, review, copying, or audit by Federal, State, or other personnel duly authorized by the Department.
- **5.1.2** Retention of all client records, financial records, supporting documents, statistical records, and any other documents (including electronic storage media) pertinent to this Contract shall be maintained by the Provider during the term of this Contract and retained for a period of six (6) years after completion of the Contract or longer when required by law. In the event an audit is required under this Contract, records shall be retained for a minimum period of six (6) years after the audit report is issued or until resolution of any audit findings or litigation based on the terms of this Contract, at no additional cost to the Department.
- **5.1.3** At all reasonable times for as long as records are maintained, persons duly authorized by the Department and Federal auditors, pursuant to 2 CFR § 200.336, shall be allowed full access to and the right to examine any of the Provider's contracts and related records and documents, regardless of the form in which kept.
- **5.1.4** A financial and compliance audit shall be provided to the Department as specified in this Contract and in Attachment 8.
- **5.1.5** The Provider shall comply and cooperate immediately with any inspections, reviews, investigations, or audits deemed necessary by The Office of the Inspector General (section 20.055, F.S.).
- **5.1.6** No record may be withheld nor may the Provider attempt to limit the scope of any of the foregoing inspections, reviews, copying, transfers or audits based on any claim that any record is exempt from public inspection or is confidential, proprietary or trade secret in nature; provided, however, that this provision does not limit any exemption to public inspection or copying to any such record.

5.2 Inspections and Corrective Action

The Provider shall permit all persons who are duly authorized by the Department to inspect and copy any records, papers, documents, facilities, goods and services of the Provider which are relevant to this Contract, and to interview any clients, employees and subcontractor employees of the Provider to assure the Department of the satisfactory performance of the terms and conditions of this Contract. Following such review, the Department may direct the development, by the Provider, of a corrective action plan where appropriate. The Provider hereby agrees to timely correct all deficiencies identified in the Department's direction. This provision will not limit the Department's choice of remedies under law, rule, or this contract.

5.3 Provider's Confidential and Exempt Information

- **5.3.1** By executing this Contract, the Provider acknowledges that, having been provided an opportunity to review all provisions hereof, all provisions of this Contract not specifically identified in writing by the Provider prior to execution hereof as "confidential" or "exempt" will be posted by the Department on the public website maintained by the Department of Financial Services pursuant to section 215.985, F.S. The Provider, upon written request of the Department, shall promptly provide a written statement of the basis for the exemption applicable to each provision identified by the Provider as "confidential" or "exempt", including the statutory citation to an exemption created or afforded by statute, and state with particularity the reasons for the conclusion that the provision is exempt or confidential.
- **5.3.2** Any claim by Provider of trade secret (proprietary) confidentiality for any information contained in Provider's documents (reports, deliverables or workpapers, etc., in paper or electronic form) submitted to the Department in connection with this Contract will be waived, unless the claimed confidential information is submitted in accordance with the following standards:
 - **5.3.2.1** Provider must clearly label as trade secret, any portion of the documents, data, or records submitted that it considers to be trade secret, as defined in Section 812.081(1)(c), F.S., and exempt from public inspection or disclosure pursuant to Florida's Public Records Law. The labeling will include a justification citing specific statutes and facts that authorize exemption of the information from public disclosure. If different exemptions are claimed to be applicable to different portions of the protected information, the Provider shall include information correlating the nature of the claims to the particular protected information.

- **5.3.2.2** The Department, when required to comply with a public records request including documents submitted by the Provider, may require the Provider to expeditiously submit redacted copies of documents marked as trade secret in accordance with Section 5.3.2.1. Accompanying the submission shall be an updated version of the justification under Section 5.3.2.1, correlated specifically to redacted information, either confirming that the statutory and factual basis originally asserted remain unchanged or indicating any changes affecting the basis for the asserted exemption from public inspection or disclosure. The redacted copy must exclude or obliterate only those exact portions that are claimed to be trade secret. If the Provider fails to promptly submit a redacted copy, the Department is authorized to produce the records sought without any redaction of proprietary or trade secret information.
- **5.3.3** The Provider shall be responsible for defending its claim that each and every portion of the redactions of trade secret information are exempt from inspection and copying under Florida's Public Records Law.

5.4 Health Insurance Portability and Accountability Act

The Provider certifies that neither it nor its subcontractors will have access to, receive or provide Protected Health Informatic
within the meaning of the Health Insurance Portability and Accountability Act (42 U.S.C. § 1320d.) and the regulations promulgate
thereunder (45 CFR Parts 160, 162, and 164) incidental to performance of this Contract.

In compliance with 45 CFR § 164.504(e), the Provider shall comply with the provisions of Attachment 22 to this Contract, governing the safeguarding, use and disclosure of Protected Health Information created, received, maintained, or transmitted by the Provider or its subcontractors incidental to the Provider's performance of this Contract.

5.5 Information Security

The Provider shall comply with, and be responsible for ensuring subcontractor compliance as if they were the Provider with, the following information security requirements whenever the Provider or its subcontractors have access to Department information systems or maintain any client or other confidential information in electronic form:

- **5.5.1** An appropriately skilled individual shall be identified by the Provider to function as its Information Security Officer. The Information Security Officer shall act as the liaison to the Department's security staff and will maintain an appropriate level of information security for Department information systems or any client or other confidential information the Provider is collecting or using in the performance of this Contract. An appropriate level of security includes approving and tracking all who request or have access, through the Provider's access, to Department information systems or any client or other confidential information. The Information Security Officer will ensure that any access to Department information systems or any client or other confidential information is removed immediately upon such access no longer being required for Provider's performance under this contract.
- **5.5.2** The Provider shall provide the latest Departmental security awareness training to all who request or have access, through the Provider's access, to Department information systems or any client or other confidential information.
- **5.5.3** All who request or have access, through the Provider's access, to Department information systems or any client or other confidential information shall comply with, and be provided a copy of CFOP 50-2, and shall sign the DCF Security Agreement form CF 0114 annually. A copy of CF 0114 may be obtained from the Contract Manager.
- **5.5.4** The Provider shall prevent unauthorized disclosure or access, from or to Department information systems or client or other confidential information. Client or other confidential information on systems and network capable devices shall be encrypted per CFOP 50-2.
- **5.5.5** The Provider agrees to notify the Contract Manager as soon as possible, but no later than five (5) business days following the determination of any potential or actual unauthorized disclosure or access to Department information systems or to any client or other confidential information.
- **5.5.6** The Provider shall, at its own cost, comply with section 501.171, F.S. The Provider shall also at its own cost implement measures deemed appropriate by the Department to avoid or mitigate potential injury to any person due to potential or actual unauthorized disclosure or access to Department information systems or to any client or other confidential information.

5.6 Public Records

5.6.1 The Provider shall allow public access to all documents, papers, letters, or other public records as defined in subsection 119.011(12), F.S. as prescribed by subsection 119.07(1) F.S., made or received by the Provider in conjunction with this Contract except that public records which are made confidential by law must be protected from disclosure. As required by section

- 287.058(1)(c), F.S., it is expressly understood that the Provider's failure to comply with this provision shall constitute an immediate breach of contract for which the Department may unilaterally terminate this Contract.
- **5.6.2** As required by section 119.0701, F.S., to the extent that the Provider is acting on behalf of the Department within the meaning of section 119.011(2), F.S., the Provider shall:
 - **5.6.2.1** Keep and maintain public records that ordinarily and necessarily would be required by the Department in order to perform the service.
 - **5.6.2.2** Upon request from the Department's custodian of public records, provide to the Department a copy of requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, F.S., or as otherwise provided by law.
 - **5.6.2.3** Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the Provider does not transfer the records to the Department.
 - 5.6.2.4 Upon completion of the contract, transfer, at no cost, to the Department all public records in possession of the Provider or keep and maintain public records required by the Department to perform the service. If the Provider transfers all public records to the Department upon completion of the contract, the Provider shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Provider keeps and maintains public records upon completion of the contract, the Provider shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the Department, upon request from the Department's custodian of public records, in a format that is compatible with the information technology systems of the Department.
- 5.6.3 IF THE PROVIDER HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, F.S., TO THE PROVIDER'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT 850-487-1111, OR BY EMAIL AT DCFCustodian@MYFLFAMILIES.COM, OR BY MAIL AT: DEPARTMENT OF CHILDREN AND FAMILIES, THE CENTRE SUITE 400, 2415 MONROE STREET, TALLAHASSEE, FL 32303.

6. PENALTIES, TERMINATION AND DISPUTE RESOLUTION

- 6.1 Financial Penalties for Failure to Take Corrective Action
 - **6.1.1** In accordance with the provisions of section 402.73(1), F.S., and Rule 65-29.001, F.A.C., should the Department require a corrective action to address noncompliance under this Contract, incremental penalties listed in section 6.1.2 through section 6.1.3 shall be imposed for Provider failure to achieve the corrective action. These penalties are cumulative and may be assessed upon each separate failure to comply with instructions from the Department to complete corrective action, but shall not exceed ten (10%) of the total contract payments during the period in which the corrective action plan has not been implemented or in which acceptable progress toward implementation has not been made. These penalties do not limit or restrict the Department's application of any other remedy available to it under law or this Contract.
 - **6.1.2** The increments of penalty imposition that shall apply, unless the Department determines that extenuating circumstances exist, shall be based upon the severity of the noncompliance, nonperformance, or unacceptable performance that generated the need for corrective action plan, in accordance with the following standards.
 - **6.1.2.1** Noncompliance that is determined by the Department to have a direct effect on client health and safety shall result in the imposition of a ten percent (10%) penalty of the total contract payments during the period in which the corrective action plan has not been implemented or in which acceptable progress toward implementation has not been made.
 - **6.1.2.2** Noncompliance involving the provision of service not having a direct effect on client health and safety shall result in the imposition of a five percent (5%) penalty.
 - **6.1.2.3** Noncompliance as a result of unacceptable performance of administrative tasks shall result in the imposition of a two percent (2%) penalty.

6.1.3 The deadline for payment shall be as stated in the Order imposing the financial penalties. In the event of nonpayment the Department may deduct the amount of the penalty from invoices submitted by the Provider.

6.2 Termination

- **6.2.1** In accordance with Section 22 of PUR 1000 Form, this Contract may be terminated by the Department without cause upon no less than thirty (30) calendar days' notice in writing to the Provider unless a sooner time is mutually agreed upon in writing.
- **6.2.2** This Contract may be terminated by the Provider upon no less than one-hundred and twenty (120) calendar days' notice in writing to the Department unless another notice period is mutually agreed upon in writing.
- **6.2.3** In the event funds for payment pursuant to this Contract become unavailable, the Department may terminate this Contract upon no less than twenty-four (24) hours' notice in writing to the Provider. The Department shall be the final authority as to the availability and adequacy of funds.
- 6.2.4 In the event the Provider fails to fully comply with the terms and conditions of this Contract, the Department may terminate the Contract upon no less than twenty-four (24) hours' notice in writing to the Provider, excluding Saturday, Sunday, and Holidays. Such notice may be issued without providing an opportunity for cure if it specifies the nature of the noncompliance and states that provision for cure would adversely affect the interests of the State or is not permitted by law or regulation. Otherwise, notice of termination will be issued after the Provider's failure to fully cure such noncompliance within the time specified in a written notice of noncompliance issued by the Department specifying the nature of the noncompliance and the actions required to cure such noncompliance. In addition, the Department may employ the default provisions in Rule 60A-1.006(3), F.A.C., but is not required to do so in order to terminate the Contract. The Department's failure to demand performance of any provision of this Contract shall not be deemed a waiver of such performance. The Department's waiver of any one breach of any provision of this Contract shall not be deemed to be a waiver of any other breach and neither event shall be construed to be a modification of the terms and conditions of this Contract. The provisions herein do not limit the Department's right to remedies at law or in equity.
- **6.2.5** Failure to have performed any contractual obligations under any other contract with the Department in a manner satisfactory to the Department will be a sufficient cause for termination. Termination shall be upon no less than twenty-four (24) hours' notice in writing to the Provider. To be terminated under this provision, the Provider must have:
 - **6.2.5.1** Previously failed to satisfactorily perform in a contract with the Department, been notified by the Department of the unsatisfactory performance, and failed to timely correct the unsatisfactory performance to the satisfaction of the Department; or
 - **6.2.5.2** Had a contract terminated by the Department for cause.
- **6.2.6** In the event of termination under Sections 6.2.1 or 6.2.3, the Provider will be compensated for any work satisfactorily completed through the date of termination or an earlier date of suspension of work per Section 21 of the PUR 1000.
- **6.2.7** If this Contract is for an amount of \$1 Million or more, the Department may terminate this Contract at any time the Provider is found to have submitted a false certification under section 287.135, F.S., or been placed on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List. Regardless of the amount of this contract, the Department may terminate this contract at any time the Provider is found to have been placed on the Scrutinized Companies that Boycott Israel List or is engaged in a boycott of Israel.

6.3 Dispute Resolution

- **6.3.1** Any dispute concerning performance of this Contract or payment hereunder shall be decided by the Department, which shall be reduced to writing and a copy of the decision shall be provided to the Provider by the Contract Manager. The decision shall be final and conclusive unless within twenty-one (21) calendar days from the date of receipt of the Department's decision, the Provider delivers to the Contract Manager a petition for alternative dispute resolution.
- **6.3.2** After receipt of a petition for alternative dispute resolution the Department and the Provider shall attempt to amicably resolve the dispute through negotiations. Timely delivery of a petition for alternative dispute resolution and completion of the negotiation process shall be a condition precedent to any legal action by the Provider concerning this Contract.
- **6.3.3** After timely delivery of a petition for alternative dispute resolution, the parties may employ any dispute resolution procedures described in the exhibits or other attachments, or mutually agree to an alternative binding or nonbinding dispute resolution process, the terms of which shall be reduced to writing and executed by both parties.

- **6.3.4** Completion of such agreed process shall be deemed to satisfy the requirement for completion of the negotiation process.
- **6.3.5** This section shall not limit the parties' rights of termination under Section 6.2.
- **6.3.6** All notices provided by the Department under Section 6 shall be in writing on paper, physically sent to the person identified in Section 1.2.3 via the U.S. Postal Service or any other delivery service that provides verification of delivery, or via hand delivery. All notices provide by the Provider under Section 6 shall be in writing on paper, physically sent to the person identified in Section 1.2.4 via U.S. Postal Service or any other delivery service that provides verification of delivery, or via hand delivery.

7. OTHER TERMS

7.1 Governing Law and Venue

This Contract is executed and entered into in the State of Florida, and shall be construed, performed and enforced in all respects in accordance with Florida law, without regard to Florida provisions for conflict of laws. State Courts of competent jurisdiction in Florida shall have exclusive jurisdiction in any action regarding this Contract and venue shall be in Leon County, Florida. Unless otherwise provided in any other provision or amendment hereof, any amendment, extension or renewal (when authorized) may be executed in counterparts as provided in Section 46 of the PUR 1000 Form.

7.2 No Other Terms

There are no provisions, terms, conditions, or obligations other than those contained herein, and this Contract shall supersede all previous communications, representations, or agreements, either verbal or written between the parties.

7.3 Severability of Terms

If any term or provision of this Contract is legally determined unlawful or unenforceable, the remainder of the Contract shall remain in full force and effect and such term or provision shall be stricken.

7.4 Survival of Terms

Unless a provision hereof expressly states otherwise, all provisions hereof concerning obligations of the Provider and remedies available to the Department survive the ending date or an earlier termination of this Contract. The Provider's performance pursuant to such surviving provisions shall be without further payment.

7.5 Modifications

Modifications of provisions of this Contract shall be valid only when they have been reduced to writing and duly signed by both parties. The rate of payment and the total dollar amount may be adjusted retroactively to reflect price level increases and changes in the rate of payment when these have been established through the appropriations process and subsequently identified in the Department's operating budget.

7.6 Anticompetitive Agreements

The Provider will not offer, enter into nor enforce any formal or informal agreement with any person, firm or entity under which the parties agree to refrain from competing for any future service contract or limit in any manner the ability of either party to obtain employment by or provide services to the Department or a provider of services to the Department.

7.7 Communications

Except where otherwise provided in this Contract, communications between the parties regarding this Contract may be by any commercially reasonable means. Where this Contract calls for communication in writing, such communication includes email, and attachments thereto are deemed received when the email is received.

7.8 Accreditation

The Department is committed to ensuring provision of the highest quality services to the persons we serve. Accordingly, the Department has expectations that where accreditation is generally accepted nationwide as a clear indicator of quality service, the majority of the Department's providers will either be accredited, have a plan to meet national accreditation standards, or will initiate a plan within a reasonable period of time.

7.9 Transitioning Young Adults

The Provider understands the Department's interest in assisting young adults aging out of the dependency system. The Department encourages Provider participation with the local Community-Based Care Lead Agency Independent Living Program to offer gainful employment to youth in foster care and young adults transitioning from the foster care system.

7.10 DEO and Workforce Florida

The Provider understands that the Department, the Department of Economic Opportunity, and Workforce Florida, Inc., have jointly implemented an initiative to empower recipients in the Temporary Assistance to Needy Families Program to enter and remain in gainful employment. The Department encourages Provider participation with the Department of Economic Opportunity and Workforce Florida.

7.11 Purchases by Other Agencies

The Department of Management Services may approve this Contract as an alternate contract source pursuant to Rule 60A-1.045, Florida Administrative Code, if requested by another agency. Other State agencies may purchase from the resulting contract, provided that the Department of Management Services has determined that the contract's use is cost-effective and in the best interest of the State. Upon such approval, the Provider may, at its discretion, sell these commodities or services to additional agencies, upon the terms and conditions contained herein.

7.12 Unauthorized Aliens

Unauthorized aliens shall not be employed. Employment of unauthorized aliens shall be cause for unilateral cancellation of this Contract by the Department for violation of section 274A of the Immigration and Nationality Act (8 U.S.C. § 1324a) and section 101 of the Immigration Reform and Control Act of 1986. The Provider and its subcontractors will enroll in and use the E-verify system established by the U.S. Department of Homeland Security to verify the employment eligibility of its employees and its subcontractors' employees performing under this Contract. Employees assigned to the contract means all persons employed or assigned (including subcontractors) by the Provider or a subcontractor during the contract term to perform work pursuant to this contract within the United States and its territories.

7.13 Civil Rights Requirements

These requirements shall apply to the Provider and all contractors, subcontractors, subgrantees or others with whom it arranges to provide services or benefits to clients or employees in connection with its programs and activities.

- **7.13.1** The Provider shall comply with the provisions In accordance with Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, or the Florida Civil Rights Act of 1992, as applicable the Provider shall not discriminate against any employee (or applicant for employment) in the performance of this Contract because of race, color, religion, sex, national origin, disability, age, or marital status.
- **7.13.2** The Provider shall not discriminate against any applicant, client, or employee in service delivery or benefits in connection with any of its programs and activities in accordance with 45 CFR, Parts 80, 83, 84, 90, and 91, Title VI of the Civil Rights Act of 1964, or the Florida Civil Rights Act of 1992, as applicable and CFOP 60-16.
- **7.13.3** If employing fifteen or more employees, the Provider shall complete the Civil Rights Compliance Checklist, CF Form 946 within thirty (30) days of execution of this Contract and annually thereafter in accordance with CFOP 60-16 and 45 CFR, Part 80.

7.14 Use of Funds for Lobbying Prohibited

The Provider shall comply with the provisions of sections 11.062 and 216.347, F.S., which prohibit the expenditure of contract funds for the purpose of lobbying the Legislature, judicial branch, or a State agency.

7.15 Public Entity Crime and Discriminatory Contractors

Pursuant to sections 287.133 and 287.134, F.S., the following restrictions are placed on the ability of persons placed on the convicted vendor list or the discriminatory vendor list. When a person or affiliate has been placed on the convicted vendor list following a conviction for a public entity crime, or an entity or affiliate has been placed on the discriminatory vendor list, such person, entity or affiliate may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or the repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity; and may not transact business with any public entity; provided, however, that the prohibition on persons or affiliates placed on the convicted vendor shall be limited to business in excess of the

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threshold amount provided in section 287.017, F.S., for CATEGORY TWO for a period of thirty-six (36) months from the date of being placed on the convicted vendor list.

7.16 Whistleblower's Act Requirements

In accordance with subsection 112.3187, F.S., the Provider and its subcontractors shall not retaliate against an employee for reporting violations of law, rule, or regulation that creates substantial and specific danger to the public's health, safety, or welfare to an appropriate agency. Furthermore, agencies or independent contractors shall not retaliate against any person who discloses information to an appropriate agency alleging improper use of governmental office, gross waste of funds, or any other abuse or gross neglect of duty on the part of an agency, public officer, or employee. The Provider and any subcontractor shall inform its employees that they and other persons may file a complaint with the Office of Chief Inspector General, Agency Inspector General, the Florida Commission on Human Relations or the Whistle-blower's Hotline number at 1-800-543-5353.

7.17 PRIDE

Articles which are the subject of or are required to carry out this Contract shall be purchased from Prison Rehabilitative Industries and Diversified Enterprises, Inc., (PRIDE) identified under Chapter 946, F.S., in the same manner and under the procedures set forth in subsections 946.515(2) and (4), F.S. For purposes of this Contract, the Provider shall be deemed to be substituted for the Department insofar as dealings with PRIDE. This clause is not applicable to subcontractors unless otherwise required by law. An abbreviated list of products/services available from PRIDE may be obtained by contacting PRIDE, (800) 643-8459.

7.18 Recycled Products

The Provider shall procure any recycled products or materials, which are the subject of or are required to carry out this Contract, in accordance with the provisions of sections 403.7065, F.S.

8. FEDERAL FUNDS APPLICABILITY

The terms in this section apply if Federal Funds are used to fund this Contract.

8.1 Federal Law

- **8.1.1** The Provider shall comply with the provisions of Federal law and regulations including, but not limited to, 2 CFR, Part 200, and other applicable regulations.
- **8.1.2** If this Contract contains \$10,000 or more of Federal Funds, the Provider shall comply with Executive Order 11246, Equal Employment Opportunity, as amended by Executive Order 11375 and others, and as supplemented in Department of Labor regulation 41 CFR, Part 60 if applicable.
- **8.1.3** If this Contract contains over \$150,000 of Federal Funds, the Provider shall comply with all applicable standards, orders, or regulations issued under section 306 of the Clean Air Act, as amended (42 U.S.C. § 7401 et seq.), section 508 of the Federal Water Pollution Control Act, as amended (33 U.S.C. § 1251 et seq.), Executive Order 11738, as amended and where applicable, and Environmental Protection Agency regulations (2 CFR, Part 1500). The Provider shall report any violations of the above to the Department.
- **8.1.4** No Federal Funds received in connection with this Contract may be used by the Provider, or agent acting for the Provider, or subcontractor to influence legislation or appropriations pending before the Congress or any State legislature. If this Contract contains Federal funding in excess of \$100,000, the Provider must, prior to contract execution, complete the Certification Regarding Lobbying form, Attachment **23**. All disclosure forms as required by the Certification Regarding Lobbying form must be completed and returned to the Contract Manager, prior to payment under this Contract.
- **8.1.5** If this Contract provides services to children up to age 18, the Provider shall comply with the Pro-Children Act of 1994 (20 U.S.C. § 6081). Failure to comply with the provisions of the law may result in the imposition of a civil monetary penalty of up to \$1,000 for each violation or the imposition of an administrative compliance order on the responsible entity, or both.
- **8.1.6** If the Provider is a federal subrecipient or pass-through entity, then the Provider and its subcontractors who are federal subrecipients or pass-through entities are subject to the following: A contract award (see 2 CFR § 180.220) must not be made to parties listed on the government-wide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines in 2 CFR, Part 180 that implement Executive Orders 12549 and 12689, "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

8.1.7 If the Provider is a federal subrecipient or pass through entity, the Provider and its subcontractors who are federal subrecipients or pass-through entities, must determine whether or not its subcontracts are being awarded to a "contractor" or a "subrecipient," as those terms are defined in 2 CFR, Part 200. If a Provider's subcontractor is determined to be a subrecipient, the Provider must ensure the subcontractor adheres to all the applicable requirements in 2 CFR, Part 200.

8.2 Executive Compensation Reporting

Annually on or before May 1 Provider will complete and return the Executive Compensation Annual Report found here.

8.3 Federal Whistleblower Requirements

Pursuant to Section 11(c) of the OSH Act of 1970 and the subsequent federal laws expanding the act, the Provider is prohibited from discriminating against employees for exercising their rights under the OSH Act. Details of the OSH Act can be found at this website: http://www.whistleblowers.gov.

9. CLIENT SERVICES APPLICABILITY

The terms in this section apply if the box for Client Services is checked at the beginning of this Contract.

9.1 Client Risk Prevention

If services to clients are to be provided under this Contract, the Provider and any subcontractors shall, in accordance with the client risk prevention system, report those reportable situations listed in CFOP 215-6 in the manner prescribed in CFOP 215-6. The Provider shall immediately report any knowledge or reasonable suspicion of abuse, neglect, or exploitation of a child, aged person, or disabled adult to the Florida Abuse Hotline on the statewide toll-free telephone number (1-800-96ABUSE). As required by Chapters 39 and 415, F.S., this provision is binding upon both the Provider and its employees.

9.2 Emergency Preparedness Plan

If the tasks to be performed pursuant to this Contract include the physical care or supervision of clients, the Provider shall, within thirty (30) days of the execution of this contract, submit to the Contract Manager an emergency preparedness plan which shall include provisions for records protection, alternative accommodations for clients in substitute care, supplies, and a recovery plan that will allow the Provider to continue functioning in compliance with the executed contract in the event of an actual emergency. For the purpose of disaster planning, the term "supervision" includes a child who is under the jurisdiction of a dependency court. Children may remain in their homes, be placed in a non-licensed relative/non-relative home, or be placed in a licensed foster care setting. No later than twelve months following the Department's original acceptance of a plan and every twelve (12) months thereafter, the Provider shall submit a written certification that it has reviewed its plan, along with any modifications to the plan, or a statement that no modifications were found necessary. The Department agrees to respond in writing within thirty (30) days of receipt of the original or updated plan, accepting, rejecting, or requesting modifications. In the event of an emergency, the Department may exercise oversight authority over such Provider in order to assume implementation of agreed emergency relief provisions.

9.3 Support to the Deaf or Hard-of-Hearing

- **9.3.1** The Provider and its subcontractors shall comply with Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, as implemented by 45 CFR Part 84 (hereinafter referred to as Section 504), the Americans with Disabilities Act of 1990, 42 U.S.C. § 12131, as implemented by 28 CFR Part 35 (hereinafter referred to as ADA), and CFOP 60-10, Chapter 4, entitled Auxiliary Aids and Services for the Deaf or Hard-of-Hearing.
- **9.3.2** If the Provider or any of its subcontractors employs 15 or more employees, such Provider and subcontractor shall each designate a Single-Point-of-Contact to ensure effective communication with deaf or hard-of-hearing customers or companions in accordance with Section 504 of the ADA, and CFOP 60-10, Chapter 4. The Provider's Single-Point-of-Contact and that of its Subcontractors will process the compliance data into the Department's HHS Compliance reporting Database by the 5th business day of the month, covering the previous month's reporting, and forward confirmation of submission to the Contract Manager. The name and contact information for the Provider's Single-Point-of-Contact shall be furnished to the Department's Contract Manager within fourteen (14) calendar days of the effective date of this requirement.
- **9.3.3** The Provider shall, within thirty (30) days of the effective date of this requirement, contractually require that its subcontractors comply with Section 504, the ADA, and CFOP 60-10, Chapter 4. A Single-Point-of-Contact shall be required for each subcontractor that employs 15 or more employees. This Single-Point-of-Contact will ensure effective communication with deaf or hard-of-hearing customers or companions in accordance with Section 504 and the ADA and coordinate activities and reports with the Provider's Single-Point-of-Contact.

- **9.3.4** The Single-Point-of-Contact shall ensure that employees are aware of the requirements, roles and responsibilities, and contact points associated with compliance with Section 504, the ADA, and CFOP 60-10, Chapter 4. Further, employees of providers and their subcontractors with fifteen (15) or more employees shall attest in writing that they are familiar with the requirements of Section 504, the ADA, and CFOP 60-10, Chapter 4. This attestation shall be maintained in the employee's personnel file.
- **9.3.5** The Provider's Single-Point-of-Contact will ensure that conspicuous Notices which provide information about the availability of appropriate auxiliary aids and services at no-cost to the deaf or hard-of-hearing customers or companions are posted near where people enter or are admitted within the agent locations. Such Notices must be posted immediately by The Provider and its subcontractors. The approved Notice is available at: http://www.myflfamilies.com/about-us/services-deaf-and-hard-hearing/dcf-posters.
- **9.3.6** The Provider and its subcontractors shall document the customer's or companion's preferred method of communication and any requested auxiliary aids/services provided in the customer's record. Documentation, with supporting justification, must also be made if any request was not honored. The Provider shall distribute Customer Feedback forms to customers or companions, and provide assistance in completing the forms as requested by the customer or companion.
- **9.3.7** If customers or companions are referred to other agencies, the Provider must ensure that the receiving agency is notified of the customer's or companion's preferred method of communication and any auxiliary aids/service needs.
- **9.3.8** The Department requires each contract/subcontract provider agency's direct service employees to complete training on serving our Customers who are Deaf or Hard-of-Hearing and sign the Attestation of Understanding. Direct service employees performing under this Contract will also print their certificate of completion, attach it to their Attestation of Understanding, and maintain them in their personnel file.

9.4 Confidential Client and Other Information

Except as provided in this Contract, the Provider shall not use or disclose but shall protect and maintain the confidentiality of any client information and any other information made confidential by Florida law or Federal laws or regulations that is obtained or accessed by the Provider or its subcontractors incidental to performance under this Contract.

- **9.4.1** State laws providing for the confidentiality of client and other information include but are not limited to sections 39.0132, 39.00145, 39.202, 39.809, 39.908, 63.162, 63.165, 383.412, 394.4615, 397.501, 409.821, 409.175, 410.037, 410.605, 414.295, 415.107, 741.3165 and 916.107, F.S.
- **9.4.2** Federal laws and regulations to the same effect include section 471(a)(8) of the Social Security Act, section 106(b)(2)(A)(viii) of the Child Abuse Prevention and Treatment Act, 7 U.S.C. § 2020(e)(8), 42 U.S.C. § 602 and 2 CFR § 200.303 and 2 CFR § 200.337, 7 CFR § 272.1(c), 42 CFR §§ 2.1-2.3, 42 CFR §§ 431.300-306, 45 CFR § 205.
- **9.4.3** A summary of Florida Statutes providing for confidentiality of this and other information are found in Part II of the Attorney General's Government in the Sunshine Manual, as revised from time-to-time.

9.5 Major Disasters and Emergencies

The Stafford Act allows federal assistance for major disasters and emergencies upon a declaration by the President. Upon the declaration, the Department is authorized to apply for federal reimbursement from the Federal Emergency Management Agency (FEMA) to aid in response and recovery from a major disaster. The Provider shall request reimbursement for eligible expenses through the Department and payment will be issued upon FEMA approval and reimbursement.

By signing this Contract, the parties agree that they have read and agree to the entire Contract, as described in Section 1.4.

IN WITNESS THEREOF, the parties hereto have caused this <u>259</u> page Contract to be executed by their undersigned officials as duly authorized.

PROVIDER: Women in Distress of Broward County, FLORIDA DEPARTMENT OF CHILDREN AND FAMILIES Inc.

Signature:	Indskir ites	Signature:	Shevaun L. Harris
Print/Type Name:	Linda L Parker, PhD	Print/Type Name:	Shevaun L. Harris
Title:	President and CEO	Title:	Secretary
Date:	10/27/2022 7:31 AM EDT	Date:	10/28/2022 4:36 PM EDT

The parties agree that any future amendment(s) replacing this page will not affect the above execution.

Federal Tax ID # (or SSN): 59-1592524

Provider Fiscal Year Ending Date: 6/30.

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EXHIBIT A - SPECIAL PROVISIONS

The following provisions supplement or modify the provisions of Items 1 through 9 of the Integrated Standard Contract, as provided herein:

A-1. ENGAGEMENT, TERM AND CONTRACT DOCUMENT

- **A-1.1.** This Contract incorporates by reference §§39.905, 39.908, 741.28, 784.046, F.S., and Chapter 65H-1, F.A.C., with initially capped terms in this Contract, not otherwise defined in this Contract, as defined in those statutes and rules.
- **A-1.2.** This Contract incorporates by reference **Attachments 3-31** which are located at https://www.myflfamilies.com/service-programs/domestic-violence/contract-documents.shtml

A-1.3. Definitions

Program specific definitions may be found in the "Definition of Terms" (Attachment 4).

A-2. STATEMENT OF WORK

There are no additional provisions to this section of this Contract.

A-3. PAYMENT, INVOICE AND RELATED TERMS

A-3.1. Travel Expenses

The Certified Domestic Violence Center shall establish a travel policy to include travel approval (Attachment 29) and reimbursement (Attachment 30) in accordance with s.112.061, F.S. The Certified Domestic Violence Centers are not required to use Attachment(s) 29 and 30 but must have a similar process in place. The Certified Domestic Violence Center shall submit the travel policy to the assigned contract manager within 30 days of contract execution for approval.

A-3.2. Section 3.5 last sentence is amended to read:

The provider shall return to the Department any unused funds; any accrued interest earned; and any unmatched grant funds, as detailed in the Final Financial Report, no later than 45 days following the ending date of this Contract.

A-4. GENERAL TERMS AND CONDITIONS GOVERNING PERFORMANCE

A-4.1. In accordance with Section, 39.905, F.S., Section 90.5036, F.S., Chapter 65H-1, F.A.C., and CFOP 170-25, the Provider shall be a Certified Domestic Violence Center with an active certification issued by the Department. If the Department finds that there is failure by a Domestic Violence Center to comply with the requirements established, or rules adopted, under this section, the Department may deny, suspend, or revoke the certification of a Domestic Violence Center. The annual certificate automatically expires on June 30 of each State Fiscal Year unless the certification is temporarily extended to allow the center to implement a corrective action plan. An active certification is a nonnegotiable condition of this contract. At the discretion of the Department, all payments may be withheld until the Domestic Violence Center obtains an active certification.

A-4.2. Section 4.13.2 is amended to read:

To the extent services are provided to clients under this Contract, reportable incidents that may

involve an immediate or impending impact on the health or safety of a client shall be immediately reported to the assigned contract manager.

A-5. RECORDS, AUDITS AND DATA SECURITY

A-5.1. Section 5.3 is amended to add:

5.3.4 - The Provider shall permit all persons duly authorized by the Department to have access to Provider's records, in both hard copy and electronic form, to the extent necessary to perform its oversight and monitoring function. Providers may not provide individual participant records to stakeholders, partner agencies, and other entities that have an interest in Provider operations or any other person or entity, except as expressly authorized in Section 39.908, F.S., or as otherwise authorized or required by law. In addition, client communications that satisfy the criteria for a privileged communication under Section 90.5036, F.S. may be disclosed only as provided in that statute.

A-6. PENALTIES, TERMINATION AND DISPUTE RESOLUTION

A-6.1. Section 6.2.2 is replaced with:

Termination: This Contract may be terminated without cause by the Department upon no less than 30 days' notice, and by the Certified Domestic Violence Center upon no less than 180 calendar days' notice in writing to the other party unless a sooner time is mutually agreed upon in writing. Said notice shall be delivered by any delivery service that provides verification of delivery or by hand delivery to the assigned contract manager or the representative of the Certified Domestic Violence Center responsible for administration of the program. If either party terminates this Contract with or without cause, that party shall coordinate a transition plan, as described in the "Certified Domestic Violence Center Expiration/Termination Transition Planning Requirements" (**Attachment 25**) with the other party within 30 calendar days' of making such notification. This provision shall not limit the Department's ability to terminate this Contract for cause according to other provisions herein.

A-6.2. Section 6.3.7 is amended to add:

Dispute Resolution: The parties agree to cooperate in resolving any differences in interpreting this Contract. Each party shall notify the other party of the name, business address and telephone number of that party's designated representative for dispute resolution purposes. Within five (5) business days from receipt by the designated representative of the other party's written request for dispute resolution, the representatives will conduct a face-to-face meeting (or telephonic if mutually agreed) to resolve the disagreement. If the representatives are unable to reach a mutually satisfactory resolution, either representative may request referral of the issue to the Certified Domestic Violence Center's Chief Executive Officer (CEO) or Executive Director (ED), or their designee, and the Director of the Office of Domestic Violence, or their designee. Upon referral, the CEO or ED and the Director of the Office of Domestic Violence shall confer to resolve the issue. If the Director of the Office of Domestic Violence and CEO or ED are unable to resolve the issue within ten (10) business days, the matter will be referred to the Secretary or his or her designee, whose decision on the matter will be final. The parties reserve all their rights and remedies under Florida law.

A-7. OTHER TERMS

A-7.1. Florida Coalition Against Domestic Violence (FCADV) Settlement Agreement – 2022-2023 General Appropriations Act, Section 67 In accordance with the General Appropriations Act, Section 67 and the FCADV Settlement Agreement (Case No.: 2020 CA 431, Case No.: 2020 CA 437, Case No.: 2020 CA 1044, Case No.: 2020 CA 1187), upon the execution of this contract, the Certified Domestic Violence Center shall invoice the Department for their appropriated amount of **\$195,941.25**. The Certified Domestic Violence Center is authorized to use the funds based on its approved spending plan (**Attachment 2**). Revisions of the spending plan shall be submitted to the assigned contract manager for approval. All funds and purchased goods and/or services shall be spent and received by June 30, 2023. Any unspent funds shall be returned to the Department by July 30, 2023.

A-7.2. Section 7.12 is amended to add:

Employment Eligibility Verification: The Provider is required to use the U.S. Department of Homeland Security's E-Verify system to verify the employment eligibility of all newly hired employees used by the Provider under this Contract, pursuant to section 448.095, Florida Statutes. Also, the Provider must include in related subcontracts, if authorized under this Contract, a requirement that subcontractors performing work or providing services pursuant to this Contract use the E-Verify system to verify employment eligibility of all newly hired employees used by the subcontractor for the performance of services under this Contract. The subcontractor must provide the Provider with an affidavit stating that the subcontractor does not employ, contract with, or subcontract with an unauthorized alien. The Provider must maintain a copy of such affidavit for the duration of the Contract. If the Department has a good faith belief that a subcontractor knowingly violated section 448.095(1), Florida Statutes, and notifies the Provider of such, but the Provider otherwise complied with this statute, the Provider must immediately terminate the contract with the subcontractor.

A-7.3. Section 7.14 is amended to add:

In addition, the Provider shall not utilize any federally appropriated funding either directly or indirectly, to support the enactment, repeal, modification or adoption of any law, regulation, or policy, and any level of government. This prohibition applies to all activity, even if currently allowed within the parameters of the existing OMB Uniform Guidance.

A-7.4. Section 7 is amended to add:

7.19 Given the nature of this Contract, the Certified Domestic Violence Center is expected to have continuing duties that survive the ending date or earlier termination of this Contract. By way of incomplete examples, these duties will most likely include reports (fiscal and programmatic), budgets, audits, and payments. Absent completion of surviving terms, the Certified Domestic Violence Center may not change its corporate status in any manner without Department approval.

A-7.5. Third Parties

This Contract shall not be construed as providing any enforceable right to any third party.

A-7.6. Governance

The provider shall be a Certified Domestic Violence Center with an administrative office located in the geographic area served by the Certified Domestic Violence Center. All of the policy making, management, and operational control of the Certified Domestic Violence Center shall be vested in a self-perpetuating Board of Directors or a Committee of the Board of Directors whose membership shall meet the minimum requirements of Section 39.905(1)(e), F.S., which requires at least three (3) citizens, one of whom must be a member of a local, municipal, or county law enforcement agency. If a board committee governs the Certified Domestic Violence Center, 100 percent of its membership must consist of persons residing within the service area of the Certified Domestic Violence Center.

The directors and officers of the Certified Domestic Violence Center shall have no business or financial ties to the Certified Domestic Violence Center, any of the providers that are part of the Certified Domestic Violence Center's provider network, or any suppliers that result in a personal financial gain to any director or officer. Service providers shall not maintain voting rights within the Board of Directors.

- **A-7.6.1.** Provider(s) shall have a written policy that establishes minimum required board training, orientation, and an annual self-assessment for the purpose of ensuring its ongoing viability.
- **A-7.6.2.** Board orientation and/or annual training shall include governance-based roles and responsibilities; by-laws and policy review; fiscal review; history of the center, including any compliance related issues, program services and service management, privilege and confidentiality, and basic domestic violence training.
- **A-7.6.3.** Orientation shall be provided, and training shall be completed within the first six months. Members should not accept an office before completing training.
- **A-7.6.4. Board Composition:** Provider(s) shall have a written policy that establishes guidelines on addressing the composition of the board, including racial and ethnic representation from diverse populations and survivors of violence.
- **A-7.6.5. Related Party Transactions and Conflict of Interest:** The Provider's Board of Directors shall establish uniform and consistent policies to address procurement requirements for any related party transactions which include, at a minimum, the prohibition of any conflicts of interest among the Provider, its staff, and its Board of Directors.

A-8. FEDERAL FUNDS APPLICABILITY

- A-8.1. Economic Self-Sufficiency (TANF) Funds: TANF Funds must be spent on TANF-eligible clients (ATTACHMENT 18). Of all individuals receiving shelter service, the percentage of TANF-eligible clients served must be equal to or greater than the percentage of TANF funds in the Provider's total budget. If the Provider fails to meet this requirement, a refund of excess funds is required. The Provider shall comply with federally mandated service outcomes as described in the approved Department of Children and Families Plan for Allocating TANF funds to Certified Domestic Violence Centers incorporated herein by reference. All statutorily mandated services and safety planning activities are eligible for TANF funds. Other services must be approved on an individual basis.
- A-8.2. Department of Health and Human Services, Family Violence Prevention and Services Act (FVPSA) Funds: For FVPSA funding provided, the Provider agrees to comply with the administrative and financial requirements and assurances of compliance with grant requirements as set forth in applicable grant award(s) to the Department from the Department of Health and Human Services. The statutory authority for this program is sections 301-313 of the Family Violence Prevention and Services Act, as amended by Section 201 of the Child Abuse Prevention and Treatment Act (CAPTA) Reauthorization Act of 2010, Pub. L. 111-320.

A-9. CLIENT SERVICES APPLICABILITY

- A-9.1. Section 9.1 is amended to add:
 - **9.1.1** The Provider shall report critical incidents to the Department as follows:
 - **9.1.1.1** The following incidents, because of their severity, require telephone notification to the assigned contract manager within five (5) hours after the incident occurs.

- **9.1.1.1.1** Closure of Facility or Outreach Office: Any act in which the facility must close for five hours or longer. The Department may assist with the coordination of relocation for residents to another certified domestic violence center as needed. For any shelter or outreach location closed for more than seventy-two (72) hours, a service provision plan must be submitted in addition to the Incident Reporting Form.
- **9.1.1.1.2** <u>Sexual Battery:</u> Any incident resulting in a participant alleging sexual battery by another participant, employee, or volunteer while residing at the shelter facility or while receiving outreach services.
- **9.1.1.13** Death: Any incident that involves the death of a participant or their dependent which occurs while residing at the shelter facility, or any incident that involves the death of an employee or a volunteer while on center property.
- **9.1.1.2** The Provider shall report the following incidents to the Department at the time center staff become aware of the incident and in no event more than twenty-four (24) hours after the incident occurs.
 - **9.1.1.2.1** Communicable Disease: Any outbreak of a communicable disease in the shelter facility that requires implementation of control procedures, or a quarantine order issued by the State Health Officer or county health department.
 - **9.1.1.2.2** Media Inquiry: Any action by a program participant, their dependent, an employee, or a volunteer that results in an inquiry by public media, the Legislature, or the Office of the Governor.
 - **9.1.1.2.3** <u>Death of Outreach Participant:</u> Any death occurring while receiving outreach services.
 - **9.1.1.2.4** <u>Serious Injury/Illness:</u> Any incident resulting in a serious injury or illness that requires the response of law enforcement, emergency medical services, paramedics, or firefighters and is a result of conditions at the center that pose a serious risk of imminent harm to the health or safety of participants.
 - **9.1.1.2.5** <u>Altercation:</u> Any incident resulting in a serious injury that requires medical treatment by a licensed health care professional due to a physical altercation between two or more participants, or their dependents; or between one or more participant, their dependent, an employee, or a volunteer.
 - **9.1.1.2.6** Financial Mismanagement: Theft/larceny or center assets (money or property) by any staff member or volunteer.
- **9.1.2** Providers registered as advocates under Section 39.905, F.S., will comply with the provisions of s. 90.5036, F.S., when reporting an incident. The Provider shall submit all incident reports via electronic mail to the assigned contract manager on the Incident Reporting Form, incorporated by reference.
- A-9.2. Section 9.4.1 is amended to read: State laws providing for the confidentiality of client and other

information include but are not limited to sections 39.0132, 39.00145, 39.202, 39.809, 39.908, 63.162, 63.165, 90.5035, 90.5036, 383.412, 394.4615, 397.501, 409.821, 409.175, 410.037, 410.605, 414.295, 415.107, 741.3165 and 916.107, F.S.

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EXHIBIT B - SCOPE OF WORK

B-1. SCOPE OF SERVICE

- **B-1.1. Core Domestic Violence Services:** The Provider shall maintain Certification through provision of the following core domestic violence services, as defined in Section 39.905, F.S. and Chapter 65H-1, F.A.C.
 - **B-1.1.1.** Emergency Shelter for 24 hours or more
 - B-1.1.2. Counseling
 - **B-1.1.3.** 24-Hour Hotline
 - B-1.1.4. Assessment of Children
 - B-1.1.5. Direct Service Information and Referral
 - **B-1.1.6.** Case (Service) Management
 - B-1.1.7. Non-residential Outreach Services
 - **B-1.1.8.** Community Education
 - **B-1.1.9.** Professional Training
- **B-1.2. Domestic Violence Prevention Services:** The Provider will deliver comprehensive domestic violence primary prevention strategies and services targeted to youth and community partners. These strategies and comprehensive services will be outlined in the Provider's submitted implementation plan for prevention, which must be approved by the Department.
- **B-1.3. Co-Located Child Protection Investigation (CPI) Project Services:** The Provider will collaborate with child and family well-being professionals to increase the resources, services, and advocacy available to survivors of domestic violence that have an open child abuse investigation, diversion case or are involved in the dependency process and are the nonoffending parent.

B-2. MAJOR CONTRACT GOALS

In accordance with Section 39.901, F.S., it is the intent of the Legislature that the Department of Children and Families provide domestic violence services to survivors of domestic violence and their children. The goals of the program are to increase the safety of survivors and their children by ensuring victim service providers conduct trauma-informed, empowerment-based advocacy, culturally responsive service provision for survivors of domestic violence, dating violence, sexual assault, and stalking.

B-3. SERVICE AREA/LOCATIONS/TIMES

- **B-3.1.** The Provider's administrative offices shall be located at the address specified in the CF Standard Contract, **Section 1.2.3.** Administrative offices shall be open during normal business hours, Monday through Friday.
- **B-3.2.** The Provider shall maintain sufficient facilities and equipment to deliver the agreed upon services. In accordance with Section 39.908, F.S., information about the location of domestic violence

centers and facilities is confidential and exempt from the provisions of Section 119.07(1), F.S. All services will be provided in the Provider's designated service area, but to protect the safety of domestic violence survivors in residence at the center, the service delivery location is not included in this Contract.

- **B-3.3.** Domestic violence emergency services, including hotline, shall be provided twenty-four (24) hours a day, seven (7) days a week. Emergency centers must be open, staffed, and accessible to individuals twenty-four (24) hours a day, seven (7) days a week.
- **B-3.4.** Non-emergency services shall be provided at times that allow the greatest number of the targeted population to participate.
- **B-3.5.** The Provider shall notify the assigned contract manager, in writing, at least thirty (30) calendar days in advance of any changes in the street or mailing address, telephone number, electronic mail address, or facsimile number that affects the Department's ability to contact the Provider.
- **B-3.6.** In accordance with Chapter 65H-1.012(3), F.A.C., if the Provider wishes to change the service location, close a service location, or open additional service locations during an existing certification period, the Provider shall notify the assigned contract manager, in writing, at least thirty (30) calendar days prior to the change or addition, and request approval from the Department.

B-4. CLIENTS TO BE SERVED

- **B-4.1.** Clients to be served are survivors of domestic violence, dating violence, sexual assault within the context of domestic violence, and stalking, and their children, family, or household members, as well as members of the public with respect to education and training services. The Provider is expected to collaborate with local child and family well-being agencies to provide consultation to child and family well-being staff and increase the resources, services, and advocacy available to survivors of domestic violence that are involved in an open child abuse investigation, diversion case or the dependency process and are the nonoffending parent.
- **B-4.2.** Clients shall not be charged a fee for services.

B-5. CLIENT ELIGIBILITY

- **B-5.1.** Client eligibility for services shall be governed by federal and state laws, rules, and regulations.
- **B-5.2.** The Provider will determine eligibility criteria according to local needs and in accordance with CFOP 170-25. Eligibility criteria must be clearly delineated in a written policy statement by the Provider. It is the Provider's responsibility to determine individual eligibility for services in accordance with the Provider's written intake policies and procedures, and the terms of this Contract.
- **B-5.3.** Temporary Assistance for Needy Families (TANF) services shall be determined based on need as determined by completion of the TANF Eligibility Determination Form.
- **B-5.4.** Pursuant to ss. 414.095(2)(a), F.S., eligible clients funded with TANF shall be a United States Citizen or qualified non-citizen, as defined in ss. 414.095(3), F.S.
- **B-5.5.** For additional requirements for TANF funds, see **Section A-8.1.**

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B-6. CLIENT DETERMINATION

The Provider shall not deny services to or discriminate against any person on account of race, religion, color, national origin, gender, age, mental or physical disability, sexual orientation, citizenship, marital status, gender identity (or expression), language spoken, immigration status and any other protected class.

B-7. CONTRACT LIMITS

- **B-7.1.** Services in addition to those required by the express provisions of this Contract shall be deemed gratuitous and without charge to the Department.
- B-7.2. Activities That Compromise Victim Safety and Recovery or Undermine Offender Accountability: The Provider agrees that funds under this Contract will not support activities that may compromise victim safety and recovery or undermine offender accountability, such as: procedures or policies that exclude victims from receiving safe shelter, advocacy services, counseling, and other assistance based on their actual or perceived sex, age, immigration status, race, religion, sexual orientation, gender identity, mental health condition, criminal record, work in the sex industry, or the age and/or sex of their children; procedures or policies that compromise the confidentiality of information and privacy of persons receiving OVW-funded services; procedures or policies that impose requirements on victims in order to receive services (e.g., seek an order of protection, receive counseling, participate in couples' counseling or mediation, report to law enforcement, seek civil or criminal remedies, etc.); procedures or policies that fail to ensure service providers conduct safety planning with victims; project design and budgets that fail to account for the access needs of participants with disabilities and participants who have limited English proficiency or are Deaf or hard of hearing; using technology without addressing implications for victim confidentiality, safety planning, and the need for informed consent; partnering with individuals or organizations that support/promote practices that compromise victim safety and recovery or undermine offender accountability.
- **B-7.3.** Any Certified Domestic Violence Center that requests additional funding either in excess of 5% of its current annual funding or for two consecutive years, as a precondition for receipt of the requested funding, may be required to pay for a forensic audit of itself performed by auditors chosen by and reporting their results to the Department. Additional circumstances for consideration by the Department in determining whether a forensic audit is necessary, may include but is not limited to, findings identified by an independent financial audit, concerns from the Risk Pool Committee, and/or lack of collaboration related to Financial Viability Plan.
- **B-7.4.** The Office of Domestic Violence (ODV) establishes Certified Domestic Violence expenditure guidelines. The Certified Domestic Violence Center administrative employee may not receive a salary, whether base pay or base pay combined with any bonus or incentive payments, in excess of 150 percent of the annual salary paid to the Secretary of the Department of Children and Families from state-appropriated funds, including state- appropriated federal funds. This subsection does not prohibit any party from providing cash that is not from appropriated state funds to a Certified Domestic Violence Center administrative employee.
- **B-7.5.** Pending Litigation: The Department will consult with the Certified Domestic Violence Center regarding pending lawsuits that may affect services under this Contract but will have no obligation to the Certified Domestic Violence Center to undertake or change any position in any case. The Certified Domestic Violence Center shall comply with any requirements imposed by an applicable court order or settlement related to such lawsuits. Verified increases in costs resulting therefrom will be considered by the Department. The Certified Domestic Violence Center will notify the Department of all lawsuits related to this Contract or services, within ten (10) calendar days of receipt of service.

EXHIBIT C - TASK LIST

The Provider shall perform all functions necessary for the proper delivery of services including, but not limited to, the following:

C-1. SERVICE TASKS

The Provider shall perform the following tasks and document task completion by completing and delivering all reports, documentation, and deliverables as specified in **Section C-2.4**, Records and Documentation, **Section C-2.5**, Reports, and **Section D-2**, Deliverables.

- **C-1.1.** Collect data and submit performance measure results as specified in **Section D-2**, Deliverables, and **Exhibit E**, Minimum Performance Measures.
- C-1.2. Services shall be delivered in accordance with the requirements of Section 39.901 through 39.908, F.S., Chapter 65H-1, F.A.C, CFOP 170-25, and all relevant statutory and regulatory requirements, which may include, among other relevant authorities, the Violence Against Women Act of 1994, P.L. 103-322, the Violence Against Women Act of 2000, P.L. 106-386, the Violence Against Women and Department of Justice Reauthorization Act of 2005, P.L. 109-162, the Violence Against Women Reauthorization Act of 2014, P.L. 113-4, the Omnibus Crime Control and Safe Streets Act of 1968, 34 U.S.C §§ 10101 et seq., and OVW's implementing regulations at 28 C.F.R. Part 90.

C-1.3. Core Domestic Violence Services

- **C-1.3.1.** Services to be available for all residential and outreach participants on an ongoing basis:
 - C-1.3.1.1. Emergency shelter for 24 hours or more
 - **C-1.3.1.2.** Counseling and Advocacy Services (including crisis intervention, safety planning, assessment of risk, and intervening with various social and legal agencies on behalf of participants as needed)
 - C-1.3.1.3. 24-hour hotline
 - **C-1.3.1.4.** Assessment and appropriate referral of resident children
 - C-1.3.1.5. Direct-service information and referral
 - C-1.3.1.6. Case (service) management
 - C-1.3.1.7. Non-residential outreach services
- **C-1.3.2.** Services to be provided for the community throughout each state fiscal year:
 - C-1.3.2.1. Community education
 - C-1.3.2.2. Professional training for law enforcement and other professionals

C-1.4. Primary Prevention Services

C-1.4.1. Maintain at least 0.5 FTE designated to facilitate and participate in primary prevention programming.

- **C-1.4.2.** Engage in primary prevention activities addressing all the levels of the social ecological model (individual, relationship, community, and society) within the local community. An implementation plan for FY22-23 shall be submitted within 45 days of contract execution.
- **C-1.4.3.** Provider will facilitate community engagement opportunities and initiatives which may include, but not be limited to, the following:
 - **C-1.4.3.1.** Teaching safe, equitable, and respectful relationship skills:
 - C-1.4.3.1.1. Social-emotional learning programs for youth
 - **C-1.4.3.1.2.** Safe, equitable, and respectful relationship programs
 - **C-1.4.3.2.** Engaging influential adults and peers:
 - C-1.4.3.2.1. Men and boys as allies in prevention
 - C-1.4.3.2.2. Family-based programs
 - **C-1.4.3.3.** Disrupting the developmental pathways toward partner violence
 - **C-1.4.3.3.1.** Preschool enrichment with family engagement
 - **C-1.4.3.3.2.** Parenting skill and family enrichment programs
 - **C-1.4.3.4.** Creating Protective Environments:
 - C-1.4.3.4.1. Improving school climate and safety
 - **C-1.4.3.4.2.** Improve organizational polices and workplace climate
 - **C-1.4.3.4.3.** Modify the physical and social environments of neighborhoods and/or communities
 - **C-1.4.3.5.** Strengthen economic supports for families:
 - C-1.4.3.5.1. Strengthen household financial security
 - C-1.4.3.5.2. Strengthen work-family supports
 - **C-1.4.3.5.3.** Increasing access to housing, food, childcare, transportation, and equitable wages
- **C-1.4.4.** Provider will apply findings/recommendations from the most recent annual local or statewide fatality review to develop program implementation plan for SFY23-24 due by June 1st.
- C-1.5. Co-located Child Protection Investigator (CPI) Project
 - **C-1.5.1.** Maintain a minimum of one staff responsible to be co-located 60% of the time (3 out of 5 workdays) within the CPI unit of a regional DCF or Sheriff's Office to assist with case consultations and staffing. Documentation shall be signed by a regional Department

- supervisor to substantiate co-location and shall be submitted monthly.
- **C-1.5.2.** Provide advocacy support and referral services for survivors of domestic violence where the survivor has an open child abuse investigation, diversion case, or is involved in the dependency process.
- **C-1.5.3.** Provide accompaniment to CPI interviews, case staffing and other meetings with child and family well-being workers.
- **C-1.5.4.** Participate in case staffing meetings that include child and family well-being involved domestic violence cases. A case staffing is defined as a formal meeting with CPI and community partners to coordinate services.
- **C-1.5.5.** Provide consultation services to child and family well-being staff to help enhance survivor and child safety and hold perpetrators accountable. Case consultations may include helping CPI identify power and control dynamics and the impact of coercive control on survivors and children while maintaining confidentiality.
- **C-1.5.6.** Participate in all quarterly statewide CPI Project calls facilitated by the Department's contracted training and technical assistance provider. All quarterly calls and center-specific technical assistance facilitated by the Department's contracted training and technical assistance provider must be attended by co-located advocate(s) and project supervisor.
- **C-1.5.7.** Conduct quarterly meetings with regional Office of Child and Family Well-Being (OCFW) and CBC leadership and other stakeholders as needed, to collaborate on the CPI colocated project and enhance safety and services to survivors and their children. The Provider's Executive Director or delegate shall be present for all meetings.

C-1.6. Statewide Needs Assessment

- **C-1.6.1.** At the request of the Department, the Provider shall participate in DCF-sponsored activities related to a statewide needs assessment including, but not limited to, stakeholder interviews, focus groups, statistical information requests, and surveys. Activities to be determined by the Department.
- **C-1.6.2.** The Provider shall submit a quarterly report regarding survivor requests for services or assistance which the Provider was unable to provide due to barriers or other reasons.
- **C-1.6.3.** The Provider shall submit a minimum of one story per quarter about how an individual survivor navigated services within the community. The survivor's name shall be changed to protect the survivor's safety and confidentiality.
- **C-1.7.** The Provider shall coordinate services with the Department and other community organizations as needed to provide comprehensive services for participants, including law enforcement, state agencies, the School Board and other social service agencies serving survivors of domestic and dating violence, stalking, and sexual violence in the context of domestic violence.
- **C-1.8.** The Provider shall coordinate on Statewide Initiatives in collaboration with the new service administrator(s) as designated by the Department.

C-1.9. Osnium WS Software:

- C-1.9.1. The Provider shall use Osnium WS as its database case management system. All Florida Domestic Violence Services Reports, (Attachment 9), and FVPSA Performance Progress Reports, (Attachment 10), shall be submitted using data from the Osnium WS system. The Provider shall comply with all terms and conditions of any license granted by the Department to the Provider relating to use of the Osnium WS software data collection system.
- **C-1.9.2.** The Provider shall seek approval from the Department prior to making any requested customizations to the Osnium software to ensure all changes comply with funder and contract requirements as well as maintaining the integrity of the reporting functions of the software.
- **C-1.9.3.** The Department will determine how often the Osnium WS software needs updating. The Provider shall perform all Osnium WS software updates within 30 days of update issuance.
- **C-1.10. Transportation Disadvantaged:** The Provider shall comply with the provisions of Chapter 427, F.S., Part I, Transportation Services, and Chapter 41-2, F.A.C., Commission for the Transportation Disadvantaged, if public funds provided under this contract will be used to transport eligible individuals. The Provider agrees to comply with the provisions of CFOP 40-5 if public funds provided under this contract will be used to purchase vehicles which will be used to transport eligible individuals.
- **C-1.11. Bond Insurance:** The Provider shall furnish documentation of an insurance bond from a responsible commercial surety company covering all officers, employees and agents of the provider authorized to handle funds received or disbursed under this contract in an amount commensurate with the funds handled, as determined by the surety company, and consistent with good business practice.

C-2. ADMINISTRATIVE TASKS

C-2.1. Staffing

C-2.1.1. Minimum Staffing: In addition to those positions required by Chapter 65H-1.013(8)(a), F.A.C., the Provider must always have sufficient staffing to provide quality services and help ensure the safety of participants and staff. As the number of residents in shelter increase, the Provider must adjust its staffing to accommodate for the increased demand. The Provider must have minimum staffing as reflected in the chart below:

Number of residents in shelter*	Number of staff required	Days/hours required staff must be on site at shelter			
	required				
20 or fewer	1	24 hours per day, 7 days per week			
		8:00 am – 11:00 pm, 7 days per week			
21 – 49	2	(at least 1 staff member must be on site			
		from 11:00 pm – 8:00 am daily)			
50 – 99	2	24 hours per day, 7 days per week			
100 or more	3	24 hours per day, 7 days per week			

^{*}This chart represents minimum staffing requirements per shelter facility. Number of residents in shelter may not be combined from multiple shelters to determine minimum

staffing requirements.

- C-2.1.2. Core Competency and Privilege: The Provider's staff members or volunteers who supervise, coordinate, and/or provide direct services to center participants shall successfully complete thirty (30) hours of specialized training, and the Provider must submit the Privilege Registration Application to the Department, within 90 days of employee's initial employment or volunteer direct service start date with the Provider. Refer to (Attachment 3) for additional submission guidance. When an employee or volunteer was previously registered through another center, the Provider must notify the Department within 30 days of the employee's beginning employment or start date of volunteer service so that the Department can update the privilege database. The Provider shall utilize the Department-approved Core Competency Curriculum for twenty-four (24) of the required hours of training. Only the Department or Department-authorized trainers shall provide training on the Core Competency Curriculum. When an employee or volunteer is no longer employed by the Provider, the Provider shall notify the Department within 30 days of the date of termination.
- **C-2.1.3. Personnel Files:** The Provider shall maintain a personnel file for each employee performing services under this Contract. The file shall include at a minimum:
 - C-2.1.3.1. Hire date
 - **C-2.1.3.2.** Timesheets and/or activity reports that include the percentage of time allocated to the Department and are approved by the direct supervisor
 - **C-2.1.3.3.** Resume and proof of education and/or credentials for those positions outlined in Chapter 65H-1.013(8)(a)
 - **C-2.1.3.4.** Signed and dated acknowledgement indicating that the employee read and understood the center policies and procedures relevant to their position, pursuant to Chapter 65H-1.013, F.A.C. (within 60 days of hire)
 - C-2.1.3.5. Signed and dated confidentiality statement (within 60 days of hire)
 - **C-2.1.3.6.** Signed and dated drug-free workplace statement (within 60 days of hire)
 - **C-2.1.3.7.** Signed and dated current position description, which specifies the position responsibilities and qualifications, and percentage of time allocated to the Department contract (within 60 days of hire or transfer to new position)
 - C-2.1.3.8. Documentation of a valid driver's license for staff that transport participants
 - **C-2.1.3.9.** Documentation of advocate-victim privilege certification
 - **C-2.1.3.10.** Records of training received for each employee, delineating the date and hours of training received to include, but not limited to:
 - C-2.1.3.10.1. Core competency training, if applicable
 - C-2.1.3.10.2. 16 hours of in-service training, annually

- **C-2.1.3.10.3.** Data Security training (within 90 days of hire and annually within each state fiscal year thereafter)
- **C-2.1.3.10.4.** Anti-bullying and Anti-Harassment training (within 60 days of hire and annually within each state fiscal year thereafter)
- **C-2.1.3.10.5.** Emergency Management Plan training (within 90 days of hire and annually within each state fiscal year thereafter)
- **C-2.1.3.10.6.** Universal Precautions training (within 90 days of hire and annually within each state fiscal year thereafter)
- **C-2.1.3.10.7.** Conflict Resolution and De-escalation training (within 90 days of hire and annually within each state fiscal year thereafter)
- **C-2.1.4. Volunteer Files:** The Provider shall maintain a personnel file for each direct-service volunteer performing services under this Contract. The file shall include at a minimum:
 - C-2.1.4.1. Direct-service state date
 - **C-2.1.4.2.** Signed and dated acknowledgement indicating that the volunteer read and understood the center policies and procedures relevant to their volunteer duties, pursuant toChapter65H-1.013, F.A.C. (within 60 days of direct-service start date)
 - **C-2.1.4.3.** Signed and dated confidentiality statement (within 60 days of direct service start date)
 - **C-2.1.4.4.** Signed and dated drug-free workplace statement (within 60 days of direct-service start date)
 - **C-2.1.4.5.** Signed and dated current position description, which specifies the position responsibilities and qualifications (within 60 days of direct service start date)
 - **C-2.1.4.6.** Documentation of a valid driver's license for volunteers that transport participants
 - **C-2.1.4.7.** Documentation of advocate-victim privilege certification
 - **C-2.1.4.8.** Timesheets and/or activity reports
 - **C-2.1.4.9.** Records of training received for each direct-service volunteer, delineating the date and hours of training received, to include, but not be limited to:
 - **C-2.1.4.9.1.** Core competency training, if applicable
 - **C-2.1.4.9.2.** 16 hours of in-service training, annually
 - **C-2.1.4.9.3.** Data Security training (within 90 days of direct service start date and annually within each state fiscal year thereafter)
 - **C-2.1.4.9.4.** Anti-Bullying and Anti-Harassment training (within 60 days of direct service start date and annually within each state fiscal

year thereafter)

- **C-2.1.4.9.5.** Emergency Management Plan training (within 90 days of direct service start date and annually within each state fiscal year thereafter)
- **C-2.1.4.9.6.** Conflict Resolution and De-escalation training (within 90 days of direct service start date and annually within each state fiscal year thereafter)

C-2.1.5. Professional Qualifications:

Documentation of credentials required by Chapter 65H-1.013(8)(a), F.A.C., shall be submitted to the Department for review when any required position is filled.

C-2.1.6. Background Requirements:

- C-2.1.6.1. The Certified Domestic Violence Center shall have a plan to maximize employee retention and conduct an annual assessment on the effectiveness of such workforce retention efforts. The Certified Domestic Violence Center shall ensure that its pertinent staff and volunteers, meet the qualification, screening and training/certification requirements as required by Chapter 65H-1, F.A.C., and Chapter 435, F.S. Certain persons may be disqualified from Certified Domestic Violence Center employment or volunteer work as provided below:
- **C-2.1.6.2.** If the Certified Domestic Violence Center becomes aware that an employee or volunteer has been arrested for a disqualifying offense, the employer must conform to its own Department approved human resource policies until the arrest is resolved in a way that the employer determines that the employee is still eligible for employment under Chapter 435, F.S.
- **C-2.1.6.3.** The Certified Domestic Violence Center must either terminate the employment of any of its personnel, or terminate the use of a volunteer, found by background screening to be noncompliant with the minimum standards of Chapter 435, F.S. or place the employee or volunteer in a position for which background screening is not required unless the employee or volunteer is granted an exemption from disqualification pursuant to s. 435.07, F.S.
- C-2.1.6.4. The Certified Domestic Violence Center shall conduct a reference check of any current or former Department or any Certified Domestic Violence Center employee who applies and is being considered for employment, prior to the appointment of the individual. In accordance with CFOP 60-70, Chapter 1, 1-4. c. (Employee Separations and Reference Checks), a reference check of a current or former Department employee shall include the review of their personnel file maintained by the Department, specifically any disciplinary actions, counseling documents, and the most recent employee evaluation. The Department's supervisor or manager may be contacted to provide any job-related information to assist the Certified Domestic Violence Center with making an informed hiring decision regarding the current or former Department employee. The reference check will be documented in writing and maintained in the employee's personnel file. The Department will not give a neutral reference, and the Certified Domestic Violence Center will not accept

a neutral reference, for any current or former employee of the Department seeking employment with the Certified Domestic Violence Center.

C-2.1.7. Staffing Changes:

C-2.1.7.1. If any position listed on the Provider Contact Information Form becomes vacant, or if the employee assigned to the position is unable to fulfill their duties and responsibilities due to an extended absence, the Provider shall notify the assigned contract manager within five (5) business days of the vacancy or absence. The notification shall identify the person(s) assuming the responsibilities of the vacant position. When the vacant position is filled, the Provider shall notify the assigned contract manager within five (5) business days of the change.

C-2.1.8. Ethics Violations:

Each Certified Domestic Violence Center shall also establish a policy to ensure immediate reporting of ethics violations. All reporting of ethics violations complaints must be submitted in writing, on The Florida Certification Board Ethics Complaint Form, (Attachment 19) within 30 calendar days of becoming aware of the allegation.

C-2.2. Subcontracting The Provider shall not assign the responsibility for this Contract to another party. The Provider shall not subcontract for any of the work contemplated under this Contract.

C-2.3. Property

- C-2.3.1. The word "property" as used in this section means equipment, fixtures, and other tangible personal property of a non-consumable and nonexpendable nature, the value or cost of which is \$5,000 or more and the normal expected life of which is 1 year or more, and hardback-covered bound books that are circulated to students or the general public, the value or cost of which is \$25 or more, and hardback-covered bound books, the value or cost of which is \$250 or more. Each item of property which it is practicable to identify by marking shall be marked in the manner required by the Auditor General. Each custodian shall maintain an adequate record of property in his or her custody, which record shall contain such information as shall be required by the Auditor General. Once each year, on July 1 or as soon thereafter as is practicable, and whenever there is a change of custodian, each custodian shall take an inventory of property in his or her custody. The inventory shall be compared with the property record, and all discrepancies shall be traced and reconciled. All publicly supported libraries shall be exempt from marking hardback-covered bound books, as required by this section. The catalog and inventory control records maintained by each publicly supported library shall constitute the property record of hardback-covered bound books with a value or cost of \$25 or more included in each publicly supported library collection and shall serve as a perpetual inventory in lieu of an annual physical inventory. All books identified by these records as missing shall be traced and reconciled, and the library inventory shall be adjusted accordingly.
- **C-2.3.2.** No state property will be assigned to the Provider for use in performance of this Contract.
- **C-2.3.3.** Property is unallowable as a direct charge to this Contract, except with prior written approval by the assigned contract manager. The Provider may request to purchase property under this Contract through submission of a Tangible Property Request Form, incorporated by reference.

- **C-2.3.4.** If any property is purchased by the Provider with funds provided by this Contract, the provider shall inventory all nonexpendable property including all computers. A copy of which shall be submitted to the Department on a quarterly basis whether new purchases have been made or not. By May 31st annually, the Provider shall submit a complete inventory of all such property to the Department whether new purchases have been made or not.
- **C-2.3.5.** The inventory shall include, at a minimum, the identification number; year and/or model: a description of the property, its use and condition; current location; the name of the property custodian; class code (use state standard codes for capital assets); if a group, record the number and description of the components making up the group; name, make, or manufacturer; serial number(s), if any, and if an automobile, the VIN and certificate number; acquisition date; original acquisition cost; funding source; and, information needed to calculate the federal and/or state share of its cost. The assigned contract manager must provide disposition instructions to the Provider. The provider cannot dispose of any property that reverts to the Department without the assigned contract manager's approval via a Property Disposition Form, incorporated by reference.
- **C-2.3.6.** The Provider hereby agrees that all inventories required by this Contract shall be current and accurate and reflect the date of the inventory. If the original acquisition cost of a property item is not available at the time of inventory, an estimated value shall be agreed upon by both the provider and the Department and shall be used in place of the original acquisition cost.
- C-2.3.7. Title (ownership) to and possession of all property purchased by the Provider pursuant to this Contract shall be vested in the Department upon completion or termination of this Contract, except to the extent that the Department authorizes disposal of such property. During the term of this Contract, the Provider is responsible for insuring all property purchased by or transferred to the Provider is in good working order. The Provider hereby agrees to pay the cost of transferring title to and possession of any property for which ownership is evidenced by a certificate of title. The Provider shall be responsible for repaying to the Department the replacement cost of any property inventoried and not transferred to the Department upon completion or termination of this Contract. When property transfers from the Provider to the Department, the provider shall be responsible for paying for the title transfer.
- **C-2.3.8.** If the Provider replaces or disposes of property purchased by the Provider pursuant to this Contract, the Provider is required to provide accurate and complete information pertaining to replacement or disposition of the property as required on the provider's annual inventory.

C-2.4. Records and Documentation

C-2.4.1. The Provider shall ensure all correspondence is properly labeled as follows:

Email Subject Line

C-2.4.1.1. Start with contract number

C-2.4.1.2. Example: LN123-Q2 Report

C-2.4.1.3. Example: LN123-NOV22-Monthly Reports

Documentation Title

C-2.4.1.4. Start with contract number

C-2.4.1.5. Reporting period

- C-2.4.1.6. Attachment number
- **C-2.4.1.7.** Example: LN123-NOV22-ATT 9
- C-2.4.2. The Provider must implement and maintain current, accurate and complete service and financial records, and other reports and statistics in such form as to permit programmatic and fiscal evaluation by authorized Department personnel. The Provider shall maintain records documenting the deliverables generated, total number of recipients and unique identifiers of recipients to whom services are provided, and dates of service, so that an audit trail documenting service provision can be maintained.
- **C-2.4.3.** The Provider shall maintain a record on everyone who receives services in the shelter or who is seen face-to-face on an outreach basis. Records shall be kept in the Provider's data collection system, except for forms that require the signature of the client. Additional hard copies may be maintained at the discretion of the Provider.
- **C-2.4.4.** The Provider shall maintain the following documentation for each required training and/or meeting conducted:
 - **C-2.4.4.1.** Training agenda to include course titles, descriptions, objectives, number of hours, names of instructors and title or position, and dates of completion.
 - C-2.4.4.2. In Person Training or Meeting
 - **C-2.4.4.2.1.** Titled sign-in sheet of attendees with printed names, original signatures, and title/position.
 - C-2.4.4.3. Online Training or Meeting
 - **C-2.4.4.3.1.** Official attendee roll hosted on an online platform, screenshot of live meeting or training showing attendee names.
 - **C-2.4.4.3.2.** Copies of scored pre and post-tests with attendee's names, if applicable.
- **C-2.4.5.** The Provider shall maintain the following documentation for each required training and/or meeting attended:
 - C-2.4.5.1. Online Training or Meeting
 - **C-2.4.5.1.1.** Screenshot of live meeting or training showing Provider name(s) as an attendee, or
 - **C-2.4.5.1.2.** Email from training or meeting host confirming Provider's attendance.
- **Note:** A typed Word document or Excel spreadsheet including names and dates **will not** be accepted in lieu of an in-person sign-in sheet or online platform official attendance roll. Attendee rolls downloaded from an online platform in an Excel or Word format will be accepted. The Provider must indicate the online platform that was used.
 - **C-2.4.6.** The Certified Domestic Violence Center shall submit a complete funding application packet annually to the Office of Domestic Violence. The annual funding application will be distributed by the Department.

- **C-2.4.7.** The following documents shall be submitted by the Certified Domestic Violence Center:
 - **C-2.4.7.1. Attachment 8** Financial and Compliance Audit and accompanying management letter shall be submitted to the assigned contract manager within 180 days after the end of the Provider's fiscal year, or within 30 days of receipt of the audit report, whichever occurs first.
 - C-2.4.7.2. Section 9.3.2, CF Standard Contract Monthly Support to the Deaf or Hard-of-Hearing Summary Report shall be submitted by the 5th business day of each month for the previous month's activities. | Via Office of Civil Rights (OCR) Form Site: https://fs16.formsite.com/DCFTraining/Monthly-Summary-Report/form_login.html.
 - **C-2.4.7.3. Attachment 12** Provider Contact Information Form shall be submitted to the assigned contract manager on or prior to contract execution and updated in accordance with CF Standard Contract Section 1.2, Exhibit B, Sections B-3.5-3.6, and Exhibit C, Section C-2.1.7.
- C-2.5. Reports The Provider shall maintain and deliver the following reports to <u>HQW.DV.FloridaReports@myflfamilies.com</u>, and such reports must be approved by the assigned contract manager prior to authorizing payment in accordance with the listed schedule. If the due date for a report falls on a State of Florida approved holiday or weekend, the report will be due the next business day.

C	ONTENTS	TITLE	DUE DATE			
1	Attachment 7	Monthly Request for Payment	15 th of the month for the previous month's tasks			
2	Attachment 9	Monthly Domestic Violence Services Report	15 th of the month for the previous month's tasks			
3	Attachment 5A	Quarterly Domestic Violence Services Narrative Report	October 30 January 30 April 30 July 30			
4	Attachment 5B	Monthly Primary Prevention Report	15 th of the month for the previous month's tasks			
5	Attachment 5C	Monthly Child Protection Investigation Project Report	15 th of the month for the previous month's tasks			
6	Attachment 5E	Quarterly Economic Justice (EJ) Report	October 30 January 30 April 30 July 30			
7	Flat-file format in Excel or another importable format	Profit & Loss Statement (by funding source)	October 30 January 30 April 30 July 30			
8	Flat-file format in Excel or another importable format	General Ledger Detail (by funding source)	October 30 January 30 April 30 July 30			
9	Attachment 14	Property Inventory Report	May 31 st of each contract year			

C-2.5.1. The Provider shall submit to their assigned contract manager, the Quarterly Financial Report **(Attachment 6A)** by:

C-2.5.1.1. October 30 C-2.5.1.2. January 30 C-2.5.1.3. April 30 C-2.5.1.4. July 30

- **C-2.5.2.** The Provider shall submit to their assigned contract manager, the Annual Financial Report (Attachment 6B) by August 15 of each contract year.
- **C-2.5.3.** The Department reserves the right to reject reports as incomplete, inadequate, or unacceptable according to the limits set forth in this Contract. The Provider shall, without additional compensation, correct or revise any incomplete, inadequate, or unacceptable reports.
- **C-2.5.4.** Written materials generated under this Contract shall be developed in English and any other language deemed appropriate by the Provider for the population to be served.
- **C-2.5.5.** The Provider shall work with the Department to ensure the reliability of data collected through established reporting formats appropriate to the program.

C-3. SPECIAL PROVISIONS - TECHNICAL ASSISTANCE

- **C-3.1.** Upon written request to the assigned contract manager and when deemed necessary by the Department, the Department will provide technical assistance concerning the terms and conditions of this Contract.
- **C-3.2.** The Department's failure to provide technical assistance does not relieve the Provider of its responsibilities to ensure compliance with all state and federal laws, rules, and regulations or performance under the terms of this Contract.

C-4. SPECIAL PROVISIONS - MONITORING BY THE DEPARTMENT

- **C-4.1.** The Department will conduct evaluations to ensure compliance with the requirements of this Contract.
 - **C-4.1.1.** The Department shall monitor the Provider in accordance with existing domestic violence services monitoring procedures. The monitoring shall be structured to ensure the satisfactory delivery of services as well as the appropriate expenditure of funds.
 - C-4.1.2. To permit persons duly authorized by the Department to inspect any records, papers, documents, facilities, goods, and services of Provider, which are relevant to this contract, and interview any clients and employees of Provider to assure the Department of satisfactory performance of the terms and conditions of this contract. The Department must be permitted access to such records only as authorized or permitted by federal law and the laws of the state of Florida. Following such inspection, the Department will deliver to Provider a list of its comments about the way said goods or services are being provided. Provider will rectify all noted deficiencies within the specified period set forth in the comments or provide the Department with a reasonable and acceptable justification, as determined by the Department, for not correcting the noted shortcomings. Provider's failure to correct or justify within the time specified will result in the withholding of

payments, being deemed in breach or default, or termination of this contract.

C-4.1.3. Records shall be always made available for inspection, review, copy, or audit by any individual duly authorized by the Department.

C-4.1.3.1. Annual Evaluation

The evaluation shall occur annually at a minimum, onsite or via desk review, as determined by the Department. However, an evaluation may occur at any time.

C-4.1.3.2. Quarterly Expenditure Review

The Department will conduct Quarterly Expenditure Reviews of the Provider's Accounting Records. The review will compare selected expenditures to the submitted Quarter Financial Report and supporting documentation. The Quarterly Expenditure Review will test the selected expenditures to ensure the expenditure was part of the approved budget and there was sufficient documentation to support the expenditure being charged to the Department's contract.

C-4.1.3.3. Year End Reconciliation Review

The Department will conduct a Year End Reconciliation at the end of each contract year to ensure the provider has expended all contract funds that were a part of the approved budget including sufficient documentation to support the expenditure being charged to the Department's contract. Upon the completion of the review, the Department will determine if there are any unspent funds that must be returned to the Department.

- **C-4.1.3.4.** In accordance with Section 39.905.8, F.S., a Certified Domestic Violence Center with a multi-year contract, may submit in writing, a request to carry forward unspent funds from one State Fiscal Year to another in a cumulative amount that does not exceed eight (8) percent of the total contract with the Department. The Certified Domestic Violence Center must meet the following criteria to be considered for a carry forward request:
 - **C-4.1.3.4.1.** The Certified Domestic Violence Center must be in good standing with the Department by evidence of a certification with an active status,
 - **C-4.1.3.4.2.** The request must include a detailed justification explaining why the allocated funds were not spent within the State Fiscal Year,
 - **C-4.1.3.4.3.** Submit a detailed spending plan that includes a line-item breakdown of expenditures be requested
 - C-4.1.3.4.4. A three (3) month timeline for spending the unspent funds,
 - **C-4.1.3.4.5.** The funds carried forward may not be used in a manner that would increase future recurring obligations or for any program or service that is not authorized by the existing contract,
 - **C-4.1.3.4.6.** The funds carried forward may not be used on salary raises or bonuses,

- **C-4.1.3.4.7.** Expenditures of funds carried forward must be separately reported to the Department,
- C-4.1.3.4.8. Submit the Planned Uses of Carried Forward Funds (Attachment 15) by July 30th of each year of a multi-year contract. Funds may not be carried forward at the end of the contract term, and
- **C-4.1.3.4.9.** Any unexpended funds that remain at the end of the three (3) month period must be returned to the Department.

C-5. OTHER SERVICE SYSTEM TASKS

- **C-5.1.** At the request of the Department, the Certified Domestic Violence Center shall provide performance information or reports other than those required by this Contract to a single point of contact designated by the Department.
- **C-5.2.** The Certified Domestic Violence Center shall cooperate with the Department in any investigation resulting from a regulatory complaint about a Certified Domestic Violence Center.
- **C-5.3.** The Certified Domestic Violence Center shall meet with the Office of Domestic Violence leadership on a quarterly basis, or as otherwise requested by the Department, to provide a briefing on the status of its operation.
- **C-5.4.** If conditions exist that could possibly interrupt service delivery, the Certified Domestic Violence Center shall notify the Department as soon as such condition is known to the Certified Domestic Violence Center.
- **C-5.5.** The Certified Domestic Violence Center must provide translation services for families who do not speak English and are hearing impaired.

C-5.6. Transition Plan

- C-5.6.1. The Certified Domestic Violence Center shall submit a draft transition plan in accordance with the Certified Domestic Violence Center Expiration/Termination Transition Planning Requirements (Attachment 25) within six (6) months of the start date of this Contract and shall modify this plan in response to concerns raised by the Department. The Department may review this plan throughout the life of the contract, but this plan will receive final Department approval therefore at least nine (9) months prior to any contract ending date unless notified by the Department that it intends to renew or extend the contract. This transition plan must include, at a minimum, the information included in the Department's Transition Plan Template. Failure to receive Department approval at least nine (9) months prior to any contract ending date, as extended, or renewed, shall require immediate hiring by the Certified Domestic Violence Center of a Department approval of a transition plan at least seven (7) months prior to any contract ending date, as extended or renewed, removes the Certified Domestic Violence Center expenditure authority for any monies under this Contract absent prior approval by the Department.
- **C-5.6.2.** If a new provider has been awarded a contract, the Certified Domestic Violence Center will meet with the Department and the new provider within 14 business days after award to update the Department approved transition plan. The Certified Domestic Violence Center may not change its corporate existence in any manner without Department approval prior to Department approval of the completion of transition to the new provider,

as well as Department approved completion of all outstanding duties, obligations, and responsibilities under this Contract and applicable law. If the completion of transition to a new provider has not successfully occurred before the end date of this Contract, the Certified Domestic Violence Center will agree to s. 287.057(13), F.S., extensions of this Contract requested by the Department until transition to the new provider is complete as determined by the Department.

C-6. DEPARTMENTAL DETERMINATIONS

The Department reserves the exclusive right to make all determinations which it deems are necessary to protect the best interests of the State of Florida and the health, safety, and welfare of the clients that are served by the Department either directly or through any one of its subcontracted providers.

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EXHIBIT D – DELIVERABLES

D-1. A unit of service is described in **Section F-1.2**, Method of Payment. Each unit of service shall be delivered in accordance with the terms and conditions of this Contract and performed in a manner acceptable to the Department.

D-2. <u>DELIVERABLES</u>

D-2.1. Core Domestic Violence Services

Evidence of service provision shall be demonstrated through submission of the Monthly Domestic Violence Services Report. Provide, at minimum, the following core services as outlined in Section 39.905, F.S. and Chapter 65H-1, F.A.C:

- **D-2.1.1.** The Provider shall make core services specified in task C-1.3.1. available to all residential and outreach participants on an ongoing basis.
- **D-2.1.2.** The Provider shall furnish education and training services specified in task C-1.3.2. to the community throughout each state fiscal year.

D-2.2. Primary Prevention Services

- **D-2.2.1.** The Provider shall maintain staff as specified in task C-1.4.1.
- **D-2.2.2.** The Provider shall engage in primary prevention activities as specified in task C-1.4.2.
- **D-2.2.3.** The Provider shall facilitate community engagement opportunities and initiatives as specified in task C-1.4.3.
- D-2.2.4. The Provider shall develop an implementation plan as specified in task C-1.4.4

D-2.3. Co-located Child Protection Investigation (CPI) Project Services

- **D-2.3.1.** The Provider shall maintain staff as specified in task C-1.5.1.
- **D-2.3.2.** The Provider shall provide advocacy support and referral services as specified in task C-1.5.2.
- **D-2.3.3.** The Provider shall provide accompaniment as specified in task C-1.5.3.
- **D-2.3.4.** The Provider shall participate in case staffing meetings as specified in task C-1.5.4.
- **D-2.3.5.** The Provider shall provide consultation services to child and family well-being staff as specified in task C-1.5.5.
- **D-2.3.6.** The Provider shall participate in calls as specified in task C-1.5.6.
- **D-2.3.7.** The Provider shall conduct meetings as specified in task C-1.5.7.

D-2.4. Statewide Needs Assessment

D-2.4.1. The Provider shall participate in activities as specified in task C-1.6.1.

- **D-2.4.2.** The Provider shall submit a report as specified in task C-1.6.2.
- **D-2.4.3.** The Provider shall submit a story as specified in task C-1.6.3.
- **D-3. REPORTS**: The Provider shall maintain and deliver the following reports to specified email address in the below chart. Documentation of the completed deliverable shall be received by the assigned contract manager by the listed due date and prior to or concurrent with the Request for Payment for approval by the assigned contract manager prior to authorizing payment. If the due date falls on a State of Florida approved holiday or weekend, the deliverable documentation will be due the next state business day.

TITLE	CONTENT	SUBMISSION METHOD	DUE DATE
Monthly Domestic Violence Services Report	Excel report exported from Osnium WS See Attachment 9	Via email to: HQW.DV.FloridaReports@myflfamilies.com	15 th of the month for the previous month's tasks
Quarterly Domestic Violence Services Narrative Report	Attachment 5A	Via email to: HQW.DV.FloridaReports@myflfamilies.com	October 30 January 30 April 30 July 30
Monthly Primary Prevention Report	Attachment 5B	Via email to: HQW.DV.FloridaReports@myflfamilies.com	15 th of the month for the previous month's tasks
Monthly Child Protection Investigation Project Report	Attachment 5C	Via email to: HQW.DV.FloridaReports@myflfamilies.com	15 th of the month for the previous month's tasks
FVPSA Quarterly Performance Progress Report	Excel report exported from Osnium WS See Attachment 10	Via email to: HQW.DV.FloridaReports@myflfamilies.com	October 30 January 30 April 30 July 30
Quarterly Economic Justice (EJ) Report	Attachment 5E	Via email to: HQW.DV.FloridaReports@myflfamilies.com	October 30 January 30 April 30 July 30
FVPSA Annual Narrative Report	Attachment 11	Via email to: HQW.DV.FloridaReports@myflfamilies.com	October 10 th annually
Capital Improvement Needs Assessment Survey	N/A	Electronic via SurveyMonkey	June 30 th annually

D-4. The Department reserves the right to reject deliverables as incomplete, inadequate, or unacceptable according to the limits set forth in this Contract. The Provider shall, without additional compensation, correct or revise any incomplete, inadequate, or unacceptable deliverables.

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EXHIBIT E – MINIMUM PERFORMANCE MEASURES

E-1. PERFORMANCE SPECIFICS

The Certified Domestic Violence Center shall be required to meet performance measures listed below. The Certified Domestic Violence Center shall demonstrate progress throughout the state fiscal year and will be required to be functioning in compliance with each performance measure on an annual basis. Nothing in this section shall be interpreted to mean the measures below are the only measures for which the Certified Domestic Violence Center shall be responsible. The Department reserves the right to modify or add any performance measures which are required by federal and state funding sources to comply with federal and state requirements.

Any modifications or additions will only be accomplished through formal amendment to this Contract.

If the Certified Domestic Violence Center fails to meet the following measures, the Department may allow up to six (6) months for the Certified Domestic Violence Center to achieve compliance with the measures. The determination of the extenuating or mitigating circumstances is the exclusive determination of the Department. If the Certified Domestic Violence Center can validate that the performance measures were not met due to extenuating circumstances outside of the Certified Domestic Violence Center 's control, then the deficiency will not be adversely factored into the numerical level of achievement for such performance measure(s).

The Certified Domestic Violence Center shall continuously monitor Osnium data to ensure accurate input. The Department shall also ensure qualitative data utilized to generate the performance scores of qualitative accountability metrics reflects a valid sample size.

E-2. MINIMUM PERFORMANCE MEASURES

E-2.1. Core Domestic Violence Services

- **E-2.1.1.** Certified domestic violence centers shall complete or offer individualized safety planning to 97% of adult resident participants within the first seventy-two (72) hours of the participant entering shelter.
- **E-2.1.2.** Certified domestic violence centers shall complete or offer an individualized service plan and goal setting to 97% of adult resident participants within the first seventy-two (72) hours of the participant entering shelter.
- **E-2.1.3.** Certified domestic violence centers shall complete or offer an individualized assessment and appropriate referrals to 97% of resident children within the first seventy-two (72) hours of the child entering shelter.
- **E-2.1.4.** Certified domestic violence centers shall complete or offer an individualized safety planning to 97% of adult outreach participants within the first two (2) non-residential counseling services.
- **E-2.1.5.** Certified domestic violence centers shall complete or offer an individualized service plan and goal setting to 97% of adult outreach participants within the first two (2) non-residential counseling services.
- **E-2.1.6.** 90% of adult participants who reside in shelter for seventy-two (72) hours or more at a certified domestic violence center, and who chose to complete an exit survey/interview,

- shall report an increased knowledge about community resources.
- **E-2.1.7.** 90% of adult participants who reside in shelter for seventy-two (72) hours or more at a certified domestic violence center, and who chose to complete an exit survey/interview, shall report an increased knowledge about strategies to enhance safety.
- **E-2.1.8.** 90% of adult participants who reside in shelter for seventy-two (72) hours or more at a certified domestic violence center, and who chose to complete an exit survey/interview, shall report that the services they received in shelter met their needs and those of any accompanying children.
- **E-2.1.9.** 90% of adult participants who reside in shelter for seventy-two (72) hours or more at a certified domestic violence center, and who chose to complete an exit survey/interview, shall report that they have been able to achieve at least some of their individual goals.

E-2.2. Primary Prevention Services

- **E-2.2.1.** 80% of youth will report increased knowledge of equitable and respectful relationships.
- **E-2.2.2.** Provider will participate in 90% of local fatality review team meetings, where a local fatality review team is available.

E-2.3. Co-located CPI Project Services

- **E-2.3.1.** 100% of quarterly leadership meetings will result in action item(s) to address and resolve programmatic barriers.
- **E-2.3.2.** Provider will follow-up on 97% of referrals received from child and family well-being agencies.

E-2.4. Needs Assessment

E-2.4.1. Provider will develop a minimum of one new partnership to address at least one previously reported category of unmet needs.

E-3. PERFORMANCE EVALUATION METHODOLOGY

E-3.1. Core Domestic Violence Services

- **E-3.1.1.** The numerator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who completed or were offered an individualized safety planning during the first 72 hours of admission. The denominator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center.
- **E-3.1.2.** The numerator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who completed or were offered an individualized service plan and goal setting during the first 72 hours of admission. The denominator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center.
- **E-3.1.3.** The numerator is the number of resident children leaving shelter after 72 hours or more at a certified domestic violence center who completed or were offered an individualized

- assessment and appropriate referrals during the first 72 hours of admission. The denominator is the number of resident children leaving shelter after 72 hours or more at a certified domestic violence center.
- **E-3.1.4.** The numerator is the number of adult outreach participants who have received at least two (2) non-residential counseling services at a certified domestic violence center who completed or were offered an individualized safety plan during the first two (2) services. The denominator is the number of adult outreach participants who have received at least two (2) non-residential counseling services at a certified domestic violence center.
- **E-3.1.5.** The numerator is the number of adult outreach participants who have received at least two (2) non-residential counseling services at a certified domestic violence center who completed or were offered an individualized service plan and goal setting during the first two (2) services. The denominator is the number of adult outreach participants who have received at least two (2) non-residential counseling services at a certified domestic violence center.
- **E-3.1.6.** The numerator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who chose to complete an exit survey/interview and reported an increased knowledge about community resources. The denominator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who chose to complete an exit survey/interview.
- **E-3.1.7.** The numerator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who chose to complete an exit survey/interview and reported an increased knowledge about strategies to enhance safety. The denominator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who chose to complete an exit survey/interview.
- **E-3.1.8.** The numerator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who chose to complete an exit survey/interview and reported that the services they received in shelter met their needs and those of any accompanying children. The denominator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who chose to complete an exit survey/interview.
- **E-3.1.9.** The numerator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who chose to complete an exit survey/interview and reported that they have been able to achieve at least some of their individual goals. The denominator is the number of adult resident participants leaving shelter after 72 hours or more at a certified domestic violence center who chose to complete an exit survey/interview.

E-3.2. Primary Prevention Services

- **E-3.2.1.** Data shall be collected monthly and report monthly on the Monthly Primary Prevention Report, see (Attachment 5B).
- **E-3.2.2.** Data shall be collected monthly and report monthly on the Monthly Primary Prevention Report, see (Attachment 5B).

E-3.3. Co-located CPI Project Services

- **E-3.3.1.** Data shall be collected monthly and reported monthly on the Monthly Child Protection Investigation Project Report, see (Attachment 5C).
- **E-3.3.2.** Data shall be collected monthly and reported monthly on the Monthly Child Protection Investigation Project Report, see (Attachment 5C).

E-3.4. Needs Assessment

E-3.4.1. Data shall be collected monthly and reported monthly on the Domestic Violence Services Narrative Report, see (Attachment 5A).

[Remainder of page intentionally left blank]

EXHIBIT F - METHOD OF PAYMENT

F-1. FCADV SETTLEMENT AGREEMENT PAYMENT

F-1.1. Per Section 67, 2022-2023 General Appropriations Act, upon the execution of this contract, the Certified Domestic Violence Center shall invoice the Department in the amount of \$195,941.25 for its appropriated amount of the FCADV Settlement Agreement (Case No.: 2020 CA 431, Case No.: 2020 CA 437, Case No.: 2020 CA 1044, Case No.: 2020 CA 1187). The Certified Domestic Violence Center is authorized to use the funds based on its approved spending plan (Attachment 2). Revisions of the spending plan shall be submitted to the assigned contract manager for approval. All funds and purchased goods and/or services shall be spent and received by June 30, 2023. Any unspent portion of settlement funds shall be returned to the Department by July 30, 2023.

F-1.2. TOTAL: <u>\$195,941.25</u>

F-2. FIXED-PRICE PORTION

- **F-2.1.** This is a fixed-price payment contract. The Department will pay the Provider for actual costs incurred for the delivery of services provided in accordance with the terms and conditions of this Contract, for a total dollar amount not to exceed **\$3,770,956.01**, subject to the availability of funds.
- **F-2.2.** The Department will pay for the service units at the unit prices and limits listed below:
- **F-2.3.** Delivery of one month of services listed in **Section C-1**, through completion and delivery of reports and deliverables required by **Sections C-2.5** and **D-3**:
 - **F-2.3.1.** The invoice shall be submitted by the 15th calendar day of the month for the previous month's tasks

F-2.3.2. SFY 22-23 UNIT COST: \$179,569.33 / per month (8 payments) **F-2.3.3. SFY 22-23 UNIT COST:** \$179,569.37 / final month (1 payment)

F-2.3.4. SFY 23-24 UNIT COST: \$179,569.33 / per month *(11 payments)* **F-2.3.5. SFY 23-24 UNIT COST:** \$179,569.37 / final month *(1 payment)*

F-2.3.6. NUMBER OF UNITS: 21

F-2.3.7. TOTAL: \$3,770,956.01

FIXED-PRICE FUNDING SOURCES							
SETTLEMENT STATE (OCA: DVSAA)	TANF FEDERAL (OCA: 39DV0)	FVSPA FEDERAL (OCA: DL000)	GR STATE (EO: D1, OCA: DLOSF)	DVTF STATE (EO: D2, OCA: DLOSF)	CPI STATE (OCA: SFCAT)		
SFY 2022-2023							
\$195,941.25	\$338,046.75	\$449,625.01	\$271,503.84	\$454,636.41	\$102,312.00		
SFY 2023-2024							
\$0.00	\$450,729.00	\$599,500.00	\$362,005.12	\$606,181.88	\$136,416.00		

TOTAL FIXED-PRICE AMOUNT FOR SFY 2022-2023: \$1,616,124.01

TOTAL FIXED-PRICE AMOUNT FOR SFY 2023-2024: \$2,154,832.00

TOTAL CONTRACT FIXED-PRICE AMOUNT: \$3,770,956.01

F-3. These amounts are subject to increase, via contract amendment. State and federal earnings not documented shall be returned to the Department. The Provider understands that several federal sources are capped, and their amounts may not be increased, so that payment for costs more than the funding provided is only available from state funds or other outside funding sources.

CONTRACT GRAND TOTAL: \$3,966,897.26 (INCLUSIVE OF SETTLEMENT AMOUNT)

F-4. INVOICE REQUIREMENT

- **F-4.1.** The provider shall request payment monthly through submission of a properly completed invoice, Monthly Request for Payment, **(Attachment 7)**, within fifteen (15) calendar days following the end of the month for which payment is being requested.
- **F-4.2.** Payments may be authorized only for service units on the invoice, which are in accord with the above list, and other terms and conditions of this Contract. The service units for which payment is requested may not either by themselves, or cumulatively by totaling service units of previous invoices, exceed the total number of units authorized by this Contract.
- **F-4.3.** Notwithstanding the provisions of s. 215.422(1), F.S., the Department shall have ten (10) working days to inspect and approve a Request for Payment.

F-5. EXPENDITURE REPORTING

- **F-5.1.** The Provider shall submit the Quarterly Financial Report and Annual Financial Report, (Attachment 6A and 6B), as specified in Section C-2.6. A Profit & Loss statement by fund from the Provider's accounting system and supporting General Ledger Detail must accompany each Quarterly and Final Financial Report. The General Ledger Detail must be submitted in a flat file format in Excel or another importable format. The Provider shall promptly refund any overpayments due to the Department in accordance with Section 3.5, CF Standard Contract, as amended by Section A-3. Exhibit A.
- **F-5.2.** The Department reserves the right to request any fiscal documentation, including reconciliation reports and back-up documentation showing that all grant funds were properly expended.
- **F-5.3.** Expenditures shall meet the minimum requirements established by the Department of Financial Services, Division of Accounting and Auditing, Bureau of Auditing, Reference Guide for State Expenditures, which is available at the Department of Financial Services website, as well as Federal Regulations of the Office of Management and Budget (OMB), Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (also known as OMB Uniform Guidance), 2 CFR Part 200 and the current edition of the DOJ Grants Financial Management Guide as posted on the OVW website. The Provider also agrees that all financial records pertinent to this award, including the general accounting ledger and all supporting documents, are subject to agency review throughout the life of the award, during the close-out process, and for three years after submission of the final financial report or if the records are retained, whichever is longer, pursuant to 2 C.F.R. 200.333, 200.336.
- **F-5.4.** Where payment for travel expenses is permitted in this Contract, the Provider may establish rates for travel expenses lower than the rates specified in s.112.061, F.S., including mileage. The Provider will reimburse staff in accordance with the agency's travel policy.
- **F-5.5.** The Department reserves the right to cease fixed invoice payments until any outstanding quarterly financial reporting of actual expenditures and requested supporting documentation has been

received.

F-6. MATCH REQUIREMENTS

- **F-6.1.** All Domestic Violence Trust Fund (DVTF) and FVPSA funds expended shall be matched as designated by the respective funding source.
- **F-6.2.** Certified Domestic Violence Centers must obtain public or private funding from one or more local, municipal, or county sources in an amount that equals at least 25% of the amount of DVTF funding the center receives. The match may be satisfied by cash or in-kind contributions. The Provider shall identify how this match requirement will be met. The Provider must document the receipt and expenditure of the required match during the term of this Contract.
- **F-6.3.** FVPSA funds require a match of 20% of the award amount. The match requirement is met by state general revenue funds and is included in the FVPSA allocation each year. No additional match documentation is required for FVPSA.
- **F-6.4.** Federal dollars are not allowable as match for state or federal funds. DVTF and General Revenue (GR) funds included in this Contract may be utilized to match other federal funds, such as VOCA, but must be identified as such in the Provider's budget.
- **F-6.5.** The Provider shall retain supporting documentation of match source and expenditures that details cash and in-kind contributions.
- **F-6.6.** The Provider shall document the use of cash or in-kind match on a quarterly basis with submission of its quarterly financial report.

F-7. COST ALLOCATION PLAN

- **F-7.1.** The Certified Domestic Violence Center shall submit an initial Cost Allocation Plan within 30 calendar days of execution and a revised Cost Allocation Plan to the assigned contract manager annually by August 31, unless otherwise extended in writing by the Department.
- **F-7.2.** The Department will review the Cost Allocation Plan and provide written comments within thirty (30) calendar days of receipt from the Provider. The Provider must submit a revised Cost Allocation Plan, addressing any revisions required by the Department within fifteen (15) calendar days of the date of the Department's written response, unless extended in writing by the Department.
- **F-7.3.** The Certified Domestic Violence Center shall submit a revised Cost Allocation Plan whenever the Certified Domestic Violence Center:
 - **F-7.3.1.** Experiences a change in the type of funding it receives, whether under this Contract or an outside funding source (for example, when a new OCA is added, when a new outside funding source contributes to the Provider's operational revenue or when an existing funding source is discontinued);
 - **F-7.3.2.** Makes internal organizational changes that affect the cost allocation methodology; or
 - **F-7.3.3.** Makes any changes in the allocation of costs relative to funds provided under this Contract and other outside sources.
- **F-7.4.** The Certified Domestic Violence Center may request to amend or revise its Cost Allocation Plan at any time during the state fiscal year, in writing to the assigned contract manager. The Certified

Domestic Violence Center shall submit the amended or revised Cost Allocation Plan within 20 calendar days of providing written notification. The Department will review and provide written comments within 15 calendar days of submission. The Certified Domestic Violence Center must submit a revised Cost Allocation Plan, addressing any revisions required by the Department, within 15 calendar days of the date of the Department's written response, unless extended in writing by the Department.

- **F-7.5.** The Certified Domestic Violence Center is responsible for documenting Federal earnings.
- F-7.6. The Certified Domestic Violence Center is responsible for documenting State earnings.
- **F-7.7.** The Provider shall incur expenses and obligations in accordance with the approved Cost Allocation Plan.
- **F-7.8. Service Delivery and Expenditure Documentation:** The Certified Domestic Violence Center shall maintain records that document the proper application of the cost allocation methodology as contained in the Certified Domestic Violence Center 's Department-approved Cost Allocation Plan. Expenditure documentation includes, but is not limited to, those expenditures that are allowable as authorized in ODV Allowable Cost Guide (**Attachment 13**), and the Department of Financial Services' Reference Guide for State Expenditures (**Attachment 16**).

F-8. OPERATING BUDGET

- **F-8.1.** The Provider shall submit an initial budget (**Attachment 1**) with the funding application. For multi-year contracts, an annual budget shall be submitted by May 1.
- **F-8.2.** The Department will review the budget and provide written comments within thirty (30) calendar days of receipt from the Provider. Failure to submit an adjusted budget by the first invoice date will result in no payments being made until an adjusted budget is submitted to and approved by the Department.
- **F-8.3.** The Provider shall submit a modified budget to the Department for approval prior to incurring any new expenditures.
- **F-8.4.** The Provider shall incur expenses and obligations in accordance with the approved operating budget.
- **F-8.5.** The Certified Domestic Violence Center shall submit quarterly budget projections for the 2nd -4th quarters by October 30, January 30, and April 30. (Attachment 17).
- F-8.6. The Certified Domestic Violence Center shall budget settlement agreement funds separately.
- **F-8.7.** The Certified Domestic Violence Center may request a budget modification by completing the Budget Modification form (**Attachment 28**). Budget modification requests will not be accepted after March 31st of each contract year. Budget modification requests that are necessary due to extenuating circumstances (as defined in **Attachment 4**) will be accepted up to June 1.

F-9. CARRY FORWARD

F-9.1. Planned Uses of State Funds Carried Forward (**Attachment 15**) is due after receiving confirmation from the Department, of the approved balance of Federal or State funds carried forward from prior fiscal years and is subject to approval by the assigned contract manager. The plan is required to be submitted by July 30th each year of a multi-year contract. Funds may not

be carried forward at the end of the contract term.

F-9.2. Following the end of any State Fiscal Year, the Department will identify the amount of unexpended funds. The Certified Domestic Violence Center shall document any unexpended funds from the prior fiscal year and include Funds Carry Forward Expenditures on the annual financial report to account for those expenditures when requesting payment.

[Remainder of page intentionally left blank]

EXHIBIT F1 – ADDITIONAL FINANCIAL CONSEQUENCES

The following financial consequences apply in addition to the Financial Consequences provided in Section 6.1 of this Contract. If the Provider does not complete a deliverable for three (3) or more consecutive months, the Department maintains the right to apply the provisions of Section(s) 5.2 and 6.1. which may result in a reduction in future funding under this contract.

If the Provider does not complete the deliverables in the time and manner specified in Section D-2, the following consequences will be assessed:

Note, **Attachment 4** details the required documentation for demonstrating that every attempt was made to fill a position.

Core Domestic Violence Services

F1-1. Failure to provide Core Services as specified in deliverable D-2.1 on a monthly basis shall result in a reduction of \$16,820.13 to the respective monthly invoice.

Primary Prevention Services

- **F1-2.** Failure to maintain staff as specified in deliverable D-2.2.1. or demonstrate the Provider has made every effort to fill the vacancy shall result in a reduction of \$3,364.03 to that monthly invoice for each position that is vacant for more than 60 days. An additional reduction of \$3,364.03 will be applied to every monthly invoice a position remains vacant.
- **F1-3.** Failure to engage in primary prevention activities in accordance with the Provider's implementation plan and as specified in deliverable D-2.2.2. shall result in a reduction of \$3,364.03 to each applicable monthly invoice.
- **F1-4.** Failure to facilitate community engagement opportunities and initiatives in accordance with the Provider's implementation plan and as specified in deliverable D-2.2.3. shall result in a reduction of \$8,410.07 to each applicable monthly invoice.
- **F1-5.** Failure to develop an implementation plan as specified in deliverable D-2.2.4. shall result in a reduction of \$3,364.03 to the respective invoice.

Co-located Child Protection Investigation (CPI) Project Services

- **F1-6.** Failure to maintain staff as specified in deliverable D-2.3.1. or demonstrate the Provider has made every effort to fill the vacancy shall result in a reduction of \$227.36 to that monthly invoice for each position that is vacant for more than 60 days. An additional reduction of \$227.36 will be applied to every monthly invoice a position remains vacant.
- **F1-7.** Failure to provide advocacy support and referral services as specified in deliverable D-2.3.2. shall result in a reduction of \$227.36 to the respective monthly invoice.
- **F1-8.** Failure to provide an accompaniment as specified in deliverable D-2.3.3. shall result in a reduction of \$227.36 to the respective monthly invoice.
- **F1-9.** Failure to participate in case staffing meetings as specified in D-2.3.4 shall result in a reduction of \$227.36 to the respective monthly invoice.

- **F1-10.** Failure to provide consultation services to child and family well-being staff as specified in deliverable D-2.3.5. shall result in a reduction of \$568.40 to the respective monthly invoice.
- **F1-11.** Failure to participate in quarterly calls as specified in deliverable D-2.3.6. shall result in a reduction of \$227.36 to the final monthly invoice of the respective quarter.
- **F1-12.** Failure to conduct quarterly meetings as specified in deliverable D-2.3.7. shall result in a reduction of \$227.36 to the final monthly invoice of the respective quarter.

Statewide Needs Assessment

- **F1-13.** Failure to participate in activities as specified in deliverable D-2.4.1. shall result in a reduction of \$8,410.07 to the respective invoice.
- **F1-14.** Failure to submit a report as specified in deliverable D-2.4.2. shall result in a reduction of \$8,410.07 to the respective monthly invoice.
- **F1-15.** Failure to submit a quarterly story as specified in deliverable D-2.4.3. shall result in a reduction of \$3,364.03 to the final monthly invoice of the respective quarter.

Reports

F1-16. Failure to submit reports as specified in deliverable D-3 shall result in a reduction of \$3,364.03 to the respective invoice and \$100 per day for each additional day the report is not submitted.

Invoices

F1-17. Failure to submit a monthly invoice as specified in section F-4 shall result in a reduction of \$3,364.03 to the respective invoice and \$100 per day for each additional day the invoice is not submitted.

[Remainder of page intentionally left blank]

DCF Office of Domestic Violence (ODV)

FY 2022-2023 Agency Budget Summary

	Provider Name:	Women In Distress of Broward County			Contract #:	L252			
	Approved Date:				Approved by:	Pending ap	proval 10/28/2	022 <mark>Final Ap</mark>	proval 11/01/2022
Description	TANF	FVPSA	GR	DVTF	СРІ	JFF	ARP	SETTLEMENT	TOTAL DCF ODV Contract
A. Administrative/Indirect Costs	\$71,059.18	\$120,650.19	\$132,477.02	\$135,697.04	\$5,477.33	\$0.00	\$0.00	\$67,000.00	\$532,360.76
B. Wages/Salaries	\$126,279.32	\$221,231.85	\$66,529.79	\$218,898.30	\$72,985.91	\$0.00	\$0.00		\$705,925.17
C. Fringe Benefits	\$16,819.73	\$35,554.11	\$8,420.13	\$32,760.75	\$13,024.33	\$0.00	\$0.00		\$106,579.05
D. Staff Travel	\$0.00	\$0.00	\$0.00	\$0.00	\$1,869.00	\$0.00	\$0.00	\$0.00	\$1,869.00
E. Contracted Services	\$33,945.32	\$14,769.45	\$20,568.04	\$21,222.61	\$0.00	\$0.00	\$0.00	\$89,000.00	\$179,505.42
F. Office Expenses	\$85,486.64	\$47,918.71	\$39,948.23	\$42,316.21	\$1,080.00	\$0.00	\$0.00	\$0.00	\$216,749.79
G. Insurance	\$4,096.56	\$3,277.24	\$2,138.96	\$2,314.49	\$0.00	\$0.00	\$0.00	\$0.00	\$11,827.25
H. Equipment (Inventory)	\$0.00	\$127.13	\$255.42	\$260.76	\$0.00	\$0.00	\$0.00	\$39,941.25	\$40,584.56
I. Rental or Use of Space	\$360.00	\$360.00	\$360.00	\$360.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,440.00
J. Participant Program Services	\$0.00	\$5,736.32	\$806.25	\$806.25	\$7,875.43	\$0.00	\$0.00	\$0.00	\$15,224.25
K. Sub-Contracted Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Total	\$338,046.75	\$449,625.00	\$271,503.84	\$454,636.41	\$102,312.00	\$0.00	\$0.00	\$195,941.25	\$1,812,065.25
Match		\$89,925.00		\$151,545.47					
DCF ODV AWARD	\$338,046.75	\$449,625.01	\$271,503.84	\$454,636.41	\$102,312.00	\$0.00	\$0.00	\$195,941.25	\$1,812,065.26
MATCH REQUIRED		\$89,925.00		\$151,545.47					\$241,470.47

NS: 2022-2023 TOTAL AGENCY BUDGET SUMMARY

The 2022-2023 Total Agency Budget Summary page reflects your total agency budget including all costs which will be paid by DCF ODV.

- 1. Enter information into WHITE CELLS ONLY on each applicable category line item on each tabbed page.
- 2. All line items are for direct costs for each category.
- 2. Administrative costs are limited to the items listed on the A. Administrative Tab in this workbook.
- 3. Follow the instructions listed for each category as they are included as tabs in this workbook.
- 4. Include your justification narrative for each category item, as the are included as tabs in this workbook.
- 5. Information included on the attached line item pages will carry forth to this 2022/2023 Total Agency Budget Summary page.

CONTRACT #: LN252 **DV CENTER: WOMEN IN DISTRESS ATTACHMENT 2 FCADV Settlement Agreement Spending Plan** SETTLEMENT AMOUNT **PURCHASE REQUEST** \$195,941.25 LIEN REQUIRED DESCRIPTION YES X NO New flooring New appliances Lightening protection (Shelter has been hit by lightening several times) **DEPARTMENT USE ONLY APPROVED** APPROVED NOT APPROVED 9/13/2022 X DATE DIRECTOR OF CONTRACTS AND GRANTS AD INISTRATION

PAUL PALANK MEMORIAL
FOUNDATION INC.
70 BAY COLONY LANE
FORT LAUDERDALE. FL 33308-2004

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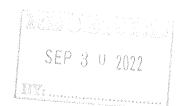
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PAUL PALANK MEMORIAL FOUNDATION

Giving with Integrity

September 30, 2022



Women in Distress

Linda Parker

PO Box 50187

Lighthouse Point, FL 33074

Dear Linda,

We received your application for funding from the Paul Palank Memorial Foundation. It is with great pleasure that this letter is sent to inform you that we have chosen to partially fund your project. You will find enclosed a check for \$30,000.00. Please be sure that you cash the check before October 25th.

We would like a one page summary progress report of how these funds are used, including detailed outcomes, by April 30, 2023.

If you need any further assistance please feel free to contact us at palankfoundation@bellsouth.net.

Thank you again.

Sincerely,

www.palankfoundation.org



GRNT: Foundation





Carlos E. Sandoval Chairperson

Alejandro Larrazabal Vice Chairperson Caran Rothchild Secretary

> Travis Ruane Treasurer

Edward Zebersky Past Chairperson

Lisa G. Goldberg Executive Director

January 10, 2023

Dr. Linda Parker, President/CEO
Women In Distress of Broward County, Inc.
PO Box 50187
Lighthouse Point, FL 33074

Dr. Parker,

This letter is in support of Women In Distress of Broward County, Inc. (WID) and their commitment to keeping individuals and families safe by providing free and confidential, life-changing services and support to survivors of domestic violence (DV). For many years, WID has been instrumental in providing safe shelter, advocacy support, counseling and other needed resources to DV survivors. WID has been a key partner in referring survivors in need of holistic legal services to Coast to Coast Legal Aid of South Florida (CCLA). CCLA is proud to partner with WID in their mission to stop domestic violence abuse for everyone through intervention, education, and advocacy.

For the past 48 years, Women In Distress has been a place where women, children and men are able to go for the services needed to heal from domestic abuse. These vital services include a 132-bed emergency shelter with onsite pet shelter, access to a 24-hour crisis hotline, food, therapy, advocacy, case management, safety planning, counseling, legal services, childcare, transportation, employment assistance, and more. WID's Education and Prevention team informs the community about domestic violence abuse, how to identify the signs of DV, resources available to help victims, and what can be done to prevent DV incidents from occurring in the future. WID is the only nationally accredited, state certified DV agency in Broward County; one of the nation's oldest shelters for individuals and families fleeing DV abuse; and one of only 3% of shelters nationwide with an onsite pet shelter. CCLA and WID collaborate to provide holistic relief to domestic violence survivors in Broward County. We have an established reciprocal referral system and regularly refer individuals to each other's agencies for services.

CCLA commends WID for their dedication to our community and supports them in their funding requests for fiscal year 2023-2024, which will ensure emergency shelter and support services continue to be accessible to women, children, and men who are affected by domestic violence abuse.

Sincerety,

Lisa G. Goldberg Executive Director

lgoldberg@legalaid.org

954-736-2449





Board of Directors

January 20, 2023

Amy Black Board Chair

Victoria Thurston, Ed.D. Vice Chair

Meghan Russell Treasurer

Rebecca L. Brock, Esq. Secretary

Chelsea Bellew, Esq.
David Prather, Esq.
Josefa Benjamin, Col.
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Michael Lepera
Nancy Gregoire, Esq.
Paul M. Adams, Esq.
Ronald Ford, M.D.
Thomas Lukasik (non-voting)

Larry N. Rein Chief Executive Officer and President

Donna Eprifania Chief Financial Officer

Our Mission:
To protect abused, abandoned and neglected children in the communities we serve.





ChildNet is contracted with the Department of Children and Families in Broward and Palm Beach Counties. Dear Dr. Parker:

I am writing this letter in support of Women In Distress of Broward County, Inc. (WID) and their commitment to keeping individuals and families safe by providing life-changing services to survivors of domestic violence (DV). For many years WID has been a valuable resource to victims of intimate partner violence, domestic violence, stalking, and teen dating violence by providing much needed education, advocacy support, 24/7 crisis intervention, legal support to obtain injunctions for protection, and therapeutic services for adults, children, and families. ChildNet is proud to work with Women In Distress in their mission to stop domestic violence abuse for everyone through intervention, education, and advocacy. The collaboration between our Dependency Case Managers and WID's co-located Domestic Violence Child Welfare Advocates ensures victims receive referrals for the free and confidential services and support needed to keep them and our community safe.

For the past 48 years, Women In Distress has been a place where women, children and men are able to go for the services needed to heal from domestic abuse. These vital services include a 132-bed emergency shelter with onsite pet shelter, access to a 24-hour crisis hotline, food, therapy, advocacy, case management, safety planning, counseling, legal services, childcare, transportation, employment assistance, and more. WID's Education and Prevention team informs the community about domestic violence abuse, how to identify the signs of DV, resources available to help victims, and what can be done to prevent DV incidents from occurring in the future. WID is the only nationally accredited, state certified DV agency in Broward County; one of the nation's oldest shelters for individuals and families fleeing DV abuse; and one of only 3% of shelters nationwide with an onsite pet shelter.

We commend Women In Distress for their dedication to our community and support them in funding requests for fiscal year 2023-2024, which will ensure the continuation of these much-needed services in Broward County.

Sincerely,

Larry N. Rein
CEO and President



Board of Directors Directory

Women In Distress Board of Directors Directory All Members are part of Resource Development

	TITLE	CONTACT	INVOLVEMENT
EXECUTIVE COMMITTEE			
Billie Grieb 444 Hendricks Isle, Apt. 502 Fort Lauderdale, FL 33301	Chair	Cell: 410-340-7430 Email: BillieGrieb@gmail.com	Executive Committee Audit Budget
Sean Riley Vice President–Wealth Management Private Wealth Advisor UBS Financial Services, Inc. 401 East Las Olas Blvd - Suite 2300 Fort Lauderdale, FL 33301	First Chair	Cell: 954-295-0401 Email: sriley14@gmail.com	Executive Committee Strategic Planning Audit Budget
VACANT	Second Chair		Executive Committee
Maria K Guttuso VP, General Counsel JM&A Group 500 Jim Moran Boulevard Deerfield Beach, FL 33442	Treasurer	Work: 954-429-2057 Cell: 954-304-4316 Email: maria.guttuso@jmagroup.com Michele Seeterlin: 954-963-3170 Michele.seeterlin@jmagroup.com	Executive Committee Chair, Budget Comm. Audit
Amanda Pires Vice President Senior Relationship Commercial Banking Wells Fargo Bank, N.A. 350 East Las Olas Blvd, Suite 1800 Fort Lauderdale, FL 33301	Secretary	Phone: 704-293-4187 Email: Amanda.Pires@wellsfargo.com	Executive Committee
Linda Parker, Ph.D. Women In Distress Post Office Box 50187 Lighthouse Point, Florida 33074	President/CEO	Cell: 954-235-6400 Email: lparker@womenindistress.org	Ex-offico
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Stephanie J. Coker Captain, Executive Officer	Member	Work: 954-501-3073	Resource Dev.

Women In Distress Board of Directors Directory All Members are part of Resource Development

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Women In Distress Board of Directors Directory All Members are part of Resource Development

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24-Hour Crisis Hotline 954-751-1133 | Phone 954-760-9800 | Fax 954-832-9487 | WomenInDistress.org

Executive Committee

Billie Grieb
Chair
Sean Riley
First Chair
Beth Wallace
Second Chair
Maria Guttuso
Treasurer
Amanda Pires
Secretary
Linda L. Parker, Ph.D.
President & CEO

Board Members

Michelle Claverol Stephanie Coker Linda Garrett Angela Kelsey Cecile Leroux Carla Lowry Julissa Merette Beatriz "BJ" Prillaman Marla Schaefer Phyllis Thomas Jill Wallace-Ross

Board of Trustees

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Emily Jaffe
Karen Leikert
John Primeau
Karen Sylvester
Judith Thiel
Josette Van Putten
Keriann Worley

February 2, 2023

City of Hollywood Community Development Block Grant Committee ATTN: Donna Biederman 2600 Hollywood Blvd. Old Library Building Hollywood, FL 33020

Dear Ms. Biederman and Committee:

Per the FY23-24 Public Services Application, Section H., Item H.4., Women In Distress of Broward County, Inc. confirms that \$10,000 will be raised through fundraising special events by October 1, 2023 to be available as matching funds for the proposed activities for residents of Hollywood.

Should you have any questions, please do not hesitate to contact me or Susan Evans, our Grants Manager, at 954-760-9800.

Thank you for all your work on this valuable committee and the City of Hollywood for its many years of partnership with Women In Distress as we work together to keep Hollywood residents and the greater community safe from domestic violence abuse.

Paulu, PhD

Sincerely,

Linda L. Parker, Ph.D.

President/CEO







24-Hour Crisis Hotline 954-751-1133 | Phone 954-760-9800 | Fax 954-832-9487 | WomenInDistress.org

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Paulu, PhD

Sincerely,

Linda L. Parker, Ph.D.

President/CEO







Strategic Plan 2021-2026



Executive Summary

The Women In Distress leadership team, in partnership and through assessments with the Board of Directors, Trustees, and stakeholders (community partners, participants, staff, and donors) have identified seven key strategic focus areas for the agency's 2021-2026 (five year) strategic plan. The Board of Directors, the Trustees, and the Women In Distress Administration believe this five-year plan will solidify our foundation and ensure our sustainability and long-term growth possibilities. This plan is designed using the Cascade method of strategic planning, in which all goals tie back to the vision while monthly strategic updates allow for continual assessment of results.

Planning Timeline & Methodology:

This 5-year plan began in July 2021 with the transition to the new CEO and President.

Initially, there were several assessments sent to staff, management, and the Board and Trustees. The assessments were sent through the beginning of 2021. Each assessment focused on successes, challenges, and ideas for future directions. Women In Distress understands the importance of meeting not just the needs of survivors, but also organizational, community, and financial challenges.

Assessments were sent to survivors and community stakeholders, followed by focus groups. All data was aggregated, and then categorized. As a final step, a strategic planning taskforce was established with members from the Board of Directors, and executive staff representing programs and operations. The taskforce reviewed prior strategic plans, as well as data and information from all stakeholders.

This plan provides the necessary framework to continue our commitment to serve our community and families impacted by domestic violence with high-quality programs and services.

Billie Grieb, Board Chair

Linda L. Parker, Ph.D., President and CEO



Mission & Profile

Women In Distress Mission Statement

To stop domestic violence abuse for everyone through intervention, education, and advocacy.

Vision

Our vision is a community in which every individual has the right to feel safe, empowered, and free from violence.



Women In Distress History

Women In Distress of Broward County, Inc. (WID) was founded by a group of concerned citizens in July of 1974 as Broward County's first refuge for homeless women. A local tragedy then brought to light the need for a shelter where women in danger could stay with their children. What originated as a modest four-bedroom home has expanded into the only nationally accredited, statecertified, full-service domestic violence center in Broward County. The organization is now the largest among the 41certified domestic violence centers in Florida.

To address the growing needs of domestic violence victims in the community, in 2008 Women In Distress embarked on the largest capital expansion program (totaling \$8M) in the history of the organization. The new Jim and Jan Moran Family Center expanded WID's emergency shelter capacity from 62 to 132 beds and increased the agency's outreach program and services. New services and programs implemented during the organization's last strategic plan (2015-2019) include:

- Opening of a pet shelter in partnership with the Humane Society of Broward County to provide critical services to survivors of domestic violence and their pets.
- Launch of the Injunction for Protection program: free legal representation and legal counsel in restraining order cases for domestic violence, dating violence, sexual violence and stalking & harassment.
- Expansion of therapeutic services: providing family and one-on-one therapy services for adults and children based on their development from infants to age 17, utilizing evidence-based methods and trauma-focused cognitive behavioral therapy.





Our Values

Core Values: We **respect** and **honor** each participant's journey and **encourage** them to use their strengths in achieving personal **empowerment**.

- We will never compromise the rights and dignity of the participants we serve and will always ensure that providing a safe environment and advocating for victims of domestic violence is our priority.
- > We embrace diversity and provide services to those we serve in a culturally responsive manner with compassion and respect.
- We are dedicated to sharing our skills and knowledge, and working to develop a stronger awareness of our mission in the community
- We uphold the highest level of ethical standards and seek to remedy any breach of those standards appropriately.

Organizational Values:

- ➤ Honesty & Integrity. We value our commitment to high standards of honesty, integrity, confidentiality, and accountability. We respect the confidential nature of our mission and actively protect participant, donor and constituent information.
- Innovation & Excellence. We will always explore new approaches and ideas to further our mission and meet the needs of those we serve in community. We will always strive to demonstrate the highest standards for program quality and effectiveness.
- **Diversity.** We seek diversity in our governing body, staff and the community and welcome differences in people, ideas, programs, and partnerships.
- **People are our most important resource.** We continuously strive to improve the practices that enable us to hire and retain the highest quality workforce. We embrace open communication and teamwork in our workplace.
- Collaboration. We prioritize teamwork, inclusivity and shared goals with each other, stakeholders and our nonprofit partners.
 Our success depends on shared interests, responsibility, resources and recognition.



Helping Survivors with Programs and Services



Emergency Shelter

The emergency shelter is at the heart of Women In Distress' mission. When a survivor of abuse makes the difficult decision to leave their abuser and come to Women In Distress, our focus at this critical time is to address their immediate needs. With those immediate needs met, they're able to focus on the healing process and take steps toward rebuilding their lives. Participants and their pets are provided shelter for up to 90 days, food, bus passes, medical prescriptions, as well as vouchers to the Women In Distress Thrift Store.

24-Hour Crisis Hotline

The 24-Hour Crisis Hotline (954-761-1133) is operated 24 hours a day, 7 days a week to provide emergency intervention and information on available services by trained advocates. The crisis line can also be reached at the TTY/TDD number (954-527-5385) for those that are hearing impaired.

Advocacy & Support Groups

Through individual sessions, advocates assist domestic violence victims with creating and maintaining an individualized safety plan, and providing case management that focuses on identifying services and resources the participant may need. Advocates also facilitate support groups that allow participants to explore their experiences in an open and safe environment with their peers.

Therapy: This program provides therapeutic assistance to individuals (adults and children) who are suffering from symptoms of domestic violence abuse that are impacting their ability to function on a day to day basis. The goal of therapy sessions is to reduce the effects of trauma due to victimization and enable survivors to re-engage in daily activities.

Family Services

With parental consent, age-appropriate services are offered to children that are newborn up to age 17. Services include a safety plan fitted to the individual child's needs, emergency shelter, and respite care while parents receive services, individual counseling and support groups divided into age and gender categories.



Helping Survivors with Programs and Services

Education & Prevention

Women In Distress' focus is not only the immediate safety of the families we serve, but also on reducing and eliminating violence in our community and society. By providing participants and their families, as well as the community, with education on the issue of domestic violence, people are given the tools to participate in healthy relationships and how they can help survivors of domestic violence without judgement.

Child Protection Investigation Program: This program goal is to reduce the number of children sheltered because of domestic violence. This role works between Women In Distress and the Department of Children and Families.

Economic & Justice Program: This program's goal is to improve survivors' long-term financial stability through educational initiatives and training opportunities, such as entrepreneurial business courses, ESOL classes and financial educational classes.

Injunctions For Protection Program: The goal of the program is to provide domestic violence survivors with legal counsel, filing and representation throughout the injunction process, with a goal of maintaining the safety of survivors and supporting them through the legal process. The program is free of cost and has no income requirements or other stipulations surrounding qualifying for the program. Survivors do not have to be registered with the organization to access these services.

Pet Shelter: In 2018, Women In Distress of Broward County (WID), in partnership with the Humane Society of Broward County (HSBC), opened a new pet shelter for families affected by domestic violence on the Jim and Jan Moran Family Campus. The goal of the Pet Shelter is to create a safe environment for victims of domestic violence to house and protect their pets while they are residing in our emergency shelter and receiving services from Women In Distress. This partnership between WID and HSBC is the first of its kind in the state — it serves as a valuable model for other domestic violence agencies within the state and nationwide.







Organizational Mandates

The formal mandates of Women In Distress of Broward County, Inc. consist of federal law that defines the organization as a nonprofit organization, the organization's By-laws, and Code of Ethics, and the Department of Children and Families' Violence's Program Standards. A summation of the dictates of these formal mandates is provided below:

Formal Mandates

IRS Code Section 501c (3):

- > Defines organization as non-profit, for professional & educational purposes
- Allows tax deductions to benefactors for donations to Women In Distress of Broward County, Inc.
- Prohibits participation or intervention in political campaigns
- Holds Women In Distress of Broward County, Inc. liable for all debts

Informal Mandates

- Create a workplace environment where people are free to speak their minds and offer ideas to make our organization the very best place to work, support, and receive help.
- Promote the well-being and self-care of our staff.
- Governing body and staff will represent the racial and ethnic background of the community we serve.
- Be the leading expert on domestic violence issues in Broward County.
- Work in collaboration with other groups, organizations, courts, and law enforcement to address and meet the needs of those affected by domestic violence in our community.

By-Laws & Code of Ethics:

- Determines guidelines and requirements for Board of Directors
- Outlines roles and responsibilities of committees
- Establishes organization's fiscal year shall be July 1st June 30th
- Defines respectful behavior towards rules and laws
- > Defines characteristics of personal integrity to promote public trust
- Defines commitment to professional excellence



Priority Areas

- 1. Revenue Growth and Diversification
- 2. Programs and Services Growth and Expansion
- 3. Community Engagement with Stakeholders
- 4. Our People
- 5. Operational Systems and Infrastructure
- 6. Board Development and Diversity
- 7. Development Growth



1

Revenue Growth and Diversification: Ensure the agency's financial stability is set, as well as creating plans for increased revenue growth needed to meet demands

Challenges:

- Grants are primarily restricted
- Inflation and increased costs
- > A focus on current needs versus long-term growth

- Create a foundation for long-term fiscal success and management
- Increase understanding of fiscal impacts and grants to all stakeholders
- Work to lower the dependence on certain grants (such as government dollars)

Program & Services Delivery: Ensure the agency's programs and services are highly integrated with the organization's mission, strategic planning goals and needs of participants.

Challenges:

- Staffing and recruitment demand for higher compensation
- **Funding limitations**
- Demand for services continues to increase
- DV service needs have expanded to longer term needs
- Longer term housing needs continue to rise

- Create innovative methods for Women In Distress to better meet the needs of those who live far from the family center or where transportation is an issue.
- Increase training on case management tools and resources
- Departmental Strategies focused on ensuring all programs and services are highly integrated with the organization's mission and needs of those served and that of the community.
 - Residential
 - Outreach (including satellite locations)
 - **Education & Prevention**

- Crisis Hotline
- Injunction for Protection
- Compliance





Community Engagement w/ Stakeholders: Create supportive, long-term community relationships that are mutually beneficial for the health, strength and well-being of the community and the agency.

Challenges:

- Lack of education and/or understanding of mission
- Time investment / limited staffing
- Engagement in social media is weak and not targeted

- Continue to educate the community and enhance our engagement with them to identify how we can better meet the needs of the community and those ofour participants.
- Build and sustain meaningful relationships with agency stakeholders: donors, community partners, volunteers, and media.
- Develop specific trainings to targeted community members
- Expand our private donor base in the areas of annual giving, major giving, planned giving, and corporate impact partnerships.





Our People: Develop a stable, highly qualified, and motivated workforce and leadership team that actively delivers services to meet the organization's mission.

Challenges:

- Increased costs affect the organization's ability to offer competitive salaries, benefits, limited funding for recruitment efforts
- > High rates of stress due to growing demands for services and difficulty of population
- Limited Job advancement opportunities
- High turnover among direct service staff

- Recruitment:
 - Explore new methods and incentives to improve recruitment and retention efforts.
- Engagement & Retention:
 - Review, research, and recommend pay scale changes
 - Foster healthy workplace culture by:
 - Creativity & Innovation: create a culture where new ideas are celebrated, and we empower staff in developing new and effective ways to get the work done.
 - Collaboration & Communication: create an environment that fosters communication and collaboration across the entire campus
 - Create a leadership funnel to prepare staff for leadership





Operational Systems & Infrastructure: Ensure the agency's operational systems and infrastructure support current and future needs.

Challenges:

- Grants generally do not pay for operational needs
- Cost of goods and services continue to increase
- IT needs are ever changing
- The structural needs of buildings after 10+ years

- Look at alternative ways to cost manage necessary repairs
- Fix versus patch- analyzing ROI on permanent replacement
- Finding more grant dollars for major repairs
- Working with fiscal to budget dollars for long term projects
- > Analyzing and prioritizing IT improvements needs, ex. Wi-Fi





Board Development and Diversity: Develop a deeply engaged board with a diverse set of experiences and expertise that mirrors our community.

Challenges:

- Finding mission driven board members
- > Engagement with the agency can be difficult with board members time constraints
- Limited pool of diverse board members that want to partner with Women In Distress

- Recruitment:
 - Find alternative approaches to board recruitment
 - Work at engaging with new business partners
 - Being deliberate about diversity in our board
- Find meaningful ways in which to keep board engagement in WID high
- Setting correct board expectations
- Reviewing board committee structure



7

Development and Donor Engagement: Build a sustainable and scalable donor engagement plan, with the long-term goal of increasingly engaged donors.

Challenges:

- Current economy with a pandemic
- Funding limitations
- Increasing needs in the community stretch limits
- Board participation

- Development strategies include:
 - Increasing long-term donors
 - Identify new donors
 - Expand online shopping for thrift store
 - Increase 3rd party events

- Review the current events and update or change as needed
- Establishing and promoting a Legacy
 Society for planned gifts
- Plan for the 50th anniversary of Women In Distress





Thank you for your partnership in helping to stop domestic violence abuse for everyone



JIM & JAN MORAN FAMILY CENTER



on the fashion show.



Updated Information to the Agency's Three-Year Plan on the Client and Service Delivery Profiles Supplement to Women In Distress' Strategic Plan 2021-2026

Client Projection Profile:

- Number of Clients to be served per year: Through this grant, WID will serve 40 Hollywood residents (32 residents if requested CDBG funds are not awarded in full) in FY2023-2024. With funding supplemented by other public and private sources, WID anticipates serving a minimum of 200 residents, although demand for services is difficult to predict. WID also strives to create innovative methods to better meet the needs of those who live far from the Jim & Jan Moran Family Center in Deerfield or where transportation is an issue. The proposed Outreach activities will be accessible via phone and virtually.
- Projected improvement in the cost-of-service delivery per client: WID is challenged with finding
 ways to reduce the cost to deliver services in the face of inflation and increased costs. A key
 strategic focus is to ensure our programs and services are highly integrated with our mission,
 strategic planning goals and needs of the domestic violence survivors we serve. Reducing
 duplication of effort by tightening service delivery is one way to reduce costs. See page 11 of the
 2021-2026 Strategic Plan for more detail.
- Projected client improvement (i.e., test scores, abilities, certifications, etc.): Through this grant-funded program, Women In Distress projects the following impact on Hollywood residents served:
 - Ninety percent of 40 Hollywood residents (32 if requested CDBG funds are not awarded in full) who register for services will complete an in-depth, individualized safety plan. Safety planning is essential not only to help domestic violence survivors identify the risks and benefits of future actions, but is an important step in their overall healing process.
 - Ninety percent of 40 Hollywood residents (32 if requested CDBG funds are not awarded in full) will be assessed and provided information on available public and internal resources to assist them with their basic needs and goals. Longitudinal research shows that domestic abuse survivors receiving emergency shelter and outreach services who experience fewer barriers to accessing community resources and have a support system are less likely to experience future abuse. WID services are survivor-centered and designed to empower them to obtain the resources and supports they need for long-term success.

Service Delivery Profile:

- Staff qualifications and/or certifications: WID recognizes the challenges of recruiting and
 retaining a highly qualified and motivated workforce in today's economy. Increased costs affect
 WID's ability to offer competitive salaries and benefits for high stress positions due to the
 growing demand for services. Delivery of Outreach services to Hollywood residents requires
 licensed, professional advocates, therapists and counselors. Strategies to ensure we recruit and
 retain qualified staff are outlined on page 13.
- Changes in staffing levels: The systematic analysis of WID's programs and services for alignment with the mission, strategic goals and participant needs (page 11) as well as enhanced recruitment and retention strategies (page 13) will include a review of the staffing levels to determine

necessary changes.

- New services or programs: A key focus for the next five years is to identify ways to meet the
 housing needs of domestic violence survivors beyond the Emergency Shelter. WID is exploring
 transitional and permanent housing options that are affordable and sustainable for the agency
 and participants in Broward County's cost-burdened market. Additionally, WID will increase
 training for direct service staff on case management tools and resources (see page 11) that are
 essential to coordinating service delivery that meets participant needs on a timely basis and most
 cost-effective manner possible.
- Identification of additional funding sources: Revenue growth and diversification is a strategic focus
 area of WID. It is critical to our financial stability and long-term growth, and ultimately, to meet
 the needs of the participants we serve. Leadership will be focused on ways to lower WID's
 dependence on certain grants, such as CDBG and other government funding (see page 10). This
 requires enhanced community engagement and education as well as expansion of our private
 donor base in annual giving, major giving, planned giving and corporate impact partnerships (page
 12).
- Uses of additional funding: A priority goal is to ensure the agency's operational systems and infrastructure support current and future needs (see page 14). This includes finding ways to pay for ongoing operational needs, IT improvements, more effective management of necessary repairs and budgeting dollars for long term projects (such as housing).
- Projected improvement in the ratio between CDBG funding and other funding: The requested CDBG funds represent 1.77% of the overall project budget of \$2,259,177 for Outreach services, with the balance of funding coming from other public and private sources. As previously mentioned, WID will be exploring ways to diversify and grow our revenue that decreases dependence on government funding (see page 10).

JOB DESCRIPTION Title: Adult Advocate Supervisor: **Adult Advocacy Supervisor**

Qualifications:

- 1. Degree and/or Professional Experience: Bachelor of Social Work degree (BSW) or a related field and minimum two years of relevant experience or a Master of Social Work degree (MSW) or a related field and five years of relevant experience.
- 2. Two or more years case management experience preferred.
- 3. Specialized education/certification: Bi-lingual preferred
- 4. Valid Florida Driver's License. Proof of Acceptable Driving History. Proof of Automobile Liability Insurance.

Classification: Hourly	Level: X	

Performance Rating Scale

- 5 = Superior: Work performance is consistently superior to the standards required for the job.
- 4 = Excellent: Work performance is consistently above the standards for the position. Demonstrates a high degree of expertise.
- 3 = Meets Expectations: Performs the entire range of duties in a professional manner.
- 2 = Needs Improvement: Improvement is needed in performing essential duties satisfactorily.
- 1 = Does Not Meet Expectations: Work performance is inadequate and does not meet the standards of performance required for the position.

Position Summary: The Adult Advocate will provide supportive, trauma-informed and survivor - directed advocacy services for domestic violence survivors at Women In Distress' main campus and satellite locations. Services include conducting registrations, and providing follow-up sessions as well as individual counseling utilizing the empowerment model. Adult Advocates will also conduct support groups and empowerment groups for WID participants, create and consistently review safety plans with participants, and offer community resources to participants as needed.

Note: The employee holding this position must be able to perform the essential functions of the position with or without reasonable accommodations. This job description is intended to describe the nature and level of work performed in the position. It is not an exhaustive list of all responsibilities and duties required and management may assign or reassign duties and responsibilities at any time.

KEY RESPONSIBILITIES & ACCOUNTABILITIES	Current Performance Level	Comments
Conducts individual registrations, provide follow-up supportive services, and link		
participants to community resources as needed.		

Develops a comprehensive safety plan individualized for each participant.	
Facilitates orientation, support, and/or empowerment groups, maintaining or	
consistently increasing group attendance.	
Provides advocacy services utilizing the empowerment model while maintaining a	
non-judgmental attitude towards participant's decisions.	
Maintains current and accurate participant records by documenting participant's	
activities in file and/or required computer database.	
Works in a collaborative manner with appropriate agency staff to complete referrals	
and linkage to both internal and external community partners to meet survivor's	
goals and service plan.	
Meet position productivity standards and funding contractual obligations on a	
regular basis.	
Meet position quality assurance standards on a regular basis.	
Completes other tasks as assigned.	
ORGANIZATIONAL COMMITMENT	
Embraces agency's mission, vision, guiding principles and code of conduct. Always	
ready to discuss the goals, beliefs, and advocacy services of Women In Distress of	
Ability to recognize, display sensitivity, and respond appropriately to disabilities,	
socio-economic and cultural differences in the service population.	
PERFORMANCE SKILLS & TRAIT FACTORS	
Team Work: Communicates in an effective and professional manner with	
colleagues, supervisors, subordinates, participants and community partners, etc	
Handles interpersonal confrontations/conflicts related to organization and/or job	
related issues in a productive and professional manner. Willing to assume	
responsibility and accountability for projects outside of the scope of normal duties	
and job description as necessary in order to help the team.	
Judgement: Ability to exercise appropriate judgment in day-to-day aspects of job,	
as well as, in more challenging situations, such as handling multiple priority tasks,	
addressing and responding to participants' needs, etc.	
Professional Representation: Demonstrates a high level of professionalism	
including mutual trust and respect for fellow employees, integrity and pride and	
dedication to the organization.	

		T
Communication: Communicates effectively (written,		
oral, presentation) with all levels including employees, participants, community		
partners, vendors, volunteers, etc. Information and ideas		
are conveyed in clear, logical and professional manner. Writing is concise,		
organized, clear and professional in appearance and language/message.		
Ownership: Accepts responsibility and accountability for tasks and assignments;		
personally commits to achieving the organization's goals; resolves work		
environment issues, concerns, or interpersonal problems in a professional manner.		
Planning/Organization: Effectively plans and implements assignments, anticipates		
possible obstacles to completing assigned tasks and compensates accordingly,		
meets deadlines, prioritizes duties on a daily basis, compensates for emergencies,		
use of time and resources at his/her disposal.		
ADDITIONAL INDICATORS		
Administration: Maintains accurate records and ensures that follow-up occurs		
where appropriate; processes paperwork promptly, accurately, and with attention		
to detail. Included but not limited to: program and management standards, funding		
and monitoring requirement and PQI and Risk Management standards.		
Training & Personal Development: Adheres and completes all mandatory trainings		
as required. Is active in their professional development.		
Work Environment: Adhere to organization's safety and health standards.		
Employee maintains a professional and clean work space.		
ADDITIONAL REQUIREMENTS (This area is not part of the appraisal process)	N/A	
This position requires the employee to do light work: Exerting of force occasionally,		
and/or up to 10 pounds of force frequently, and/or a negligible amount of force		
constantly to move objects such as bending, lifting items overhead, reaching,		
pushing, pulling.		
All employees of Women In Distress are considered "essential" and as such may be		
required to be available to remain onsite and/or required to assist during		
emergencies and other critical times.		
Employee Signature		Date:
Supervisor Signature		Date:

Score Rating:	

	JOB DESCRIPTION	
Title: Family Advocate		Sup

Supervisor: Family Advocacy Supervisor

4.4.

Qualifications:

- 1. Bachelors Degree in psychology, social work, counseling or related field or 3 years experience in social services.
- 2. Computer literate.
- 3. 2 years experience in field of domestic violence preferred.

Prior experience working with children preferred.

5. Valid Florida driver's license. Safe driving record. Proof of automobile liability insurance.

Classification: Hourly Level: X

Performance Rating Scale

- 5 = Superior: Work performance is consistently superior to the standards required for the job.
- 4 = Excellent: Work performance is consistently above the standards for the position. Demonstrates a high degree of expertise.
- 3 = Meets Expectations: Performs the entire range of duties in a professional manner.
- 2 = Needs Improvement: Improvement is needed in performing essential duties satisfactorily.
- 1 = Does Not Meet Expectations: Work performance is inadequate and does not meet the standards of performance required for the position.

Position Summary: The Family Advocate will provide comprehensive case management and advocacy services to child survivors of domestic violence and their non-offending caregiver at the Moran Family Center and Satellite locations as needed. The Family Advocate will work closely with the Outreach Family Services Manager and Child Therapists to create efficient and engaging programs for children and their families. The Family Advocate will ensure that all services provided are empowerment-based and are consistent with Department of Children and Families (DCF) standards.

Note: The employee holding this position must be able to perform the essential functions of the position with or without reasonable accommodations. This job description is intended to describe the nature and level of work performed in the position. It is not an exhaustive list of all responsibilities and duties required and management may assign or reassign duties and responsibilities at any time.

KEY RESPONSIBILITIES & ACCOUNTABILITIES	Current Performance	Comments
	Level	
Provides trauma-informed direct services to child survivors of domestic		
violence and their non-offending caregiver including individual and		
group counseling, support, and crisis intervention. Uses		
developmentally appropriate and sound method. Utilizes the		
empowerment model and maintains a non-judgmental attitude towards		
participant's decisions.		
Provides comprehensive case management and advocacy services to		
child survivors of domestic violence and their non-offending caregiver.		
Completes advocacy tasks such as accompanying a participant to court,		
assistance with completing public benefit applications, connecting		
families with appropriate resources and referrals, and other tasks as		
needed. Completes child and family registrations including assessing for		
lethality and risk, assisting the family in creating action plans and goals,		
and creating and reviewing a safety plan on a consistent basis. Provides		
follow-up services as needed. Staff will meet position productivity		
standards.		
Maintains current and accurate participant records and files through		
proper chart documentation and/or date entry into required computer		
data base. Reviews and departs files on a monthly basis. Staff will meet		
position quality assurance standards.		
Establishes connections and working relationships with appropriate		
service providers/community agencies. Acts as a liaison and advocate		
for families to assure providers and agencies are appropriate and		
accessible.		
Provides opportunities for parents/caregivers to enhance their parenting		
skills and knowledge of development needs of their children through		
advocacy, support groups, individual parenting sessions. Models for and		
educate parents/caregivers how to advocate for their own children.		
Educates parent/caregiver about domestic violence and the different		
systems that may become involved with their family.		

integrity and pride and dedication to the organization.	
professionalism including mutual trust and respect for fellow employees,	
Professional Representation: Demonstrates a high level of	
participants' needs, etc.	
handling multiple priority tasks, addressing and responding to	
aspects of job, as well as, in more challenging situations, such as	
Judgement: Ability to exercise appropriate judgment in day-to-day	
order to help the team.	
outside of the scope of normal duties and job description as necessary in order to help the team.	
manner. Willing to assume responsibility and accountability for projects	
organization and/or job related issues in a productive and professional	
partners, etc Handles interpersonal confrontations/conflicts related to	
with colleagues, supervisors, subordinates, participants and community	
Team Work: Communicates in an effective and professional manner	
PERFORMANCE SKILLS & TRAIT FACTORS	
population.	
disabilities, socio-economic and cultural differences in the service	
Ability to recognize, display sensitivity, and respond appropriately to	
Embraces agency's mission, vision, guiding principles and code of conduct. Always ready to discuss the goals, beliefs, and advocacy	
ORGANIZATIONAL COMMITMENT	
Completes other tasks as assigned.	
contractual obligations.	
grant/agency funding requirements. Staff will meet position funding	
Completes monthly/annual outcome reports in compliance with	
manner.	
Reports child abuse as required and notifies supervisor in a timely	
domestic violence.	
children ages 0-17 and their families who have been affected by	
Collaborates with the Outreach Family Services Manager to create programs and an environment of best practices for working with	

N/A

Employee Signature	Date:
Supervisor Signature	Date:
Score Rating:	

Linda Parker, PhD 9822 Bosque Creek Circle #302 Tampa, FL 33619 515.689.3565 liparker@me.com

Achievements

- Successfully developed and implemented community assessment for 3 counties
- Provide program management and oversight
- Successful board development and engagement
- Set up a successful assessment tool for employee development and training
- Advised on ADA and technology requirements for compliance
- Familiar with adult learning principles
- Successfully built new partnerships at the community and statewide level

ADMINISTRATIVE POSITIONS

07/2017-current

Executive Director of Victim Services

Peace River Center

Reporting up through the COO, and in conjunction with FCADV and FCASV, oversee a multilayered victim Services organization. The organization includes 2 domestic violence shelters and a Rape Recovery Center. The Executive Director role is also responsible for identifying and applying for grants.

This position is a highly visible position with connections to the community, external funders, and related agencies. This position has a great deal of fiscal and operational oversight, including increased fiscal contributions through fundraising efforts. During the time I have been in this role, we have lowered our debt and paid back an existing loan of nearly 500k.

This role has many "arms" and responsibility to compliance with detailed federal and state laws. In this role, I was also responsible for overseeing all training, retention and development of employees and managers. There are approximately 40 employees reporting through this position, including two levels of management.

07/2017 Director of Retention/Graduate Studies/Online development (remote role) William Penn University

Under the direction of the Vice President of Academic Affairs, the Director of Graduate studies oversees all information related to the graduate programs at William Penn University. Included is all hiring, vetting and instructor performance. All faculty for the graduate program work online and on ground and are required to meet the expectations of the online program, which includes regular outreach of students and also quality instruction. This position also works with faculty on curriculum development and evaluations of faculty. The director position also directed the scheduling of the classes.

The retention duties of this position include working with the retention committee to design and implement a program to increase retention from 51%. Manage day to day issues regarding student issues in the online/evening classes.

This position also works with the online director to review curriculum and engagement in the online educational classroom. The University is working to improve curriculum and online learning using the Quality Matter rubric as a basis.

07/2014 Vice-President William Penn University (Non-traditional/Online campus)

Under the direction of the President assumes responsibility for the budget, academic and organizational functioning of multiple campuses. The Vice-President oversees implementation, assessment and policies for the campuses. Included is oversight of the State authorizations for the online University, both individually and with the State Reciprocity Agreement. This position ensures academic excellence through planning and delivering a quality learning experience on multiple platforms. Additionally, this position is a key member of the President's cabinet and Academic council.

This position directed and developed the policies and procedures for the online university of WPU, as well as 3 ground campuses. The Vice President role is responsible for all designs and implementation of the online and distance education programming. The Vice-President oversaw an online adjunct faculty pool of approximately 150-200 £aculty. The online process included designing the training and development of faculty, curriculum oversight and buildi rng bridges to the campus division chair and deans for course design, scheduling, assessment, and outcomes.

All divisions of the William Penn University (CWA) report to the Vice-President, including curriculum, staff, division chairs, faculty, and advising. As the Vice-President I sat on several committees including accreditation committee (we have our next visit in November of this year and we have been preparing for several years.) I also chair the Effective Learning committee and sit on the Program Excellence Committee.

03/05/2012-07/2014

Student Services Coordinator (Director) William Penn University (CWA)

This position oversaw all student services functions for 3 campuses. Under the direction of the Vice-President, this directed all new student orientation models, both online and on ground, was responsible for designing all crisis intervention programs, ADA compliance. In this position, successfully gained grants for military students and ran many programs for students in need, service members and high risk student populations.

Notable accomplishments include adding several honors programs, reducing retention by 30% by creating the first (for William Penn) student early intervention system. The early intervention system spanned multiple departments and campuses.

06/2009-09/2011 Student Services (Kaplan University)-similar job responsibilities to above 09/2007-04/2009 Writing Center Tutor/Advancement

Nonprofit work experience

07/2005-09/2007

Domestic Violence Advocate

Children and Families of Iowa

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Under the director advisement, worked and counseled women and men in domestic violence relationships. Worked in the domestic violence shelter and was a first responder for domestic violence. First responder duties required being available at any hour for calls out to hospital or police department to assist with counseling of victims. Counseled women and men needing assistance with no contact order. We were also charged with participating in fundraising efforts and working with community partners to being awareness to domestic violence and sexual assault. Counseling duties included day to day emotional management, resource counseling and assistance with career and life.

01/2004-07/2005

Counselor

Beacon of Life

Worked and counseled women transitioning from prison. Medication management for clients. Helped with drug classes and classes on relationship building.

EDUCATION

02/2017

PhD Psychology, Walden University, Minneapolis, MN

09/2013

MS Psychology, Walden University, Minneapolis, MN

04/2009

BA English/Psychology, Grandview University, Des Moines, IA

ACADEMIC TEACHING EXPERIENCE

01/2014- Present Adjunct Professor

Southern New Hampshire University, Manchester, NH

07/2012-Present Adjunct Professor

William Penn University, West Des Moines, IA

Memberships:

Alpha Sigma Lambda-Chapter Councilor American Psychological Association Sigma Tau Delta

Boards:

Curriculum/Social Review Board- Saydel Community Schools HUD CAC governance board- Board Chair from 2018-current Circuit 10 taskforce committee member

SHENA KITT

S.WHITE1085@YAHOO.COM | Tele: (941) 929-8680

CORE QUALIFICATIONS

- Statewide Coalition Experience
- Program Development and Management
- Staff Development and Training
- Multi-Site Management, Development and Analysis
- Training Curriculum Development and Facilitation

- Large Scale Event Planning and Coordination
- Grant Writing and Processing
- Crisis Intervention and Counseling
- Staff and Volunteer Supervision
- Budget and Finance Management

PROFESSIONAL EXPERIENCE

The Shelter for Abused Women and Children

Naples, FL

Residential Director: March 2020 - Present

- Ensure all of The Shelter programs operate in accordance with established agency philosophies and policies, and minimum standards are achieved in all areas of residential operations.
- Manages all operations of the 120 bed residential program.
- Supervise interns providing leadership, direction, and meaningful experiences.
- Recruits, hires, evaluates, and evaluates staff based on established criteria.
- Trains, manages, and provides performance feedback for all residential staff.
- Plans, promotes, and models life-long learning practices.
- Promotes continuous professional development for staff.
- Effectively manages and allocates the budget.
- Develops innovative cost cutting measures.
- Builds relationships with various agencies and institutions to enhance the delivery of services.
- Accesses and makes information available to participants that includes community resources and issues, and relevant laws and regulations.
- Works with community partners to provide a seamless web of support, services and programs for survivors.

Florida Coalition Against Domestic Violence

Remote Position (Florida)

Coordinated Community Response Coordinator: July 2017 - March 2020

Intimate Violence Enhancement Service Team Statewide Specialist: July 2017 – March 2020

- Provided multi-strategy program development, management, and technical assistance to 40+ certified domestic violence centers and community response agencies to reduce intimate partner homicide within the State of Florida.
- Managed and provided technical assistance regarding federal and statewide funding streams in excess of \$500,000+
- Provided training facilitation and consultation to domestic violence center staff, collaborating agencies, and individuals on issues related to domestic violence, cultural competency and systems advocacy
- Developed and evaluated internal and statewide deliverables and outcomes for coalition staff and community partners
- Sought out and developed applications for federal grant funding opportunities resulting in the acquisition
 of funding to support local and statewide initiatives
- Planned and coordinated large-scale violence prevention statewide training institutes, regional training, and local community events
- Created, distributed, and reviewed statewide and regional publications (i.e. brochure, training modules, statewide reports and position papers)
- Informed and participated in regional and statewide committees such as the statewide Fatality Review Team and leadership teams as a subject matter expert.

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- Provided staff and volunteer recruitment, development, and supervision
- Provided training and guidance to center leadership and staff regarding Florida Administrative Code Chapter 65H.
- Provided consultation and expertise to Florida certified domestic violence centers and the Florida
 Domestic Violence Hotline on state policies and regulations
- Implemented and created sustainability and strategic planning to certified domestic violence centers during phases of rebuilding

Safe Place and Rape Crisis Center (Florida Certified Domestic and Sexual Violence Center) Lead Domestic Violence Advocate: 2014-2017 Sarasota, FL

- Recruited, hired, and trained staff to provide services to survivors of domestic violence and their families utilizing a trauma-informed, victim centered approach.
- Audited and provided feedback regarding service provision documentation for all domestic violence services utilizing Florida state standards, federal funding policies, and county related regulations.
- Developed and oversaw multi-agency initiatives to improve certified domestic violence centers capacity
 to create and sustain coordinated community responses to domestic violence utilizing an economic and
 criminal justice framework.
- Served as a community representative to aid in increasing agency funding and community partnerships.
 - Collaborated with executive leadership teams to co-author grants.

Intimate Violence Enhancement Service Team Advocate: 2013-2014

- Authored and facilitated discipline specific training to law enforcement officers, medical service
 providers, legal professionals, and community service providers related to the intersection of
 domestic violence and systems advocacy.
- Monitored and ensured the disbursement of funds to ensure economic empowerment for survivors of domestic violence and their families.
- Ensured compliance with project deliverables and the creation of new positions to meet the ongoing demand of the community.

Residential Assistant: 2012-2014

- Provided emotional support, crisis intervention, safety planning, and advocacy to survivors of domestic violence and their families.
- Provide active listening, referrals, crisis de-escalation, and support to callers on the 24-hour SPARCC hotline
- Provide in-depth information about dynamics of abuse, power and control, the effects of trauma and PTSD to survivors of domestic violence, their families and community partners
- Train new hotline staff by providing hotline orientation and content training
- Managed domestic abuse cases ranging from low to severe lethality for all outreach cases in Sarasota County

Office of the Attorney General

St. Petersburg, FL

Senior Clerk: September 2011 – September 2012

- Organized and maintained scheduling needs for child welfare related hearings in Hillsborough and Pinellas counties.
- Processed and disturbed incoming communications correspondence related to child welfare/support needs with the appropriate parties.
- Developed motions, notices of hearing, and additional legal needs for processing and submission by the assigned attorney.
- Communicated with necessary parties regarding hearing times and pertinent case information.
- Maintained awareness regarding cases through the FLORIDA system to update the Department of Revenue changes.

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Law Offices of Andrea Whitehill

Venice, FL

Legal Secretary: March 2010 - September 2011

- Managed incoming communication and distributed messages to the appropriate parties.
- Set appointments, developed monthly billing statements, and managed accounts payable and account receivables for new and existing clients.
- Maintained extensive file system and tickler system.

Safe Space, Inc.

Port Saint Lucie, FL

Intimate Violence Enhancement Service Team Coordinator: 2009 - 2010

Shelter Advocate: 2007 - 2009

- Collaborated with the State Attorneys' Office on the DROP program to increase awareness of the risk indicators for potential homicide.
- Managed domestic violence service provision with a focus on risk for lethality for outreach cases in St.
 Lucie County
- Provided emotional support, crisis intervention, safety planning, and advocacy to survivors of domestic violence and their families.

EDUCATION

Bachelor of Science: Interdisciplinary Studies

Masters of Science: Organizational Leadership 11/2022

GROUP MEMBERSHIP (CURRENT & PREVIOUS)

- Florida Statewide Fatality Review Team
- Sarasota County: Economic Empowerment Response Team
- Sarasota County: Domestic Violence Task Force
- St. Lucie County: Domestic Violence Task Force
- Sarasota County: Addiction Support and Pregnancy Coalition
- Nationwide: Leadership Education Advancement for Professionals Group
- Sarasota County: Gulfcoast Leadership Institute

TRAINING PROVIDED TO AND FOR THE FOLLOWING AGENCIES:

- National Network to End Domestic Violence
- Office of the Attorney General-Florida
- Florida Chapter Association and Conciliation Courts
- Miami Dade College
- Institute on Violence Abuse and Trauma
- Other community partners and agencies statewide

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Vanessa M. Bongiorno

Plantation, FL 33322 vanessabongiorno8_98j@indeedemail.com +1 305 972 7553

Detail oriented with utmost transparency, integrity and overall work ethic.

Self-motivated and performance driven Accountant with over a decade of experience managing finance teams in public and private sectors.

Authorized to work in the US for any employer

Work Experience

Finance Manager

Early Learning Coalition of Miami Dade & Monroe, Inc - Miami, FL May 2018 to Present

Prepare, manage and monitor the annual budget for the Early Head Start program of the Early Learning Coalition of Miami-Dade and Monroe. Tasked with developing and submitting annual budget and grant application narrative. Approve all programmatic purchases based on allowability and availability of funds. Oversee accounts payable and ensure transactions are properly recorded. Review accounts payable aging and approve payments. Implement and monitor policies and procedures in accordance with uniform guidance, performance guidelines and best practices. Interview staff as needed. Analyze any variations between actual and estimated expenses on an ongoing basis. Conduct internal audits and facilitate in annual external audit. Conduct monthly spending plan meeting. Report financial position and forecasts to CFO and programmatic leadership team. Present monthly financial statements to finance committee and Board of Directors and prepare and submit quarterly and annual federal financial reports.

Senior Finance Manager

Gables Financing Center, Inc - Miami, FL May 2015 to March 2018

Managed day to day functions of the finance department of private subprime lending firm. Made staffing decisions. Evaluated processes and controls to ensure due diligence throughout the approval, collateral evaluation, and funding processes as well as those of collections and payroll. Made final decision on financing amounts, terms, interest and finance fees. Determined whether corporate applicants' financial ratios met lending criteria. Reviewed receivables, and payables aging. Approved payments and referred accounts to collections. Reviewed collateral evaluations and ensured clean title of collateral. Ensured the proper signing of loan documents and approved final funding. Calculated, reported and approved payment of stamp taxes monthly to the department of revenue. Conducted month end and annual closing. Prepared annual portfolio of accounts for individual private investors.

- Facilitated the integration of Autopal and Quickbooks
- Performed monthly audit to ensure transactions were properly allocated, posted month end adjusting entries, performed analysis of general ledger, and presented monthly financial statements to CEO and shareholders

Controller

Spizzigo Enterprises, LLC - Miami, FL November 2010 to May 2015

Oversaw day to day financial functions of two high volume restaurants (over \$7M Combined) with a combined staff of over 75 employees. Responsibilities included daily cash deposits, and cash management. Reconciled bank statements, posted month end adjusting journal entries, and analyzed discrepancies in general ledger accounts. Reviewed payroll before final submission to ADP. Made hiring decisions. Presented monthly, quarterly and annual financial statements. Prepared and presented sales reports to owners and investors. Created seasonal budgets. Ensured licenses and permits were up to date. Prepared and submitting all monthly, quarterly, and annual sales, tourist, and corporate tax returns.

- Entered into a contractual agreement with the City of Doral
- Served as financial and investment consultant post-employment period

Accountant II

United Home Care, LLC - Miami, FL January 2007 to October 2008

Performed a variety of accounting functions for a large non-profit home health care organization. Responsibilities included cash receipts, deposits, bi-weekly payroll, preparing and filing bi-weekly, monthly and annual payroll tax forms, timely posting of all accounting transactions, reconciling monthly bank statements, preparing and posting all journal entries in accordance with current financial standards, and uniform guidance. Preparing, reviewing, and analyzing schedules, reconciling accounts to supporting documentation, researching any account variances, preparing and submitting monthly expenditure reports for each funding source, and preparing interim and annual external audit deliverables pursuant to external auditor requests.

- Appointed Audit Committee Member by the Board of Directors
- Prepared and submitted invoices to different state/federal funding sources
- Presented Grant Funding and Expenditure Reports during monthly Board Meetings

Controller

Stage Coast Productions, Corp - Miami, FL November 2002 to January 2007

Tasked with overseeing the daily accounting operations, reviewing and approving GL account reconciliations, accounting for and reconciling GL discrepancies, recording month and adjusting entries, and preparing monthly financial statements and supporting schedules. Provided consulting services in financing decisions. Prepared annual working budget as well as individual event budgets as needed. Prepared, submitted and paid monthly payroll and sales taxes.

- Entered into contractual agreements with various municipalities (Miami Dade County, City of Miami, City of Hialeah, Town of Miami Lakes, City of Coral Gable and City of Miami Beach)
- Awarded District 12 Small Business Grant Funds for 3 consecutive years

Senior Accountant

ALSFAB Engineering - Miami, FL June 2000 to November 2002

Managed a team of 3 staff accountants for large precision sheet metal manufacturing firm. Responsible for ensuring an accurate and timely monthly, quarterly and year end close, reviewing and analyzing financial statements and reports, preparing budgets, signing off on all accounts payable invoices and approving timely payments, preparing and filing payroll and sales tax forms, preparing schedules and reports for monthly management meeting, reviewing all daily transactions and processing final general

ledger posts, reviewing employee time cards and approving final processing of payroll and monitoring department work to develop more efficient procedures and use of resources while maintaining a high level of quality.

Education

Bachelor of Accounting in Accounting

Florida International University - Miami, FL 2000

Master of Accountancy

University of Phoenix-Online Campus December 2017

Skills

- Financial Management
- General Ledger Reconciliation
- Journal Entries
- General Ledger Accounting
- Expense Management
- Account Reconciliation
- · Microsoft Office
- Fund Accounting
- Abila MIP
- Grant Management
- Uniform Guidance
- Forecasting
- Financial Report Writing
- Accounts Receivable
- Accounts Payable
- Office Management
- SOX
- Risk Management
- Financial Analysis
- GAAP
- Auditing
- Financial Statement Preparation
- QuickBooks (10+ years)
- Bank Reconciliation

Principles of accounting — Expert

March 2021

Preparing financial records according to federal policies

Full results: **Expert**

Management fit — Highly Proficient

March 2021

Measures the traits that are important for success in management positions

Full results: <u>Highly Proficient</u>

Principles of accounting — Expert

November 2021

Preparing financial records according to federal policies

Full results: Expert

Advanced bookkeeping — Expert

November 2021

Calculating and determining the accuracy of financial data

Full results: Expert

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.

Maxwell Thomas Couture, LMHC-QS

Senior Outreach Services Manager, Women In Distress

954.760.9800 ext. 1403 | mcouture@womenindistress.org | 2841 N Oakland Forest Dr. #204, Oakland Park, FL 33309

Summary

This author embodies the significant skillset of an efficacious clinician and leader through the amalgamation of Master's level coursework and internships, professional development work experience, continuous education and training, and strong inherent character traits leading to a highly effective individual with a multitude of strengths. Areas of expertise worth noting include:

- Strong Leadership
 Abilities
- Skilled Trauma-Focused Clinician
- Pedagogical and Supervisory Experience
- Excellent Interpersonal Communication

Credentials

LMHC MH16091, State of FloridaJune 15th, 2018Qualified Supervisor (MHC), State of FloridaJuly 23rd, 2021Trauma-Focused CBT Certified, Allegheny Health NetworkExp. May 29th, 2025Child-Parent Psychotherapy, FSU Center for Prevention and Early Intervention PolicyRostered in 2019

Experience

Senior Outreach Services Manager, Women In Distress, Deerfield Beach, FL

- May 2022 Present
- Responsible for oversight of all Outreach programs including Adult and Family Therapy, Specialty Advocacy and general Advocacy services.
- Maintains direct oversight of the Adult and Family Advocacy Supervisors, Adult and Family Therapy Supervisors and the Children's Enrichment Programming.
- Build and implement new programmatic opportunities through grant writing, community Outreach, and Networking.
- Provide leadership, direction, and guidance to all staff working in conjunction
 with Program Director and Executive Leadership to ensure highest quality service
 delivery, attaining deliverables, and compliance with funding.
- Ensures services are in line with best practice models and provide department's strategic direction.

Family Services Manager, Women In Distress, Deerfield Beach, FL

- June 2019 May 2022
- Responsible for oversight of Outreach/Residential Child and Family Therapy,
 Outreach Specialty Advocacy and Family Advocacy services.
- Maintains direct oversight of the Family Advocacy Supervisor, Family Therapy Supervisor and the Children's Enrichment Programming.
- Ensures services are in line with best practice models and provide department's strategic direction.

Psychotherapist/Owner, Couture Counseling, LLC

- February 2019 Present
- Private Practice owner and operator specializing in childhood trauma, individual, couple, and family therapy.
- Utilize Play Therapy, Psychodynamic, Family Systems, and Existential theoretical Frameworks to improve the lives of individuals and families.
- Provides in-person, telehealth, and in-home services for South Florida.

Residential Therapy Manager, Women In Distress, Deerfield Beach, FL

- June 2018 June 2019
- Designed and managed newly implemented residential therapy program and department.
- Responsible for overseeing therapy program including supervising adult and child therapists as well as family advocates.
- Developed new protocols and procedures to enhance therapeutic service delivery for participants to access therapy and advocacy services more effectively.

Child & Family Therapist, Women In Distress, Deerfield Beach, FL

June 2016 - June 2018

- Developed and implemented curriculum for child support group utilizing arttherapy interventions to promote love, learning, and healing.
- Supervises Master level therapy interns in play-therapy and victim advocacy.
- Designed successful Resource and Referral Master List for agency to better serve individuals affected by domestic violence.

Adjunct Professor, Lynn University, Boca Raton, FL

Aug 2015 - June 2018

- Deliver educational lectures on various relevant subject matters using latest in classroom technology to facilitate learning.
- Grading, reviewing, editing, advising student's work and progress by working directly with students to ensure quality education and comprehension.

Mental Health Counselor Intern, Association for Community Counseling, Delray Beach, FL

- Aug 2014 Aug 2015
- Provide counseling services to individuals, couples, children and maintaining existing groups
- Experience working with diverse populations and mental health conditions in a non-profit community mental health agency.

Graduate Administrative Fellow, Lynn University, Boca Raton, FL

Jan 2014 - Aug 2015

- Provide substance abuse prevention education presentations
- Supervise student interns, facilitate BACCHUS Network Certified Peer Educator training, run Peer Mentor groups, train Resident Advisors in safety planning
- Design, evaluate and implement education programs to increase health and safety on campus for students and faculty.

Entertainment Manager, FCDA, Naples, FL

- Jan 2006 Present
- Manage team of employees to ensure high quality entertainment experience for audience members.
- Utilize effective time management, event planning, communication, and professional leadership to maintain successful work-flow.

Education

Master of Science, Applied Psychology

Aug 2013 - Aug 2015

Lynn University, Boca Raton, FL

Graduated top-of-class with 4.0 GPA, Received Dean's Award for Excellence in Graduate

Studies for Outstanding Potential in Leadership and Education

Bachelor of Arts, Psychology

Aug 2007 - Dec 2011

Florida Gulf Coast University, Estero, FL

Research-based Psychology Student with Concentration on Independent Research

Affiliations

Psi Chi Honor Society, Vice President

Aug 2014 - Aug 2015

Golden Key Scholar, Member

May 2015 - Present

Relevant Skills

- Adult, Child, and Family Therapy
- Open-Minded Team-Management
- Effective Communicator
- Innovative, Forward-Thinking
- Crisis Intervention and De-escalation
- Empathic, Supportive Clinician
- Computer Proficient
- Hard-working
- Trauma-Focused

Jennifer Prada

Coconut Creek, FL 33066 jenniferprada8_qtu@indeedemail.com

+1 786 238 1604

To further use my compassion, experience, knowledge of the DSM-V and education to develop and provide a more holistic, therapeutic, and cognitive behavioral approach with a goal-oriented treatment for the clients I serve. Professional experience consists of working with, but not limited to, clients with severe mental health disorders, substance abuse, behavioral issues, trafficking victims and special needs through round the clock care when needed.

Work Experience

Lead Clinician

Office of Refugee & Resettlement

November 2019 to Present

- Provide individual therapy (treatment modalities used but not limited to TF-CBT, narrative therapy, CBT)
- Supervise/manage team of 10 clinicians
- Conduct supervisor duties (i.e. payroll, performance evaluations, track/measure outcomes etc.)
- Provide family sessions to assess, establish/maintain bond, and psychoeducate sponsor and minor
- Collaborate with other departments
- Provide weekly clinical group sessions
- Conduct thorough clinical assessments
- Conduct Risk Assessments, UAC Assessments
- Complete Significant Incident Reports (SIR's) in UC Portal
- Attend weekly staffing
- Submit OTIP and/or URM referrals for qualified minors with trafficking concerns
- Work in collaboration with assigned minor's care team (i.e. case manager, academics, medical, travel
- Complete psychiatric referrals and inform psychiatrist of minor's mental health progress
- Respond to crisis and provide appropriate intervention
- Communicate with Child Advocate as needed
- Maintain charts in compliance as per ORR policy
- Conduct 30-Day assessments including Risk Assessment, ISP, and Case Review in UC Portal
- Complete required clinical documentation for Home Studies including making clinical recommendations for the minor's 'Care Plan'
- Provided training to LYCS and YCW's pertaining to different trauma, triggers, behaviors and different levels of supervision within program care
- Continuously maintain and ensure the safety of the minor while in program care and upon reunification
- Conduct Baker Acts/inpatient psychiatric stabilization
- Assess for safety concerns: self-harm and/or suicidality
- Adhere to USCRI and ORR policies and protocols
- Complete clinical documentation including individual, family and group notes
- Attend Community Meeting
- Attend clinical individual/group supervision

Program Therapist

Okeechobee Youth Treatment Center

December 2018 to November 2019

- Conduct Comprehensive Evaluations
- Effectively respond to crisis
- Conduct daily groups (including: Teen Relationships, T4C, IOC, Anger Management & Substance Abuse) & submit documentation
- Establish Treatment Plans
- Maintain Treatment Plan Review up to date
- Conduct ASAM's and other assessments
- Oversee facility cottage
- Conduct individual, family and supportive sessions & submit documentation
- Conduct suicide assessments & place on appropriate observation/precautions adhering to protocol
- Attend treatment team and provide feedback on appropriate recommendations

CAT Team Coordinator

Smith Community Mental Health - Plantation, FL December 2017 to November 2018

- Oversee a program of approximately 50 clients struggling with behavioral health issues and high rates of legal and DJJ involvement. Staffing includes: program therapists, case managers, youth and adult peers and billing coordinator
- Complete billing reports such as the C1, C2, Census and Service Log Reports
- Schedule and/or conduct intakes/assessments
- Ensure that all staff adhere to proper chart compliance
- Complete and process Payroll
- Review therapist clinical documentation submitted and ensure that documentation is submitted in a timely manner as expected
- Prepare and submit BBHC Packets to Director of Clinical Programs at Carisk
- Responding to phone calls/ Emails in a timely manner to provide follow up and/or service
- Providing families and staff with 24/7 crisis support
- Screening referrals
- Scheduling and conducting weekly case consultation meetings with the client's team
- Track client contacts in relation to billing and compliance with funder's standards/requirements
- Liaise with doctors and nurse
- Liaise with other departments
- Liase with local law enforcement (BSO) and attend MSST and Human Trafficking Staffing
- Provide therapists with adequate and weekly supervision
- Marketing and outreach
- Hire, train, and payroll
- Assigning clients to a team based on client's needs

Day Treatment Program Assistant Program Director and Therapist

Smith Community Mental Health - Plantation, FL

May 2017 to December 2017

- Provide oversight and problem-solving in the daily operation of the day treatment program
- Maintain vigilant awareness of activities in each program area throughout each day
- Facilitate treatment team meetings at least 3 times per week
- Provide crisis counseling/physical intervention techniques as needed for safety purposes

- Maintain primary liaison communications with academic teachers
- Organize & maintain the medication administration system for the day program
- Assist in orientation and training of new program staff
- Assist in orientation of new clients to the program
- Assist the clinical program manager in supervisory tasks and program development activities
- Provide individual and family therapy sessions on a weekly basis
- Document all clinical interventions in a timely manner

Case Manager, Community Service Project Manager, Program Event Coordinator

Achievement & Rehabilitation Center - Sunrise, FL June 2013 to May 2017

- Service youth ages 16-22 years of age with varying diagnosis of intellectual and physical disabilities
- Maintaining program participant case files, providing a link between youth and various other community supports, providing training and support as youth develop and enhance skills necessary to achieve long term personal goals (i.e., successfully complete school, use various methods of transportation, gain employment, being able to live independently, etc.)
- Strategic planning, development, budgeting and general oversight of various community service projects available for our program participants (*service project portfolio available on request)

Site Director

Soref Jewish Community Center at Morrow Elementary - Sunrise, FL 2010 to 2012

- Conduct New Employee Orientation
- Provide leadership for all staff members while building a highly effective team
- Schedule, lead, and document all team meetings
- Provide support regarding payroll, personnel files, & staff certifications
- Create program schedules & develop activities for all programs and age groups
- Prepare special presentations/events for parents and children

Administrative Assistant

City of Hialeah Educational Academy - Hialeah, FL 2009 to 2010

Specific job responsibilities available upon request

Site Director

City of Hialeah Dept. of Education - Hialeah, FL 2007 to 2009

Specific job responsibilities available upon request

Education

Doctor of Philosophy in Counseling Psychology in Crisis & Trauma

Regent University

Present

Masters of Arts in Counseling Psychology in Substance Abuse Counseling

Trinity International University

May 2016

Bachelor of Arts in Psychology in Psychology

St. Thomas University

December 2008

Associate of Arts in Psychology in Psychology

Miami Dade College - Broward, FL, US

June 2006

Skills

- · Certified Trainer in Human Trafficking
- Basic & Trauma-Informed Care
- Certified Trainer in Non-Abusive Physical and Psychological Interventions (NAPPI)
- Trained in Crisis Prevention Intervention (CPI)
- Certified in Trauma Informed Therapeutic Interventions
- Certified in Alternatives for Families
- Cognitive Behavioral Therapy (AF-CBT)
- CPR Certified through American Heart Association
- First
- Aid Certified through American Heart Association
- Florida Department of Children & Family 40
- · Hours Certification
- Completion of PREA (Prison Rape Elimination Act) Training
- · Experience conducting and scoring various mental health assessments including;
- URICA (University of Rhode Island Change Assessment Scale)
- BDI-II (Beck Depression Inventory II)
- SPS (Suicide Probability Scale)
- SCL-90-R (Symptom Checklist 90-Revised)
- CaLOCUS
- CFARS
- FARS
- SDQ's
- NCFAS
- Advanced experience in all Microsoft Programs
- Currently identified as a "Christian Leader" by the TIU-FL Alumni Association
- Psi Chi Graduate
- · Bilingual in Spanish & English
- Experience with electronic health records (Psy Note, eCR, & Lauris)

WID - Itemized Activity Budget Hollywood CDBG FY23-24

Attach an itemized activity budget (Attachment J), including any necessary supplemental information. The itemized activity budget must include a detailed, line-item budget, including a description of tasks and implementation costs. NOTE: Salary, fringes and related costs are allowed, as long as the salaries are related to specific activity tasks. Narrative justification for <u>each</u> line item (including each salary item) must be provided. The narrative should justify each salary by describing the activity tasks associated with each salary.

Itemixed Activity Budget Hollywood CDBG FY23-24											
Position	Salary	Salary Medical Insurance	Life/AD&D	Retirement	Disability	Social	SUI	Workers	Total Benefits	Total	
	Sulary		Insurance			Security/MC	Cor	Comp		Personnel	
Family Advocate 9176	36,700.00	5,260.00	43.20	1,101.00	257.86	2,807.55	161.48	734.00	10,365.09	47,065.09	
Outreach Advocate 9148	35,500.00	5,260.00	43.20	1,065.00	257.86	2,715.75	156.20	710.00	10,208.01	45,708.01	
Total	72,200.00	10,520.00	86.40	2,166.00	515.72	5,523.30	317.68	1,444.00	20,573.10	92,773.10	