

<b>Agency</b>	Bobcat Pride
<b>Program</b>	Emergency Assistance
<b>San Marcos Service Address</b>	application online, must track San Marcos users
<b>Requested</b>	\$5,000
<b>Recommended</b>	\$5,000

Application Completeness Check for HSAB	Bobcat Pride Emergency Assistance
<b>Questions</b>	
Are all questions answered?	Yes
Is the application signed? (this is a certification)	Yes
Does the program have measurable outcomes?	Yes
Is the agency a Human Services Agency?	Yes
Is the agency overseen by a Board of Directors?	Yes
<b>Required Attachments</b>	
<b>BUDGETS</b>	
1. Agency budget for current fiscal year	Yes
2. Agency budget proposed for next fiscal year	Yes
3. Program budget for current fiscal year	Yes
4. Program budget proposed for next fiscal year	Yes
5. Budget showing the exact uses of the HSAB funding	Yes
<b>BOARD OF DIRECTORS INFORMATION</b>	
6. Board of Directors membership roster	Yes
7. Board of Directors Meeting Attendance Record for current year	Yes
8. Board of Directors City of Residence	Yes
9. Board of Directors membership criteria	Yes
<b>ORGANIZATION INFORMATION</b>	
10. Organizational chart with names and titles of staff	Yes
11. Current IRS Form 990, pages 1 and 2 (not required for churches)	Yes
12. Non-discrimination policy statement	Yes
<b>Preferred Attachments - 3 Letters of Support</b>	
Letters of support from members of the San Marcos Community	Yes
<b>Attachments if Applicable</b>	
Latest audit or CPA signed review, if applicable	NA
Policies and Procedures for the proposed Program, if available	Yes
<b>Note: We are not requiring Texas Secretary of State registration</b>	

## CHECKLIST OF REQUIRED ATTACHMENTS

### APPLICATION

- ☒ Completed and signed application
- ☒ Final Performance Report for 2023 Funding

### BUDGETS

- ☒ Agency budget for current fiscal year
- ☒ Agency budget proposed for next fiscal year
- ☒ Program budget for current fiscal year
- ☒ Program budget proposed for next fiscal year
- ☒ **NEW: Budget showing the proposed uses of HSAB funding**

### BOARD OF DIRECTORS INFORMATION

- ☒ Board of Directors membership roster – **NEW must include city of residence for each Board member**
- ☒ Board of Directors Meeting Attendance Record for the current fiscal year
- ☒ Board of Directors membership criteria

### ORGANIZATION INFORMATION

- ☒ Organizational chart with names and titles of staff
- ☒ Current IRS Form 990, pages 1 and 2 (not required for churches)
- ☒ Non-discrimination policy statement
- ☒ Latest audit or CPA signed review, if applicable
- ☒ Policies and Procedures for the proposed Program, if available

### LETTERS OF SUPPORT

- ☒ Letters of support from members of the San Marcos Community (prefer minimum of 3)

City of San Marcos Human Services Grants  
**FY 2025 Application**

**I. SUMMARY INFORMATION**

Applicant Organization: Bobcat Pride Scholarship Fund (BPSF)

Contact Name: Heather Aidala Telephone: 512-618-9239

Contact E-Mail Address: Bobcatpridescholarship@gmail.com Website: https://www.bobcatpridescholarship.com/

Mailing Address: 207 Hiver Street Kyle, Texas 78640

San Marcos Service Address for this Program: 207 Hiver Street Kyle, Texas 78640

Who is authorized to execute program documents? (Name, Title) Heather Aidala, Executive Director; Karen Gordon-Sosby,  
Financial Director

Program Name: Jeremy O. Torres Emergency Stabilization Fund (JOTESF)

Amount of Funds Requested: \$5,000

What percentage of the cost of this program is requested as funding through this application? 28 percent

## II. QUESTIONS

All questions must be answered. Please type your answers.

### OVERVIEW

1. What is the agency's or organization's mission?

#### **Our Mission**

The Bobcat Pride Scholarship Fund (BPSF) provides monetary funds to support individuals who have minority sexual and gender identities (LGBTQIA+), residing in San Marcos or Hays County. Support is provided through emergency stabilization grants, academic scholarships, and paid internships.

#### **Our Vision**

BPSF recognizes people of all minority & gender identities experience systemic oppression. Therefore, BPSF aspires to empower future societal contributions by helping these individuals address unforeseen financial barriers.

2. Briefly summarize the program for which funding is being requested and the services it provides.

BPSF's Board of Directors have used their expertise and experience to identify and aid in the needs of our underrepresented and vulnerable LGBTQIA+ emerging adult San Marcos community members for 14 years. The direct clients of the JOTESF are emerging adults (ages 18 to 25), who have LGBTQIA+ identities (minority sexual and/or gender identities), residing in the greater San Marcos area, and are experiencing an unforeseen crisis. Specifically, the BPSF JOTESF provides a one-time, up to \$300 emergency stabilization stipend based on need, to those who meet the program criteria. This stipend can assist with covering essentials needs such as rent, transportation/gas/car repairs, mental health and medical bills, etc. Our Program Director provides referrals, connecting them to other community resources for utility and grocery assistance. In the past two years, BPSF provided \$30,700 in stipends to 127 San Marcos residents and 1 Kyle resident (47 community members and 84 TXST students).

Without BPSF, these emerging adults likely would not have been aware of other resources or would not have used resources where the organization does not explicitly state inclusion of the LGBTQIA+ community. BPSF is the only organization in San Marcos that exists to serve the LGBTQIA+ emerging adult community with emergency funding.

### COMMUNITY NEED AND JUSTIFICATION - 20 POINTS

1. Describe in detail the need for this program in San Marcos.

Over a half of Americans live paycheck to paycheck and do not have enough savings to cover emergency expenses such as car repairs or medical bills.<sup>[1]</sup> Any brief disruption in income, such as an illness or loss of work hours, can impact their ability to make rent payments or cover other basic needs. Young adults have even less savings and are more likely to have difficulty during an unforeseen crisis, especially if family support is unavailable. And research continues to provide evidence that LGBTQIA+ youth and young adults continue to be the most vulnerable subgroup, "With up to 40% of the 4.2 million youth experiencing homelessness identifying as LGBTQ+<sup>[2]</sup> while only 9.5% of the U.S. population<sup>[3]</sup>, LGBTQ+ youth disproportionately experience homelessness compared to their straight and cisgender peers."<sup>2,3</sup> The U.S. Department of Housing and Urban Development's 2023 Point-in-Time Count demonstrated a 15 percent increase in homelessness among youth and young adults since 2022 and showed that homelessness among transgender and gender non-conforming youth increased by 28 percent from 2022 to 2023, climbing at nearly twice the rate of the overall youth and young adult population.<sup>4</sup>

The inability to cover these costs can cause a young person to lose their employment, drop out of school, forgo necessary medical care, and/or become homeless. **By providing emergency funding, BPSF is allowing these LGBTQIA+ young adults to continue to be productive members of the San Marcos community and reduce their need for any government assistance.**

BPSF serves the LGBTQIA+ community because they are at greater risk of decreased family and community support for an unforeseen crisis, and they lack legal protections from discrimination in employment, housing, and education in Texas. For people who have legal protection from discrimination, it can be difficult to comprehend just how devastating, demoralizing, and fearful it is to live in a community where discrimination is legally sanctioned. These emerging adults will likely only seek assistance from an organization where they are certain that they will not be denied services. Even private businesses have recently won legal support to refuse to serve members of the LGBTQIA+ community. Therefore, it is essential that San Marcos have an organization that exists to serve this population and can market itself just to LGBTQIA+ emerging adults. Other non-profit organizations in San Marcos have no legal obligation to serve this community.

Last fiscal year, BPSF applicants in San Marcos reported an average income of \$987 per month, putting them well below the federal poverty level of \$1,255 per month.<sup>{5}</sup> Young adults in our community are now facing the toughest economy in generations due to inflation, high interest rates, possible recession, and increasingly frequent “unprecedented” weather events. The inability to pay an electric or gas bill during an ice storm or heat wave is more than uncomfortable, now it can be life- threatening. Living paycheck to paycheck, just one unforeseen financial barrier leaves them at risk of not having access to basic needs such as shelter, transportation, medical/mental health care, and/or the ability to maintain enrollment towards their career goal.

BPSF launched the Emergency Stabilization Fund in 2013, and we continue honing our experience and expertise in serving LGBTQIA+ young adults who are facing an unforeseen financial crisis that could upend their stability. In addition to funding those eligible, our Program Director utilizes her expertise as a social worker to provide all applicants who follow-up with community resources that may be able to assist them. BPSF maintains a list of resources on our website and this page has demonstrated high utilization. BPSF is an essential safety net to these marginalized young adults. San Marcos is a successful community only when all members can thrive and live up to their full potential and contribution. BPSF serves a unique role in helping to make that aspirational goal a reality.

1 CNBC 04/09/2024 <https://www.cnbc.com/2024/04/09/most-of-americans-are-living-paycheck-to-paycheck-heres-why.html>

2 USA Today, ‘Rejected solely because of your identity’: Homeless LGBTQ youths face unique challenges 6/2/23 <https://www.usatoday.com/story/news/nation/2023/06/02/lgbtq-homeless-youths-family-rejection/11535821002/>

3 LGBTQ+ Youth Homelessness 2023 <https://nn4youth.org/lgbtq-homeless-youth/>

4 The U.S. Department of Housing and Urban Development, The 2023 Annual Homelessness Assessment Report (AHAR) to Congress <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.huduser.gov/portal/sites/default/files/pdf/2023-AHAR-Part-1.pdf>

5 The U.S. Department of Housing and Urban Development, HHS Poverty Guidelines for 2024 <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>

2. Has the need for this program been increasing in recent years?

Yes, the impact of both the pandemic and now inflation has dramatically increased the number of financially vulnerable LGBTQIA+ young adults in our community. In addition, the LGBTQIA+ community now has fewer legal protections than they did just three years ago due to an increased number of laws restricting their rights in Texas and rulings in recent federal cases. It is predicted there will continue to be an increase in anti-LGBTQIA+ bills in the next session. This climate exemplifies the need for nonprofits that expressly affirm and empower LGBTQIA+ residents by helping them address unforeseen financial barriers. BPSF is the only non-profit in San Marcos that expressly serves this community with emergency funding

Last fiscal year, BPSF provided 63 individuals with JOTESF awards. This was similar to the 65 total awards from the prior fiscal year. Due to inflation, in 2023 BPSF increased the one-time awards from \$200 to \$300, based on need, for recipients to secure their shelter, medical/mental health needs, transportation, and/or education. Our increased donor support, as well as the funding from the City of San Marcos last year, allowed BPSF to increase both the number of recipients served and dollar amount of awards, based on need.

BPSF is focused on helping these emerging adults maintain their current and future societal contributions. BPSF serves community members, comprised by emerging adults not attending and attending college, living in our service area. We are invested in continuing this essential source of support to this under-served population in the greater San Marcos area.

3. Client Information

**Definitions:**

Direct Client - individuals or families immediately affected or personally served by the helping agency.

**Questions:**

- a. Describe the direct clients for this program.  
BPSF direct clients are emerging adults (ages 18-25), who have minority sexual and gender identities (LGBTQIA+), residing in the Greater San Marcos area.
- b. How is the program marketed to direct clients? How do you find these clients?  
The LGBTQIA+ community is a micro-community within San Marcos. We attempt to meet these individuals where they work, live, study, and participate in our community. Our nonprofit markets via:
  - at least 3 monthly social media (Facebook and Instagram) posts targeting our demographic about applying including paid advertising to enhance our reach,
  - direct newsletter emails to donors, business sponsors, and recipients,
  - business cards at community agencies (food bank, San Marcos library, Texas State library, etc.),
  - business cards at and emails to managers of apartment complexes marketed towards emerging adults,
  - local businesses where emerging adults frequent, especially that have historically been LGBTQIA+ inclusive such as, Jo's Cafe, Root Cellar, MINK, Wake the Dead, etc.,
  - business cards and social media at LGBTQIA+ inclusive events in the area, including Dripping Springs Pride, SMTX Pride, Wimberley Pride, and co-sponsored fundraisers with affirming business such as The Davenport, The Porch, Zelicks, etc.,
  - through partnerships with groups such as San Marcos Queer Council, SMTX Pride, Wimberley Pride, Dripping Springs Pride, Gays of Hays, PFLAG San Marcos, Alliance of Texas State, Wimberley LGBTQIA+ Friends and Allies, San Marcos Area Safe Haven, and San Marcos Unitarian Universalist Fellowship (SMUUF),

- through representation on the newly formed San Marcos Queer Council (SMTXQC),
- inclusion in the Homeless Coalition of Hays County resource guide and newly published San Marcos Public Library Community Resources website,
- and word of mouth through our supporters and recipient community.

c. Expected total annual unduplicated direct clients who are City of San Marcos residents: **65**

## IMPLEMENTATION - 15 POINTS

1. How exactly will these funds be used?

The BPSF JOTESF provides a one-time, up to \$300 emergency stabilization stipend based on need, to those who meet the program criteria. The funds are transferred to the individual so they can directly apply the stipend to the emergency costs they have evidenced through the application process. The funds are used by the client to maintain their housing, transportation, employment, education, and/or health needs.

2. What specific, measurable outcomes or results do you hope to achieve with this program?

- BPSF will fund 100% of San Marcos applicants who meet the awardee criteria.
- 80% of recipients will report being extremely or very satisfied with their experience with BPSF.
- 80% of recipients will rate their interactions with BPSF representatives as Excellent.
- 80% of recipients will rate the timeliness of BPSF's responses to their application as Extremely Timely.

3. List the title of each position for which funding is requested and the activities associated with those positions.

BPSF does not employ any individuals and is not requesting funding for employees. The organization is fully operational with a volunteer Board of Directors who provided over 1,800 volunteer hours in San Marcos last year. The volunteer Directors donate their professional services in the areas of social work, psychology, marketing, and accounting to meet the needs of our clients. This program would not be possible without the volunteer services of this Board. If awarded, all grant funding is provided directly to San Marcos citizens.

4. If funding is not available at the requested amount, what is the minimum Human Services Grant funding needed to be able to run this program? **\$3,000**



## IMPACT AND COST EFFECTIVENESS - 25 POINTS

1. Programs can provide value by deeply impacting the lives of a few, with effects that may ripple through generations, or by providing smaller but meaningful impact to a larger group. Describe in detail the impact this program will have on the identified need and on San Marcos residents.

During FY23 and 24 the average monthly income of our recipients has been \$987. This is just over 75% of the monthly income outlined by the 2024 US poverty guidelines. Past recipients have shared their experiences of under- and un-employment, that threatened their ability to pay rent, fix their vehicle to go to work, or pay for necessary medical care. Those without medical insurance described being unable to pay for emergency medical/mental health/dental care or medications. Others shared unexpected car repairs that would prevent them from being able to retain or gain employment. Some shared experiences of work discrimination or loss of resources from family due to their minority sexual and/or gender identities. Those who have stayed in communication with BPSF post-crisis have shared the JOTESF helped them retain housing, maintain employment, and in some cases graduate from TXST. This evidences that BPSF addresses factors that cause LGBTQIA+ emerging adults to become homeless by helping them maintain stability during a crisis. The funds supplied by BPSF allow our clients to remain productive San Marcos citizens and reduces their need for any governmental assistance.

2. Discuss the amount of overhead compared to program costs.

BPSF is a highly impactful program with 90% of total program expenses going directly to client awards last fiscal year. The overhead percentage of 10% is about half of the average non-profit overhead of 20%. In addition, only 3% of BPSF expenses are fixed overhead costs, such as software or donation fees. The other overhead costs were all for marketing expenses, which are necessary to reach potential applications and donors that provide the majority of BPSF funding. Last year \$17,500 was provided in direct awards to San Marcos citizens. The BPSF Board sets specific goals each year to keep overhead costs exceptionally low in relation to client awards. Progress towards this goal is monitored monthly at Board of Directors meetings.

3. Provide a brief description of other funding sources, volunteers, or in-kind donations that are expected to be used with this program.

Most of the funding for BPSF comes directly from local donors, many of whom have been consistent supporters of BPSF since our inception in 2010. In-person, community-based funding-raising events have generated successful fundraisers. BPSF has also productively harnessed the power of on-line fundraising. Our annual on-line campaigns and spring in-person birthday celebrations are consistently supported by donors who provide matching grants, doubling the impact of funds raised by individual donors. Local businesses, artists, musicians, and performers partner with BPSF regularly to provide in-kind donations by organizing and participating in our community-based fundraisers throughout the year. An additional benefit of community events is the ability to reach potential applicants and new donors. The other very significant funding source for BPSF comes from volunteer time, primarily from the working Board of Directors who donate hundreds of hours of professional services in the areas of social work, psychology, marketing, and accounting.

4. What has your organization done in the past two years to raise different funding for this program?

- Conducted email and social media fundraising campaigns
- Partnered with Roughhouse Brewing for our 14th Birthday Bash celebration and Zelicks for our 13<sup>th</sup> Birthday Celebration

- Participated in annual Give Out Day and Giving Tuesday on-line fundraising campaigns
- Partnered with Davenport for multiple pride fundraising events
- Applied for SM Human Services Funding (funded)
- Multiple year recipient of the Pass the Plate program by San Marcos Unitarian Universalist Fellowship (SMUUF)
- Partnered with Zelicks, Wake the Dead, the Davenport, etc. for fundraising events
- Partnered with over 25 local artists, musicians, and performers at joint Pride/fundraising events
- The Therapy Sisters hosted a Saturday morning benefit concert

## **COMMUNITY SUPPORT - 10 POINTS**

1. Please submit 3-5 letters of reference that indicate strong local support for the program and the agency's ability to implement it as described in the application.

See attachment.

2. How is the Board of Directors selected?

BPSF Board of Directors (BOD) solicits self-nominations via an online application. Solicitation for positions is posted on the website, social media, and sent to BPSF supporters. Board members also recruit potential applicants. Applicants apply using a standardized application, including statement of interest and resume. Board members review the application, engage in a discussion with applicants, and invite the applicant to join a board meeting to speak with all board members. New BOD members are elected by a majority vote of the current BOD members.

3. How often does the Board meet?

The Board meets face-to-face (either in person or via Zoom) monthly and is also able to conduct online business as needed in a timely manner between meetings via the cloud-based Basecamp Project Management Program.

4. What actions do Board members take to support the programs of the agency or organization?

All BPSF Board members engage in fundraising and community outreach on behalf of the agency. A list of Board Member descriptions may be found following the Board organizational chart. This past year our Board Members donate hundreds of hours of professional services in the areas of social work, psychology, marketing, and accounting.

5. How many volunteers does your agency or organization have and how many hours do they spend on the program requesting funding?

BPSF currently has a volunteer Board comprised of eight positions. In FY2024, volunteer Board members reported over 1,800 hours of volunteer time. The BOD spends most of that time seeking funding by organizing and staffing community fundraising events, creating marketing for online fundraising campaigns, and communicating with potential and consistent donors to nurture long-standing relationships. Over the next year, BPSF plans to expand its volunteer and internship programs, tapping into the local population to assist with a variety of projects and special events, thus raising the number of future donated hours.

## **COUNCIL PRIORITIES - 30 POINTS**

1. How long has this program served San Marcos residents? (10 points if at least 2 years)

BPSF has an extensive history in San Marcos and has supported LGBTQIA+ emerging adults in the greater San Marcos area for over 14 years.

2. Does the agency have an office in San Marcos? (10 points if yes)

Yes, BPSF operates in San Marcos. All Board Members conduct BPSF work from home. The Program Director communicates with applicants via an online application, phone, and email. Fortunately, BPSF does not need to spend funds on rent or other expenses for a separate office since our services are successfully provided by phone and online. Renting or purchasing physical space would negatively impact our resources to provide client services.

3. Describe how this funding creates an increase in services or an increase in the number of people served. (10 points)

This funding will allow BPSF to exclusively serve at least 16 emerging adults (ages 18-25), who have minority sexual and gender identities (LGBTQIA+), residing in San Marcos. The additional 16 awards made possible with grant funding represent almost a 25% increase in our community awards to eligible applicants. This allows BPSF to direct non HSAB and otherwise undesignated funds to recipients who live in Hays County, but do not have a San Marcos address. These combined JOTESF awards allow our clients to remain productive San Marcos and Hays County citizens and reduce their need for any governmental assistance.

## II. FUNDING RESTRICTIONS

By signing this application I certify the following to be true:

1. All Human Services Grant funding will be spent on San Marcos residents, except for school-based programs, in which case it may be spent within the San Marcos Consolidated Independent School District boundary.
2. Funding requested is not more than 50% of the total funding for the agency.
3. Funding will not be used to fund more than 20% of a full time position.
4. Agency has been in existence for at least 2 years. (This can include serving communities other than San Marcos.)

### SUBMITTED AND APPROVED BY:

Heather Aidala  
Signature

July 28, 2024  
Date

Heather Aidala  
Printed Name

Executive Director  
Title



## HUMAN SERVICES ADVISORY BOARD GRANT 2023 FINAL PERFORMANCE REPORT

**Agency Name:** Bobcat Pride Scholarship Fund (BPSF)

**Program Name:** Jeremy O. Torres Emergency Stabilization Fund

**Program Year:** 2023

**Reporting Period:** January – December, 2023 (preferred deadline January 31, 2024)

*NOTE ON DEADLINE: This report must be received by October 24, 2024, or your organization's application for 2025 funding for this program will not be considered.*

### PROGRAM STATUS

**Please provide a brief written description of actions taken this period and how they helped achieve your program goals.**

BPSF manages the Jeremy O. Torres Emergency Stabilization Fund, which provides monetary support to emerging adults (18-25 years of age) who have minority sexual and gender identities (LGBTQIA+). During an unforeseen crisis the one-time emergency stipends allow applicants to cover necessary expenses such as rent, transportation/gas/car repairs, mental health and medical bills, etc. Our Program Director provides referrals, connecting them to other community resources for utility and grocery assistance. During the 2023 calendar year BPSF conducted extensive marketing efforts to reach eligible applicants. Marketing is achieved through social media, e-mail newsletters to supporters, participation in community outreach events, and by placing marketing materials in local businesses and public facilities.

The HSAB total funding of \$5,000 provided emergency stipends to 24 City of San Marcos residents between Jan 1, 2023 and Dec 31, 2023. All recipients reported extremely low (30% AMI) annual household income, 19 had intersecting historically marginalized identities as people of color, and 11 were single female heads of household. The supplement of HSAB funding to our consistent donor base contributions allowed BPSF to increase the maximum stipend award from \$200 to \$300 this year. Given the demographic we are serving, this increase in award had a positive impact on their stability during the emergency. By providing this emergency funding, BPSF assisted these 24 LGBTQIA+ young adults to be able to continue to be productive members of the San Marcos community and reduce their need for any government assistance.

## PROGRAM BENEFICIARIES

For the program that received HSAB funding, please report either number of unduplicated individuals served or number of unduplicated households served.

Check one:      X   Unduplicated Individuals           Unduplicated Households

	Jan – Dec, 2023
Total # Served	51 total; 24 through HSAB funds
# San Marcos Residents Served	49 total; 24 through HSAB funds
% San Marcos Residents	96% total; 100% through HSAB funds

## PROGRAM EXPENDITURES

For the final report of the year, please provide a bulleted list that briefly summarizes what the HSAB funding was spent on.

- All HSAB funding (\$5000) was spent to provide emergency stabilization funds to eligible applicants. Eligible applicants are emerging adults (18-25 years of age) who have minority sexual and gender identities (LGBTQIA+) who live in San Marcos.

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### Certification:

*I certify that to the best of my knowledge and belief the information reported in this Final Performance Report is factual and accurate.*

Stacie McGee, Operations Director – electronic signature  
Signature

1/10/24  
Date

Stacie McGee, Operations Director  
Printed name

1/10/24  
Title

<p><b>Bobcat Pride Scholarship Fund (BPSF)</b> <b>Fiscal Year 2025 Annual Agency Budget</b> <b>March 1, 2024 to Feb 28, 2025</b></p>
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**Revenue**

Donations and Fundraisers	\$21,500.00
Grants	<u>\$5,000.00</u>
Total	\$26,500.00

**Expenses**

General supplies	\$2,500.00
Internships (2 per semester at \$500 each)	\$2,000.00
Scholarships (2 per semester at \$1,000 each)	\$4,000.00
Financial awards to Emergency Stabilization Fund recipients (60/yr. at \$300 each)	<u>\$18,000.00</u>
Total	\$26,500.00

**Net Income (Loss)** \$0.00

**Program Budget Jeremy O. Torres Emergency Stabilization Fund**

**Revenue**

Donations and Fundraisers	\$13,000.00
Grants	<u>\$5,000.00</u>
Total	\$18,000.00

**Expenses**

Financial awards to Emergency Stabilization Fund recipients (60/yr. at \$300 each)	<u>\$18,000.00</u>
Total	\$18,000.00

**Net Income (Loss)** \$0.00

**Requested HSAB funds will be used to** provide direct awards to Emergency Stabilization Fund recipients. These are one-time awards of up to \$300 for those who meet the program criteria and are residents of San Marcos. Requested HSAB funds will not be used for any other expenses.

<p><b>Bobcat Pride Scholarship Fund (BPSF)</b> <b>Fiscal Year 2025 Annual Agency Budget</b> <b>March 1, 2025 to Feb 28, 2026</b></p>
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**Revenue**

Donations and Fundraisers	\$21,500.00
Grants	<u>\$5,000.00</u>
Total	\$26,500.00

**Expenses**

General supplies	\$2,500.00
Internships (2 per semester at \$500 each)	\$2,000.00
Scholarships (2 per semester at \$1,000 each)	\$4,000.00
Financial awards to Emergency Stabilization Fund recipients (60/yr. at \$300 each)	<u>\$18,000.00</u>
Total	\$26,500.00

**Net Income (Loss)** \$0.00

**Program Budget Jeremy O. Torres Emergency Stabilization Fund**

**Revenue**

Donations and Fundraisers	\$13,000.00
Grants	<u>\$5,000.00</u>
Total	\$18,000.00

**Expenses**

Financial awards to Emergency Stabilization Fund recipients (60/yr. at \$300 each)	<u>\$18,000.00</u>
Total	\$18,000.00

**Net Income (Loss)** \$0.00

**Requested HSAB funds will be used to** provide direct awards to Emergency Stabilization Fund recipients. These are one-time awards of up to \$300 for those who meet the program criteria and are residents of San Marcos. Requested HSAB funds will not be used for any other expenses.

## **BPSF Board of Directors membership roster**

Heather Aidala, *Executive Director*, Kyle resident

Stacie McGee, *Operations Director pro tem*, San Marcos resident

Kennedy Stonehawk, *Operations Director*, San Marcos resident

Karen Gordon-Sosby, *Financial Director*, Wimberley resident

Teresa Prater, *Internal Communication Director*, San Marcos resident

Todd Papke, *Marketing Director*, Wimberley resident

Arisela Thompson, *Program Director*, San Marcos resident

Taylor Glover, *Fundraising Director*, San Marcos resident

Jennifer Jaques, *Scholarship Director*, San Marcos resident



# **Board of Directors Meeting Attendance Record for the current fiscal year**

## **March 20, 2024**

Heather Aidala, *Executive Director (via Zoom)*  
Stacie McGee, *Operations Director*  
Karen Gordon-Sosby, *Financial Director*  
Teresa Prater, *Internal Communication Director*  
Arisela Thompson, *Program Director*  
Taylor Glover, *Fundraising Director*  
Jonathan Parker, *Marketing Director*  
Jennifer Jaques, *Scholarship Director*

## **April 10, 2024**

Heather Aidala, *Executive Director*  
Stacie McGee, *Operations Director*  
Karen Gordon-Sosby, *Financial Director*  
Teresa Prater, *Internal Communication Director*  
Arisela Thompson, *Program Director*  
Taylor Glover, *Fundraising Director*  
Jonathan Parker, *Marketing Director*  
Jennifer Jaques, *Scholarship Director*

## **May 7, 2024**

Heather Aidala, *Executive Director*  
Stacie McGee, *Operations Director*  
Karen Gordon-Sosby, *Financial Director*  
Teresa Prater, *Internal Communication Director*  
Arisela Thompson, *Program Director*  
Taylor Glover, *Fundraising Director*  
Jonathan Parker, *Marketing Director*  
~~Jennifer Jaques, *Scholarship Director*~~

## **June 4, 2024**

Heather Aidala, *Executive Director*  
Stacie McGee, *Operations Director*  
~~Karen Gordon-Sosby, *Financial Director*~~

Teresa Prater, *Internal Communication Director*  
~~Arisela Thompson, *Program Director*~~  
Taylor Glover, *Fundraising Director*  
Jonathan Parker, *Marketing Director*  
Jennifer Jaques, *Scholarship Director*

## **July 22, 2024**

Heather Aidala, *Executive Director (via Zoom)*  
~~Stacie McGee, *Operations Director pro tem*~~  
Kennedy Stonehawk, *Operations Director*  
Karen Gordon-Sosby, *Financial Director*  
Teresa Prater, *Internal Communication Director*  
Arisela Thompson, *Program Director*  
Taylor Glover, *Fundraising Director*  
Open Position, *Marketing Director*  
~~Jennifer Jaques, *Scholarship Director*~~

# **BPSF Board of Directors membership criteria**

## **ARTICLE III –BOARD of DIRECTORS**

**Section 1: Board Role, Size, Compensation.** The Board of Directors (BOD) is responsible for overall policy and direction of the Fund. The size and composition of the BOD is designated based on the approved organizational structure (see Appendix A). The BOD receives no compensation for services.

**Section 2: Qualifications.** The BOD shall consist of adults interested in the welfare of LGBTQIA+ emerging adults (ages 18 and 25) residing in San Marcos or Hays County.

**Section 3: Conflicts of Interest.** BPSF maintains a Conflict of Interest policy that all BOD must complete in order to protect the interest of the Bobcat Pride Scholarship Fund when it is contemplating entering into a transaction or arrangement that might benefit the private interest of a director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

**Section 4: Meetings.** The BOD shall meet at least once a month, at an agreed upon time and place.

**Section 5: Terms.** The term for BOD positions is three years. During term, members will serve until self-resignation or removal by vote of the remaining BOD members. The BOD can nominate members reaching the end of their term to be invited for re-appointment. Members are eligible for re-appointment, one additional year at a time.

**Section 6: Elections.** BOD members will solicit self-nominations via a public online application process. Any nominations from current board members will be required to submit the same online application. The new BOD member will be elected by a majority vote of the current BOD members.

**Section 7: Quorum.** A quorum must be attended by at least 60 percent of the BOD before motions are made or passed.

**Section 8: Voting.** Each BOD is allowed one vote per action item. Sixty percent of the BOD must agree for motions to be passed. Votes by proxy are acceptable and must be made via email to the Internal Communication Director, either on items at a prior meeting the BOD agreed to e-vote on to expedite a decision, or prior to the meeting where said agenda items are to be voted upon. All e-votes will be recorded in the minutes of the appropriate meeting.

**Section 9: Notice.** An official BOD meeting requires that each member have written notice two weeks in advance.

**Section 10: Officers and Duties.** There shall be at least eight BOD member positions, consisting of Executive, Operations, Internal Communication, Financial, Marketing, Program, Scholarship, and Fundraising Directors. Complete position descriptions will be kept by the

Internal Communication Director for review and use in recruitment. The eight main officers' duties are as follows:

**Executive Director (ED)** is the key management leader of BPSF. The ED is responsible for overseeing the administration, programs, and strategic plan of the organization in order to execute and expand its mission. This includes providing leadership to the BOD and team members. Other key duties include fundraising, communications, marketing, and community relationships.

**Operations Director (OD)** shares responsibilities with the ED for overseeing the administration, programs, and strategic plan of BPSF in order to execute and expand its mission. This includes providing leadership to program operations and planning. The OD develops and implements policies and procedures for effective communication within the organization. Other key duties include fundraising, communications, marketing, and community relationships.

**Internal Communication Director (ICD)** assists with the function and operations for BPSF. This position occupies a wide range of responsibilities including fostering communication through management and utilization of records, meetings, materials, website, resource sharing, and research. The ICD ensures that daily operations run smoothly and that organizational efficiency is maintained.

**Financial Director (FD)** is responsible for planning, organizing, and directing all accounting for BPSF. This includes fiscal record keeping and ensuring that all accounting activities are in accordance with generally accepted accounting principles, legal, regulatory, and organizational procedures. The FD will support the overall goals of the organization and ensure that all finance services are delivered professionally and efficiently.

**Marketing Director (MD)** will set and guide the strategy for all external communications, social media, and public relations messages to consistently articulate the mission of BPSF. The MD will ensure that BPSF is viewed as the primary source, disseminator, and conduit of information to all constituents, including applicants, donors, and recipients.

**Program Director (PD)** oversees all aspects of the emergency stabilization fund. This includes responsibility for maintaining the continuity and integrity of the application and award process. This position also works with community members to promote awareness of the fund.

**Fundraising Director (FuD)** brings expertise to assist with developing fundraising strategic planning, including developing giving themes and fundraising programs, events, and campaigns. These projects will be coordinated with the Marketing Director and other Board Members. They identify, draft, and submit grants for funding in conjunction with the other Board Members. They recruit, develop, and nurture sponsor and donor relationships in coordination with the Executive and Financial Directors. They coordinate funding documentation and record keeping with the Financial Director.

**Scholarship Director (SD)** oversees all aspects of the academic scholarship program. This includes responsibility for maintaining the continuity and integrity of the application and award

process, including coordinating the Scholarship Subcommittee. This position also works with community members to promote awareness of the fund.

**Section 11: Vacancies.** When a vacancy on the BOD exists, the application process for new members will be announced and made available online. Applications for new BOD members will be collected until filled, sent out to BOD to review in advance of the next scheduled BOD meeting, and voted upon at that meeting.

**Section 12: Resignation and Termination.** Resignation from the Board must be in writing and received by the BOD members. A BOD member may be removed by a 60 percent vote of the remaining BOD members. To maintain seven BOD members, the Board has one month from the date of the resignation to post the vacancy.

**Section 13: Special Meetings.** Special meeting of the BOD shall be called upon the request of the Executive Director. Notices of special meetings shall be sent out, via email, by the Executive Director or Internal Community Director, to each BOD member, at least one week in advance.

BPSF Organizational Chart  
July 2024



Form 990-N

**Electronic Notice (e-Postcard)**

OMB No. 1545-2085

Department of the Treasury  
Internal Revenue Service

for Tax-Exempt Organization not Required to File Form 990 or 990-EZ

2023

Open to Public Inspection

A For the 2023 Calendar year, or tax year beginning 2023-03-01 and ending 2024-02-29

B Check if available

☐ Terminated for Business

☒ Gross receipts are normally \$50,000 or less

C Name of Organization: BOBCAT PRIDE SCHOLARSHIP  
FUND

207 Hiver Street, Kyle, TX,  
US, 78640

D Employee Identification  
Number 30-0622176

E Website:

www.bobcatpridescholarship.com

F Name of Principal Officer: Heather Aidala

207 Hiver Street, Kyle, TX,  
US, 78640

**Privacy Act and Paperwork Reduction Act Notice:** We ask for the information on this form to carry out the Internal Revenue laws of the United States. You are required to give us the information. We need it to ensure that you are complying with these laws.

The organization is not required to provide information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. The rules governing the confidentiality of the Form 990-N is covered in code section 6104.

The time needed to complete and file this form and related schedules will vary depending on the individual circumstances. The estimated average times is 15 minutes.

**Note:** This image is provided for your records only. Do Not mail this page to the IRS. The IRS will not accept this filing via paper. You must file your Form 990-N (e-Postcard) electronically.

# NON-DISCRIMINATION POLICY STATEMENT

## ARTICLE VI - MISCELLANEOUS

**Section 3: Inclusion Policy.** BPSF values all board members, volunteers and applicants as unique individuals and welcomes the variety of experiences they bring to our organization. As such, BPSF does not practice, condone, facilitate, or collaborate with any form of discrimination. It is our intention to be an accessible, affirming, emotionally safe and respectful environment for all members of the BPSF community. We believe everyone should be treated equally and strive to provide quality services that are sensitive to and inclusive of diversity of all kinds including race, ethnicity, national origin, language of choice, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical ability.

Any board member, volunteer or client who believes that they or any other affiliate of BPSF has been discriminated against is strongly encouraged to report this concern promptly to the Executive Director or another board member.



### **Latest audit or CPA signed review**

BPSF has no audit or review requirements from any regulatory body. Additionally, BPSF has no audit or review requirements in its By-Laws.



## Jeremy O. Torres Emergency Stabilization Fund

### Policies and Procedures for awarding BPSF Jeremy O. Torres Emergency Stabilization Funds

#### **POLICY:**

The BPSF Jeremy O. Torres Emergency Stabilization Fund (BPSF JOTESF) provides emergency financial support to LGBTQIA+ emerging adults (between the ages of 18 and 25) residing in the greater San Marcos, Texas area.

- Applicants provide sufficient information via the online or PDF application, to establish sexual and gender identity, age (birthdate), residence (address), and unforeseen financial need.
- Applicants provide government issued photo I.D. to verify date of birth.
- Each application is reviewed by the Program Director on a case-by-case basis.
- Applicants seeking assistance with food or utilities are provided appropriate community referrals.
- Eligible applicants are provided up to \$300 in emergency stabilization funds.
- Ineligible applicants are notified via phone call from the Program Director.

#### **PROCEDURE:**

- Upon receipt of the completed online or PDF application, Program Director reviews application.
- Program Director reviews previous applications to ensure applicant has not previously received funding.
- Program Director prepares interview questions during application review process.
- Upon completion of the review process, applicants who meet the qualifications for funding receive a text to request phone interview from the Program Director within 48 hours
  - Verification of details related to the application may be discussed for clarification.
  - In most cases, the applicant has provided sufficient information about their emergency situation via the online or PDF application. However, if sufficient information is not received, refer to interview questions prepared during application review.
  - If applicant has not provided government issued photo I.D., the Program Director requests the applicant email a copy of the government issued photo I.D. to BPSF.
- During the applicant interview, the Program Director tells the applicant that funds from BPSF are only available once and limited to an amount up to \$300.
- Due to these limitations, the Program Director provides the applicant other resources in the community that may be of support to the applicant. These resources may include, but are not limited to:
  - Hays County Food Bank
  - SNAP Application
  - Community Action, Inc. Utility Assistance
  - City of San Marcos Rent, Mortgage, & Utility Assistance
  - Workforce Solutions (If trouble finding employment)
  - If Texas State Student, Texas State Dean of Students Office
  - If Texas State student, Texas State University Resources (bobcat pantry, counseling center, etc.)
- If Program Director has asked all questions and individual is ineligible to receive funds, Program Director informs applicant before the end of the phone interview.

[bobcatpridescholarship@gmail.com](mailto:bobcatpridescholarship@gmail.com)  
[www.bobcatpridescholarship.com](http://www.bobcatpridescholarship.com)

Bobcat Pride Scholarship Fund, a recognized 501(c)(3) nonprofit organizations, is private and independent from Texas State University and any of its organizations.

- If Program Director believes applicant might be eligible or is sure applicant is eligible, Program Director asks applicant if they have Venmo/PayPal information or if they would need a physical check if award is provided.
  - If applicant does not have Venmo/PayPal, Program Director inquires if applicant would be able to set up an account.
- Upon completion of phone interview, Program Director allows applicant to share any questions or concerns. • Program Director informs eligible applicants of final review of application and to expect a text from Program Director with final decision.
- Program Director informs recipient via text of approved funding award. Program Director requests Venmo/PayPal information or if applicant will need a physical check.
- Once Venmo/PayPal information is received, Program Director provides the following information to the Financial Director:
  - Venmo/PayPal Account Name (Or if applicant is in need of physical check)
  - Recipient Name
  - Recipient Phone Number
  - If recipient is a Texas State Student
  - Award Amount
- Program Director informs applicant via text to request payment via Venmo (@HELP-BPSF) or PayPal (bobcatpridescholarship@gmail.com)
- Applicants who complete this process receive JOTESF funds via online payment platform within 24 hours and as soon as two hours, (depending on payment platform), from the time their payment information is submitted to the Financial Director by the Program Director.
- The Program Director asks applicants to contact them via text IF funds are not received within 24 hours.
- Once applicant receives JOTESF funds, Program Director sends text to the recipient including discussed resources along with reminder of one-time-award policy.
- Applicants are texted a link to our Client Satisfaction Survey Monkey within a month post-award, to provide feedback about their experience with the BPSF Jeremy O. Torres Emergency Stabilization Fund, the data from which is used for continuous quality improvement of policies and procedures.

June 20, 2024

To the San Marcos Human Services Advisory Board,

My name is Levi Gaines, and this letter is in support of BPSF getting full funding. I am a student at Texas State, and a transgender man. It is very difficult for me to dredge up the name of any other organization that provides the local LGBTQIA2+ community with the resources we so sorely need. My spring semester this year had been in jeopardy before I got assistance through BPSF. Unexpected medical bills had me at risk of missing rent, groceries, and having to focus on overworking myself to pay it off. BPSF allowed me to take a breath.

It is so difficult to find a non-profit that actually listens to and advocates for those it assists, and I felt a level of affirmation and support I sorely needed at that time. If you need an organization to support that truly cares about those they assist, and who provides a resource that our community often misses here in San Marcos, then I would strongly advocate for funding BPSF.

Young LGBTQIA2+ adults like me need the support provided by the Jeremy O. Torres Stabilization Fund, and I myself can attest to the change and importance that BPSF's work enacts in our community. Thank you again to BPSF for offering me a chance to thrive where I wouldn't have otherwise.

Sincerely,

Levi Gaines

Levigaines393@gmail.com

July 15<sup>th</sup>, 2024

To the San Marcos Human Services Advisory Board,

My name is Cesar Mejia Aguilar, and I am writing a letter in support of funding for the Bobcat Pride Scholarship Fund (BPSF). In August 2023, I reached out to BPSF for financial support. I needed support because I lost my job due to an extenuating circumstance. At that time, I found myself unable to afford food and pay off the rest of my car note. Because of the Jeremy O. Torres Emergency Stabilization Fund, I was able to afford food during that time and contribute towards my car payment and maintain my transportation stability.

I believe that BPSF is an important organization because San Marcos has limited resources for the local queer community. Having an inclusive local non-profit in the Greater San Marcos community that cares for, affirms, and supports individuals in the LGBTQIA+ community allows me to feel safe. Support from organizations like this also allows me to advocate for myself when I needed support.

I am writing this letter to express my gratitude for BPSF and their aid for me and my community. I fully support this organization receiving their full funding request through the San Marcos Human Services Advisory Board so they can assist even more LGBTQIA+ San Marcos residents like me. The Jeremy O. Torres Emergency Stabilization Fund provides aid and assistance that our community struggles to find elsewhere. BPSF deserves the funding to continue their mission of providing monetary support to emerging adults in the LGBTQIA+ San Marcos community.

Sincerely,

Cesar Mejia Aguilar

[Cesar.mejiaaguilar98@gmail.com](mailto:Cesar.mejiaaguilar98@gmail.com)

07/01/2024

San Marcos Human Services Advisory Board  
San Marcos, TX 78666

Dear San Marcos Human Service Advisory Board Members,

I strongly support BPSF's application to receive grant funding from the City of San Marcos Human Services. I have lived in San Marcos for the past two years, and have been donating to BPSF for almost as long. I choose to support them because I have family and friends in the LGBTQIA+ community, and have seen how visible support from their community improves their lives. I also appreciate BPSF's mission to intervene at a time when small grants can significantly impact a young adult's life—making the difference between being evicted or remaining in their homes, or between being able to stay in school or having to drop out. I was lucky to have family support as a young adult, and have provided support to others in my family; BPSF gives me the opportunity to extend this support throughout the community.

BPSF is essential because there are very few organizations in San Marcos that explicitly support and embrace emerging adult LGBTQIA+ community members. When these young adults embrace their minority sexual and/or gender identities, they can face responses ranging from disappointment to even being disowned at a critical time for establishing their independence. They not only face the challenges of leaving home and facing increased work and/or academic demands, but also threats of violence from individuals and institutions that do not accept LGBTQIA+ identities. Visible support and representation from adults in the community who identify with or are allies to the LGBTQIA+ community can help to provide the connection and hope that these emerging adults deserve. BPSF's Board of Directors have expertise about the needs of our local San Marcos LGBTQIA+ emerging adults, allowing BPSF to support these emerging adults during a period of emotional and financial vulnerability. This expertise is a major asset to the community, letting donors like me give with confidence that young adults in San Marcos will be directly helped by my donation.

Whether or not the LGBTQIA+ members of the San Marcos community choose to pursue higher education or a trade, and whether or not they decide to make Hays County their home following graduation, it is the mission of BPSF to support them and help them adjust within this community. The Jeremy O. Torres Emergency Stabilization Fund will help all these individuals when they find themselves in an unforeseen financial crisis that could disrupt their necessary living needs and/or prevent them from continuing their educational path.

BPSF serves San Marcos residents who are underrepresented and underserved, simply due to their sexual and gender identities, which makes them even more vulnerable to lacking essential needs and housing instability during critical times. BPSF is affirming and inclusive of

LGBTQIA+ members with intersecting diverse identities, such as also being BIPOC, being immigrants or having DACA status, and coming from lower socioeconomic backgrounds. Having a nonprofit that explicitly provides affirmation, community, emotional, and financial support is essential.

Connecting with affirming groups that offer community and financial support, such as BPSF, can make a huge difference in a young adult's life. Knowing that they are not alone, that there is a community that sees, values, and supports them, can be lifesaving in some instances. BPSF is a prime example of a group that provides this emotional and financial support. Please consider fully funding the request of this very essential nonprofit organization, allowing them to serve even more LGBTQIA+ community members during their time of need.

Thank you for your consideration,

Jesse and Michael Peirce

July 2, 2024

San Marcos Human Services Advisory Board  
San Marcos, TX 78666

Dear San Marcos Human Service Advisory Board Members,

We strongly support BPSF's application to receive grant funding from the City of San Marcos Human Services. As San Marcos community members for the past 20 years, we have been donors to BPSF since day one and choose to support them because we did not see these critical needs for our LGBTQIA+ family being supported by existing community efforts.

BPSF is essential because there are very few organizations in San Marcos that explicitly support and embrace emerging adult LGBTQIA+ community members. As members of this age group grapple with their minority sexual and/or gender identities they often face responses ranging from disappointment to even being disowned at a critical time of establishing their independence. LGBTQIA+ emerging adults not only face the challenges of leaving home, a new environment, and increased work and/or academic demands, they also face threats of violence from individuals and institutions that do not accept LGBTQIA+ identities and are vulnerable to suicidal thoughts. Visible representation from adults in the community, who identify with or are allies to the LGBTQIA+ community, reduces isolation and enhances the connection these young adults deserve. The expertise of BPSF's Board of Directors of the needs of our local San Marcos LGBTQIA+ young adults and how to support them during a period of emotional and financial vulnerability is a huge asset to the community.

Whether or not the LGBTQ+ members in the San Marcos community choose to pursue higher education, a trade, and decide to make Hays County their home following graduation, it is the mission of BPSF to support them and help them adjust within this community. The Jeremy O. Torres Emergency Stabilization Fund will help all these individuals when they find themselves in an unforeseen financial crisis that could disrupt their necessary living needs and/or continue their educational path.

BPSF serves San Marcos residents who are underrepresented and underserved, simply due to their sexual and gender identities, which makes them even more vulnerable lacking essential needs and housing instability during critical times. BPSF is affirming and inclusive of LGBTQIA+ members with intersecting diverse identities, such as also being BIPOC, immigrants or having DACA status, and coming from lower socioeconomic backgrounds. Having a nonprofit that explicitly provides affirmation, community, emotional, and financial support is essential.



Connecting with affirming groups that offer community and financial support, such as BPSF, can make a huge difference in a young adult's life. Knowing that they are not alone, that there is a community that sees, values, and supports them, can be lifesaving in some instances. BPSF is a prime example of a group that provides this emotional and financial support. Please consider fully funding the request of this very essential nonprofit organization, allowing them to serve even more LGBTQIA+ community members during their time of need.

Best,

Kyle & Alex Mylius

Letter of Support

from

Alliance of Texas State

Attached to application email due to encryption  
preventing it from being embedded in PDF application

July 13, 2024

San Marcos Human Services Advisory Board  
San Marcos, TX 78666

Dear San Marcos Human Service Advisory Board Members,

On behalf of Texas State University Alliance, we strongly support BPSF's application to receive grant funding from the City of San Marcos Human Services. We, Texas State University Alliance provide BPSF's information to Texas State students and community members identifying as queer so that they can receive additional support in a sometimes volatile climate. Our members attend BPSF events regularly and refer individuals to BPSF regularly for over 10 years. The support they provide to LGBTQIA+ emerging adults (18 to 25 years old) in the greater San Marcos area is highly essential, necessary, and impactful. The expertise of BPSF's Board of Directors of the needs of our local San Marcos LGBTQIA+ young adults and how to support them during a period of emotional and financial vulnerability is a huge asset to the community.

In my role as a Texas State faculty member, I have information about BPSF and the Jeremy O. Torres Emergency Stabilization fund available in my office and on my person. During the last few years, I have connected multiple students with these resources. Upon receiving funding, students share with me how financial support has helped them navigate life more fully and be less stressed about their financial situations. I know that all TXST Alliance faculty and staff members regularly connect queer emerging adults with BPSF resources.

BPSF is essential because there are very few organizations in San Marcos that explicitly support and embrace emerging adult LGBTQIA+ community members. And BPSF is the ONLY local LGBTQIA+ nonprofit that provides emergency funding. Sources of emergency funding offered by religiously affiliated organizations, that do not explicitly state their inclusion and support of the LGBTQIA+ community, will typically not be sought out given the historical and current trends of major religious organizations participating in anti-LGBTQIA+ messages and political legislation. This is a protective factor of members of our community against the hateful and hurtful messages towards this community, amplified by the most anti-LGBTQIA+ bills ever in the recent Texas legislative session and a sentiment expressed all the way up the US Supreme Court.

Whether or not the LGBTQ+ members in the San Marcos community choose to pursue higher education, a trade, and decide to make Hays County their home following

graduation, it is the mission of BPSF to support them and help them adjust within this community. The Jeremy O. Torres Emergency Stabilization Fund will help all these individuals when they find themselves in an unforeseen financial crisis that could disrupt their necessary living needs and/or continue their educational path.

BPSF serves San Marcos residents who are underrepresented and underserved, simply due to their sexual and gender identities, which makes them even more vulnerable lacking essential needs and housing instability during critical times. BPSF is affirming and inclusive of LGBTQIA+ members with intersecting diverse identities, such as also being BIPOC, immigrants or having DACA status, and coming from lower socioeconomic backgrounds. Having a nonprofit that explicitly provides affirmation, community, emotional, and financial support is essential.

Connecting with affirming groups that offer community and financial support, such as BPSF, can make a huge difference in a young adult's life. Knowing that they are not alone, that there is a community that sees, values, and supports them, can be lifesaving in some instances. BPSF is a prime example of a group that provides this emotional and financial support. Please consider fully funding the request of this very essential nonprofit organization, allowing them to serve even more LGBTQIA+ community members during their time of need.

Sincerely,

A handwritten signature in black ink, appearing to read 'Erika K. Nielson'.

Erika K. Nielson, Ph.D.

President, Texas State University Alliance