

CITY OF SAN MARCOS HUMAN SERVICES GRANT FY 2026-2027 APPLICATION

I. SUMMARY INFORMATION

Please spell out organization name and program name completely, without acronyms.

Applicant Organization: Hays-Caldwell Women's Center

Contact Name, Title: Cari Borremans, Development Coordinator

Telephone: 512-396-3404

Contact E-Mail Address: cborremans@hcwc.org Website: www.hcwc.org

Mailing Address: PO Box 234, San Marcos, TX 78667

Do you have a location in San Marcos where people can walk in and ask questions about the program? If so, what is the address? 1101 Davis Ln, San Marcos, TX 78666

Who is authorized to execute program documents? (Name, Title) Melissa Rodriguez, CEO

Program Name: Family Violence & Transitional Housing Program

Amount of Funds Requested: \$50,000

What percentage of the cost of this program is requested as funding through this application? 1.91%

II. SHORT ESSAY QUESTIONS

All questions must be answered. Please type your answers. Application evaluations will be based on, but not necessarily limited to the criteria stated in each section.

OVERVIEW

1. Summarize the program for which funding is being requested, the services it provides, and the clients it serves.

The Family Violence Program provides free and confidential services to survivors of family violence and dating violence. Services include emergency family shelter, transitional housing, counseling for adults and children, resource advocacy, legal advocacy, and access to a donation center for basic needs.

Our emergency violence shelter houses community members (adults and children) who are fleeing from a violent home. Our shelter includes 13 private rooms, each with its own bathroom. It has a shared community kitchen and shared living spaces, as well as a children's playroom and a teen room. Generally, our emergency shelter hosts families for about a month. The duration of the stay can be extended depending on the circumstances.

Our transitional housing complex, Marla's Place, is designed for women and their young children who are exiting shelter but not yet able to afford and sustain independent living away from their abusers. Our transitional housing program includes on-site childcare for young children through an Early Headstart Program. All transitional housing residents receive individualized case management during their stay, designed to support residents in achieving short and long-

term goals and to prepare for independent living upon leaving Marla's Place. All transitional housing residents have access to on-site counseling, free of charge for adults and children.

Our non-residential family violence program is the largest program within HCWC. We offer free and confidential counseling, advocacy, and legal advocacy services to anyone living or working in Hays or Caldwell County who has experienced family or dating violence. In addition to traditional counseling, we also offer a variety of therapeutic groups, including art therapy, trauma informed yoga, sound bath therapy, and talk therapy in a group setting. Our advocates work with family violence clients to identify and secure resources outside of HCWC. Our legal advocates help clients with protective orders, divorces, custody agreements, and provide court accompaniment.

COMMUNITY NEED AND JUSTIFICATION –20 POINTS

Evaluation: documentation and justification of the need for the program in the City of San Marcos.

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

HCWC is the only family violence center serving Hays County. We offer the only transitional housing program in Hays County. Last year we served 2,277 community members, the most ever served at HCWC. Of those 2,277 community members served, 1,236 were family violence survivors and 642 were residents of San Marcos. Our emergency family violence shelter provides life-changing, often life-saving services to survivors of family violence. Our transitional housing complex offers a real chance for women and their young children fleeing a violent home to succeed at long-term independent living. The two greatest barriers to a woman and her children leaving an abuser are lack of affordable housing and lack of affordable childcare. We remove both of those barriers with our transitional housing program. In addition to emergency shelter and transitional housing, we have a non-residential family violence program, offering counseling and advocacy to local survivors.

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

Last year we served a record 2,277 community members. We served 70 more family violence survivors last year than we did the year before. The need for this program has been increasing in recent years, likely partially as a result of the growth in our area. Serving more community members last year than ever before tells us that our services are needed now more than ever.

IMPLEMENTATION –15 POINTS

Evaluation:

- *The application demonstrates that resources needed to manage the proposed program are available and ready.*
- *Applicant has clearly defined objectives focusing on results and measurable outcomes vs. only program activities descriptions and numbers served.*
- *Past performance of programs funded by Human Services Grants has met expectations.*

1. Are all resources in place to be able to implement this program? If not, what is missing?

All resources are in place to be able to implement this program.

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

The ultimate goal of HCWC is to end violence and abuse in the communities we serve. The critical services we provide in this program help survivors of family violence and dating violence begin to heal from the trauma and abuse they have experienced. We measure specific outcomes throughout clients' time at HCWC and upon their exiting the program. We want clients in our Family Violence Program to know how to safety plan, to understand the effects of family violence, and to have increased feelings of safety as a result of the services we provide. The ultimate goal of our transitional housing complex Marla's Place is for women and their children to leave transitional housing with the ability to successfully maintain independent living away from their abusers. This is an outcome that we monitor and measure.

3. 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?

HCWC is committed to achieving our mission of creating an environment where violence and abuse are not tolerated. We pursue many available resources to achieve this goal. The funding requested from the City of San Marcos Human Services Grant to support our family violence program is a critical but small percentage of the overall funding required to run this program. We have requested the minimum amount of funding necessary in this grant application to be able to continue to provide these important services to San Marcos survivors of abuse. The funding received from the City of San Marcos and Human Services Advisory Board is critical to sustaining the services provided to survivors of family and dating violence and their children. However, if these funds were no longer available, we would seek funding from other sources if possible.

IMPACT AND COST EFFECTIVENESS –20 POINTS

Evaluation:

- *impact on the identified need*
- *implementation costs compared to impact*
- *use of available resources (financial, staff, volunteer)*
- *impact compared to other applicants*

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.

HCWC's Family Violence and Transitional Housing Program provides critical, life-changing, and at time life-saving services to San Marcos residents fleeing an abusive home. Transitional housing allows women and their young children to leave emergency shelter and enter a safe and supportive environment where life-long change can begin. Our emergency shelter was not designed to be a long-term solution to permanently escape a violent home and we saw many shelter clients over the years return to an abusive home due to lack of affordable housing and childcare. Transitional housing allows women to pay extremely low rent (\$100-\$400 a month) for a period of 12-18 months, with free childcare on site, so that they have the time and resources to secure more sustainable housing while finishing an education, securing employment, and receiving supportive services.

While transitional housing is a life-changing solution to women and their young children fleeing violence, we have seen life-changing impact through our other family violence programs as well. For some survivors, a few weeks in our emergency shelter is ample time to find long-term housing away from an abuser and begin a path to healing. Said one shelter resident in a recent anonymous survey, "HCWC was literally a life saver for me".

2. Briefly describe other funding sources, volunteers, or in-kind donations that will be used with this program.

We receive funding for this program from Victims of Crime Act fund (VOCA), Health and Human Services Commission (HHSC), and the St. David's Foundation. In 2025, we had 270 volunteers who provided 12,759 hours of service to all of HCWC's programs. We received in-kind donations of goods and services totaling \$488,537.00 to help support our Family Violence and Transitional Housing Program.

3. How many total annual unduplicated direct clients is this program expected to serve? What percentage will be San Marcos residents?

In 2025, HCWC served 1,236 survivors of family violence. Of those, 421 were residents of San Marcos. San Marcos residents comprise 34% of our Family Violence and Transitional Housing Program clients. We expect these numbers to increase by about 5-10% next year. We expect to serve roughly 460 San Marcos residents in our Family Violence and Transitional Housing Program next year. That will likely be roughly 35-40% of our total Family Violence and Transitional Housing Program clients.

4. Please list the agencies with which you partner to provide this program's services.

We partner with the Hays County Food Bank for a weekly distribution of nutritious foods for clients participating in our Family Violence and Transitional Housing Program. We also partner with Community Action Inc. Central Texas to provide an on-site Early Headstart Center at our transitional housing complex, Marla's Place.

COMMUNITY SUPPORT – 15 POINTS

Evaluation:

- A minimum of three letters of reference that indicate strong local support for the program and the agency's ability to implement it as described in the application. Letters must be in support of the specific program requesting funding, not the agency as a whole. Letters will preferably be from San Marcos residents as well as direct clients of the program.*
- Evidence that volunteers play a vital role in the program or agency's operation.*
- Evidence that board members are actively involved in and supportive of the agency*

1. What actions do Board members take to support the programs of the agency?

Our Board of Directors is made up of 17 elected and voting members who reflect our client population in terms of diversity. Each board member is assigned to one of three committees (Operations, Fundraising, and Public Awareness). Board members are assigned to a committee based on their specific area of expertise and interest. Committees meet regularly to discuss necessary changes to programming, budgeting, policies, and procedures. All board members are community advocates for the Center and the clients we serve. Board members play a large role in planning our largest fundraiser of the year, our Annual Auction, and they solicit items and sponsors for the event.

2. Briefly describe the number and role of volunteers in the program or agency's operation.

Last year, 270 volunteers provided 12,759 hours of service to HCWC. Volunteers assist with answering our 24-hour HELpline, assisting with administrative tasks, working in our Donation Center, and providing limited direct services. Volunteers also assist with our fundraisers throughout the year and assist with awareness events in our community.

COUNCIL PRIORITIES - 20 POINTS

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

HCWC was founded in 1978 and has been serving San Marcos residents for 48 years.

2. In what ways does your agency actively conduct outreach to engage San Marcos residents in its programs and services? How will San Marcos residents access those services? (up to 10 points)

HCWC has a team (Development of Community Partnerships team) dedicated to engaging with the community and bringing awareness to our services. We participate in resource fairs, school resource events at elementary, middle, and high schools as well as the university. We table at local businesses and share information about our services. We host free community events like "Loteria for a Cause" and "Hearts and Hollywood Film Night for Youth". We create Take Action Toolkits for awareness months (Domestic Violence Awareness Month, Dating Violence Awareness Month, Child Abuse Awareness Month, Sexual Assault Awareness Month) that are available for free download and sent to local schools and community groups. Last year our toolkits were downloaded 1,000 times and reached over 4 million people worldwide. We share our service cards and flyers with local healthcare centers, hospitals, bars, and restaurants. We have an active and engaging social media presence. We have a working relationship with local law enforcement agencies, who often refer community members to the center. We work with local schools to bring violence prevention to the youth in the community. All of our services are free and confidential to anyone who has experienced abuse and is living or working in Hays or Caldwell County.

RISK - 10 POINTS

1. How many years' experience does the agency have in implementing a program of this size and complexity? (5 points if more than 5 years)

HCWC was founded in 1978 and has 48 years of experience working with survivors of Family Violence. Our shelter was established in 1979 and was one of the six original family violence shelters to receive funding from the State of Texas. Marla's Place, our transitional housing complex, accepted it's first residents in August of 2022.

2. What percentage of the program's funding is non-City? (5 points if at least 50%)

98.32%

III. 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.)

SUBMITTAL APPROVED BY:

Melina Rodriguez

2/20/2026

Signature

Date

Melissa Rodriguez

Printed Name

Chief Executive Officer

Title

**Hays-Caldwell Women's Center
FY26 Budget
Revision I**

Funding Source	FY26- Revised	FV & TH	SA	CA
Revenues				
Government Grants				
Children's Advocacy Centers of Texas	413,212.85			413,212.85
Health & Human Services Commission	551,793.37	551,793.37		
OAG-Federal	170,000.00		170,000.00	
OAG-State	282,715.00		282,715.00	
VOCA	1,389,941.85	1,042,456.39	347,485.46	
VOCA-CAC	383,307.52			383,307.52
CACTX Comprehensive Case Mgmt Grant	66,500.00			66,500.00
OVAG	49,500.00		49,500.00	
Total Government Grants	3,306,970.59	1,594,249.76	849,700.46	863,020.37
Local Government Support				
City of Buda	7,000.00	3,500.00	1,400.00	2,100.00
City of Dripping Springs	7,000.00	3,500.00	1,400.00	2,100.00
City of Kyle	30,000.00	15,000.00	6,000.00	9,000.00
City of Lockhart	10,000.00	5,000.00	2,000.00	3,000.00
City of Luling	-	-	-	-
City of San Marcos- HSAB	83,000.00	33,000.00	25,000.00	25,000.00
City of Wimberley	-	-	-	-
County of Caldwell	10,000.00	5,000.00	2,000.00	3,000.00
County of Hays	85,000.00	51,000.00		34,000.00
CDBG	28,000.00	14,000.00	5,600.00	8,400.00
Total Local Government Support	260,000.00	130,000.00	43,400.00	86,600.00
Local Support				
Individuals	340,000.00	192,510.81	22,978.39	124,510.80
Companies	150,000.00	75,000.00	30,000.00	45,000.00
Organizations	75,000.00	37,500.00	15,000.00	22,500.00
Foundations-Other	350,000.00	250,000.00	50,000.00	50,000.00
St.David's Foundation	289,707.00	173,824.20		115,882.80
Christus Community Impact Fund	56,250.00	56,250.00		
Blue Cross Blue Shield	18,750.00	18,750.00		
Austin Community Foundation	20,833.30	20,833.30		
Total Local Support	1,300,540.30	824,668.31	117,978.39	357,893.60

Miscellaneous Revenues

Interest	15,000.00	7,500.00	3,000.00	4,500.00
Marla's Place Client Rent	50,000.00	50,000.00		
Restitution	5,000.00	5,000.00		
Total Miscellaneous Revenues	70,000.00	62,500.00	3,000.00	4,500.00

Total Support and Revenues	4,937,510.89	2,611,418.07	1,014,078.85	1,312,013.97
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Expenditures**Personnel**

Salaries and Wages	3,569,669.59	1,784,834.79	713,933.92	1,070,900.88
Payroll Taxes	261,984.54	130,992.27	52,396.91	78,595.36
Health Insurance	325,000.00	162,500.00	65,000.00	97,500.00
Life Insurance	5,000.00	2,500.00	1,000.00	1,500.00
COBRA	1,020.00	510.00	204.00	306.00
Retirement	64,000.00	32,000.00	12,800.00	19,200.00
Worker's Compensation	8,500.00	4,250.00	1,700.00	2,550.00
Unemployment Insurance	18,000.00	9,000.00	3,600.00	5,400.00

Supplies

Advocate Training	1,350.00	675.00	270.00	405.00
Food	8,000.00	4,000.00	1,600.00	2,400.00
Food- Clients	18,000.00	9,000.00	3,600.00	5,400.00
Marla's Place Supplies	6,000.00	6,000.00		
Miscellaneous	4,400.00	2,200.00	880.00	1,320.00
Office Supplies	13,000.00	6,500.00	2,600.00	3,900.00
Program Supplies	13,000.00	6,500.00	2,600.00	3,900.00
Shelter Supplies	8,500.00	8,500.00		
Special Needs	5,000.00	2,500.00	1,000.00	1,500.00
Translator/Interpreter	3,000.00	1,500.00	600.00	900.00

Facility Expenses

Facility Repairs/Maintenance	55,000.00	27,500.00	11,000.00	16,500.00
Garbage	14,000.00	7,000.00	2,800.00	4,200.00
Janitorial	30,000.00	15,000.00	6,000.00	9,000.00
Insurance-Building	85,000.00	42,500.00	17,000.00	25,500.00
Internet	8,500.00	4,250.00	1,700.00	2,550.00
Rent-Lockhart	12,000.00	6,000.00	2,400.00	3,600.00
Security	6,000.00	3,000.00	1,200.00	1,800.00
Telephone	18,000.00	9,000.00	3,600.00	5,400.00

Utilities	98,000.00	58,800.00	19,600.00	19,600.00
Contractual				
Legal Contract- HCWC Subpeona	1,000.00	500.00	250.00	250.00
Contract- Supervision for Staff	10,000.00	5,000.00	2,000.00	3,000.00
Contract- Medical Supervision for SAFE Exams at Roxanne's House	12,000.00			12,000.00
Designs	80,000.00	40,000.00	16,000.00	24,000.00
Client Assistance				
Rental Assistance	14,141.00	141,410.00		
Capital Expenditures				
Equipment Purchase	25,000.00	12,500.00	5,000.00	7,500.00
Other Insurances				
Bond (crime)	1,668.00	834.00	333.60	500.40
Director's and Officers	4,250.00	2,125.00	850.00	1,275.00
Inland Marine	1,385.00	692.50	277.00	415.50
Vehicle	8,175.00	8,175.00		
Umbrella	3,092.00	1,546.00	618.40	927.60
Flood	16,807.20	8,403.60	3,361.44	5,042.16
Cyber Insurance	5,317.92	2,658.96	1,063.58	1,595.38
Other Expenditures				
Advertising/Public Relations	3,000.00	1,500.00	600.00	900.00
Audit	27,700.00	13,850.00	5,540.00	8,310.00
Bank Charges/Credit Card Fees	10,000.00	5,000.00	2,000.00	3,000.00
Copier Rental	13,000.00	6,500.00	2,600.00	3,900.00
Fees and Dues	23,000.00	11,500.00	4,600.00	6,900.00
Fundraising Expense	75,000.00	37,500.00	15,000.00	22,500.00
PayPal Charges	3,500.00	1,750.00	700.00	1,050.00
Postage	4,000.00	2,000.00	800.00	1,200.00
Printing	6,000.00	3,000.00	1,200.00	1,800.00
Technology Resources	50,000.00	25,000.00	10,000.00	15,000.00
Staff Development	31,500.00	15,750.00	6,300.00	9,450.00
Staff Meetings	4,500.00	2,250.00	900.00	1,350.00
Staff Recruitment	10,000.00	5,000.00	2,000.00	3,000.00
Travel Expenses	15,000.00	7,500.00	3,000.00	4,500.00
Vehicle Expense	3,000.00	3,000.00		
Deficit for FY26	(184,449.36)	(100,539.06)	(211,179.31)	

Total Program Expenses	4,937,510.89	2,611,418.07	1,014,078.85	1,312,013.97
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Hays-Caldwell Women's Center
FY27 Budget
Revision I

Funding Source	FY27	FV & TH	SA	CA
Revenues				
Government Grants				
Children's Advocacy Centers of Texa:	413,212.85			413,212.85
Health & Human Services Commissic	551,793.37	551,793.37		
OAG-Federal	170,000.00		170,000.00	
OAG-State	282,715.00		282,715.00	
VOCA- SH & NR	1,389,941.85	1,117,456.39	272,485.46	
VOCA- MP	235,331.73	235,331.73		
VAWA	94,242.02	19,242.00	75,000.00	
VOCA-CAC	383,307.52			383,307.52
CACTX Comprehensive Case Mgmt (66,500.00			66,500.00
OVAG	49,500.00		49,500.00	
Total Government Grants	3,636,544.34	1,923,823.49	849,700.46	863,020.37
Local Government Support				
City of Buda	7,000.00	3,500.00	1,400.00	2,100.00
City of Dripping Springs	7,000.00	3,500.00	1,400.00	2,100.00
City of Kyle	30,000.00	15,000.00	6,000.00	9,000.00
City of Lockhart	10,000.00	5,000.00	2,000.00	3,000.00
City of Luling	-	-	-	-
City of San Marcos- HSAB	100,000.00	50,000.00	25,000.00	25,000.00
City of Wimberley	-	-	-	-
County of Caldwell	10,000.00	5,000.00	2,000.00	3,000.00
County of Hays	85,000.00	42,500.00	17,000.00	25,500.00
CDBG	28,000.00	14,000.00	5,600.00	8,400.00
Total Local Government Support	277,000.00	138,500.00	60,400.00	78,100.00
Local Support				
Individuals	357,000.00	107,100.00	25,000.00	224,900.00
Companies	157,500.00	78,750.00		78,750.00
Organizations	78,750.00	39,375.00	15,750.00	23,625.00
Foundations-Other	367,500.00	250,000.00	58,750.00	58,750.00
St.David's Foundation	-			
Christus Community Impact Fund	-			
Blue Cross Blue Shield	18,750.00	18,750.00		
Austin Community Foundation	-			

Total Local Support	979,500.00	493,975.00	99,500.00	386,025.00
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Miscellaneous Revenues

Interest	15,000.00	7,500.00	3,000.00	4,500.00
Marla's Place Client Rent	50,000.00	50,000.00		
Restitution	5,000.00	5,000.00		
Total Miscellaneous Revenues	70,000.00	62,500.00	3,000.00	4,500.00

Total Support and Revenues	4,963,044.34	2,618,798.49	1,012,600.46	1,331,645.37
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Expenditures

Personnel

Salaries and Wages	3,681,392.00	1,840,696.00	736,278.40	1,104,417.60
Payroll Taxes	281,626.49	140,813.24	56,325.30	84,487.95
Health Insurance	325,000.00	162,500.00	65,000.00	97,500.00
Life Insurance	5,000.00	2,500.00	1,000.00	1,500.00
COBRA	1,020.00	510.00	204.00	306.00
Retirement	66,000.00	33,000.00	13,200.00	19,800.00
Worker's Compensation	8,500.00	4,250.00	1,700.00	2,550.00
Unemployment Insurance	18,000.00	9,000.00	3,600.00	5,400.00

Supplies

Advocate Training	1,350.00	675.00	270.00	405.00
Food	8,000.00	4,000.00	1,600.00	2,400.00
Food- Clients	18,000.00	9,000.00	3,600.00	5,400.00
Marla's Place Supplies	6,000.00	6,000.00		
Miscellaneous	4,400.00	2,200.00	880.00	1,320.00
Office Supplies	13,000.00	6,500.00	2,600.00	3,900.00
Program Supplies	13,000.00	6,500.00	2,600.00	3,900.00
Shelter Supplies	8,500.00	8,500.00		
Special Needs	5,000.00	2,500.00	1,000.00	1,500.00
Translator/Interpreter	3,000.00	1,500.00	600.00	900.00

Facility Expenses

Facility Repairs/Maintenance	55,000.00	27,500.00	11,000.00	16,500.00
Garbage	14,000.00	7,000.00	2,800.00	4,200.00
Janitorial	30,000.00	15,000.00	6,000.00	9,000.00
Insurance-Building	85,000.00	42,500.00	17,000.00	25,500.00
Internet	8,500.00	4,250.00	1,700.00	2,550.00

Rent-Lockhart	12,000.00	6,000.00	2,400.00	3,600.00
Security	6,000.00	3,000.00	1,200.00	1,800.00
Telephone	18,000.00	9,000.00	3,600.00	5,400.00
Utilities	98,000.00	58,800.00	19,600.00	19,600.00

Contractual

Legal Contract- HCWC Subpeona	1,000.00	500.00	250.00	250.00
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Contract- Supervision for Staff	10,000.00	5,000.00	2,000.00	3,000.00
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Contract- Medical Supervision for SAFE Exams at Roxanne's House	12,000.00			12,000.00
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Creative Projects- Nathan Thompson Designs	80,000.00	40,000.00	16,000.00	24,000.00
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Client Assistance

Rental Assistance	14,141.00	14,141.00		
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Capital Expenditures

Equipment Purchase	25,000.00	12,500.00	5,000.00	7,500.00
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Other Insurances

Bond (crime)	1,668.00	834.00	333.60	500.40
Director's and Officers	4,250.00	2,125.00	850.00	1,275.00
Inland Marine	1,385.00	692.50	277.00	415.50
Vehicle	8,175.00	8,175.00		
Umbrella	3,092.00	1,546.00	618.40	927.60
Flood	16,807.20	8,403.60	3,361.44	5,042.16
Cyber Insurance	5,317.92	2,658.96	1,063.58	1,595.38

Other Expenditures

Advertising/Public Relations	3,000.00	1,500.00	600.00	900.00
Audit	27,700.00	13,850.00	5,540.00	8,310.00
Bank Charges/Credit Card Fees	10,000.00	5,000.00	2,000.00	3,000.00
Copier Rental	13,000.00	6,500.00	2,600.00	3,900.00
Fees and Dues	23,000.00	11,500.00	4,600.00	6,900.00

Fundraising Expense	75,000.00	37,500.00	15,000.00	22,500.00
PayPal Charges	3,500.00	1,750.00	700.00	1,050.00
Postage	4,000.00	2,000.00	800.00	1,200.00
Printing	6,000.00	3,000.00	1,200.00	1,800.00
Technology Resources	50,000.00	25,000.00	10,000.00	15,000.00
Staff Development	31,500.00	15,750.00	6,300.00	9,450.00
Staff Meetings	4,500.00	2,250.00	900.00	1,350.00
Staff Recruitment	10,000.00	5,000.00	2,000.00	3,000.00
Travel Expenses	15,000.00	7,500.00	3,000.00	4,500.00
Vehicle Expense	3,000.00	3,000.00		
Deficit for FY27	(292,280.27)	(32,571.82)	(28,151.26)	(231,557.21)
Total Program Expenses	4,963,044.34	2,618,798.48	1,012,600.46	1,331,645.37
	0.00	0.00	0.00	(0.00)

Proposed Uses of HSAB Funding

	FV/TH	SA	CA
COO- Michelle Ducote	12,460.00	6,230.00	6,230.00
Finance Director- Caitlin Cost	9,378.00	4,689.00	4,689.00
Accountant- Amanda Hernandez	6,365.00	3,183.00	3,183.00
Total Salaries	28,203.00	14,102.00	14,102.00
Payroll Taxes	2,157.53	1,078.76	1,078.76
Health Insurance	2,023.20	1,011.60	1,011.60
Unemployment Insurance	43.50	21.75	21.75
Total Fringes	4,224.23	2,112.11	2,112.11
Building and Liability Insurance	5,000.00		8,785.89
Facility Repair and Maintenance		8,785.89	
Copier Rental	3,000.00		
Staff Development	6,572.77		
Local Travel	3,000.00		
Total ODOE	17,572.77	8,785.89	8,785.89
Total	50,000.00	25,000.00	25,000.00
	50,000.00	25,000.00	25,000.00
	(0.00)	0.00	0.00

HAYS-CALDWELL WOMEN'S CENTER

Board of Directors 2026

Dr. Danette Myers
[REDACTED]
San Marcos, TX 78666
[REDACTED]

President

Term Exp: November 2027 (Pos. 7)
Occupation: Clinical Assistant Professor
Texas State University- San Marcos
Email: [REDACTED]

Laura Dupont
[REDACTED]o
San Marcos, TX 78666
[REDACTED]

Former President

Term Exp: November 2026 (Pos. 12)
Occupation: Senior VP of Development
Streamline Corp.
E-mail: [REDACTED]

Heather Baca
[REDACTED]
San Marcos, TX 78666
[REDACTED]

1st Vice President
*Head of ED Evaluation/
Personnel Sub-Committee*

Term Exp: November 2027 (Pos. 11)
Occupation: Infocenter by Insight
Sr HR Program Manager
Email: h [REDACTED]

Karen Lairsen Jones
[REDACTED]
Lockhart, TX 78644
[REDACTED]

2nd Vice President
Head of Fundraising

Term Exp: November 2026 (Pos. 6)
Occupation: Realtor

Email: k [REDACTED]

Patsy Liao
[REDACTED]
San Marcos, TX 78666
[REDACTED]

Treasurer
*Head of Finance
Sub-Committee*

Term Exp: November 2026 (Pos. 16)
Occupation: Retired

Email: p [REDACTED]

Patricia Fernandez
[REDACTED]
Kyle, TX 78640
[REDACTED]

Secretary

Term Exp: November 2027 (Pos. 17)
Occupation: Broker/Hart Properties

E-mail: [REDACTED]

Dr. Kenneth Elliott
[REDACTED]
Buda, TX 78610
[REDACTED]

Term Exp: November 2027 (Pos.1)
Occupation: Domestic Violence Victim Assistance
Coordinator

Email: k [REDACTED]

Dr. Denise Trauth
[REDACTED]
San Marcos, TX 78666
[REDACTED]

Term Exp: November 2026 (Pos. 2)
Occupation: President Emeritus, Texas State Uni.

Email: [REDACTED]

Marsha M. Moore
[REDACTED]
San Marcos, TX 78666
[REDACTED]

Term Exp: November 2027 (Pos. 3)
Occupation: Retired

E-mail: [REDACTED]

Samantha Wylie

[REDACTED]
Buda, TX 78610
[REDACTED]

Term Exp: November 2026 (Pos. 4)
Occupation: Regional Manager
Clinical Pathology Laboratories
Email: [REDACTED]

Mercedes Salazar-Campirano

[REDACTED]
Buda, TX 78610
[REDACTED]

Term Exp: November 2027 (Pos. 5)
Occupation: Associate Attorney at
Sheehan Law, PLLC
Email: mercedescampirano@gmail.com

Karolyn Tybor

[REDACTED]
Wimberley, TX 78676
[REDACTED]

Term Exp: November 2026 (Pos. 8)
Occupation: Counselor

Email: k [REDACTED]

Valerie Holmes

[REDACTED]
Kyle, TX 78640
[REDACTED]

Term Exp: November 2027 (Pos. 9)
Occupation: Assoc. VP for Student Success & Dean
of Students at Texas State University
E-mail: v [REDACTED]

CURRENTLY OPEN

Term Exp: November 2026 (Pos. 10)

Linda Gonzalez

[REDACTED]
San Marcos, TX 78666
[REDACTED]

Term Exp: November 2027 (Pos. 13)
Occupation: Owner/Treasury Services Manager

Email: L [REDACTED]

CURRENTLY OPEN

Term Exp: November 2026 (Pos. 14)

Kathy Martinez-Prather

[REDACTED]
San Marcos, TX 78666
[REDACTED]

Term Exp: November 2027 (Pos. 15)
Occupation: Director/Texas School Safety
Center, Texas State University
E-mail: k [REDACTED]

Children's Advocacy Center Partner Agency Board Representatives

Child Protective Services

Brandi Schmidt
[REDACTED]

Term Exp: N/A
Occupation: DFPS Program Director
E-mail: B [REDACTED]

Hays County Criminal District Attorney

Stacy Miles-Thorpe
[REDACTED]

Term Exp: N/A
Occupation: Victim Services Supervisor
E-mail: s [REDACTED]

Law Enforcement

Stan Standridge
HCWC Board List 2025

Term Exp: N/A

[REDACTED]
San Marcos, TX 78666

Occupation: Chief of Police
San Marcos Police Department
E-mail: [REDACTED].gov

Emeritus Board Members
Cindy McCoy M.Ed., L.P.C.

[REDACTED]
Austin, TX 78735

Term Exp: Emeritus
Occupation: Counselor

E-mail: c[REDACTED]

Carolyn Linér

[REDACTED]
San Marcos, TX 78666

Term Exp: Emeritus
Occupation: Retired

E-mail: r[REDACTED]

Chief Executive Officer
Melissa Rodriguez

[REDACTED]
San Marcos, TX 78666

Occupation: Chief Executive Officer
Hays-Caldwell Women's Center

E-mail: [REDACTED]

Policy Number: 10.01

Client Eligibility for Family Violence Program

Policy

The Center is dedicated to helping victims of domestic violence. In order to best serve those victims, the Center must develop criteria for eligibility that allow the Center to function efficiently and safely, while at the same time recognizing the rights of the diverse members of our society; exclusions of eligibility must be made on legitimate grounds. HCWC will comply with all state and federal laws.

Procedures

1. Applicable Laws

The Human Resources Code, Title II, Chapter 51 states that family violence is an act by a member of a family or household against another member of the family or household that:

- Is intended to result in physical harm, bodily injury, or assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, or assault, but does not include defensive measures to protect oneself, or
- Is intended to inflict emotional harm, including an act of emotional abuse.

The Family Code, Chapter 71.003 and the Texas Administrative Code, Rule 379.1 defines "Family" as follows:

Individuals related by consanguinity or affinity, as determined under Sections 573.022 and 573.024, Government Code, individuals who are former spouses of each other, individuals who are the parents of the same child, without regard to marriage, and a foster child and foster parent, without regard to whether those individuals reside together.

According to the Texas Administrative Code RULE §379.1(26), a victim of family violence includes:

- (A) an adult member of a family or household who is subjected to an act of family violence
- (B) a member of the household of the adult described in subparagraph (A) of this paragraph, other than the member of the household who commits the act of family violence, including an act of emotional abuse;
- (C) victims not directly served by an HHSC family violence provider;
- (D) a member of the family or household who may have been subjected to sexual abuse by a batterer; and
- (E) a victim of dating violence.

The Civil Rights Act of 1964, Title VI, states in part that potential clients cannot be denied services due to race, color, or national origin or religion in any program that receives funding from the Health and Human Services Commission (HHSC).

The Rehabilitation Act of 1973 applies to all recipients of federal assistance from HHSC. This law prohibits excluding or denying individuals with disabilities an equal opportunity to receive benefits and services.

The Americans with Disabilities Act, Title III, prohibits discrimination against clients because of a mental or physical disability. This law provides qualified disabled clients with the right to access services and benefits by ensuring facility accessibility where benefits and services are provided. This law requires shelter centers to make every reasonable effort to accommodate clients who are protected under the intent of the Americans with Disabilities Act.

The Age Discrimination Act requires equal access to services and benefits regardless of the client's age. This law states that no person, based on their age, can be denied benefits from, be excluded from participation in, or be limited in access to any program or activity that receives federal financial assistance. This law prohibits policies or practices that would exclude a client based on her/his age or the age of any dependents.

2. Screening

In determining eligibility for individuals seeking services from the Center, it is the Center's policy that screening procedures are based solely on the individual's state as a victim of family violence, as defined by Chapter 51 of the Human Resources Code. Victims of family violence are eligible for services without regard to the following (TAC FV 379.604):

- Income
- Ability to contribute, donate or pay for these services.
- Gender or sexual orientation. Shelter is provided to all victims who qualify. This includes male victims and clients who identify as transgender. (See the LGBTQ Accessibility Policy) TAC FV 379.605
- Type of victimization, including victimization by the sex industry.
- Disabilities, as defined by the Americans with Disabilities Act. The Center will make every reasonable effort to accommodate clients who are protected under the intent of the Americans with Disabilities act. When a client's disability requires special services, the Center may require documentation of the disability. If the disability requires an assistance animal, documentation on health and immunization may also be required.
- Number of previous times services have been sought from this Center or other domestic violence programs.
- Cultural barriers of the Center, including language.
- Number of children accompanying the victim.

3. Language

The Center will make every reasonable effort to serve non-English speaking persons seeking services. Staff or volunteers will utilize existing community resources to provide translation services in cases where staff or volunteers do not speak the victim's language. If there is no one on site who can communicate with a client or a HELPLINE caller, the Center will instruct the caller to contact the National Domestic Violence Hotline at 1-800-799-7233. The NDVH will initiate a conference call with an interpreter, the client, and the HCWC advocate. If the NDVH line is too busy to assist, the Center will call upon Texas State University or other community resources to facilitate communication. HCWC also communicates with deaf and/or low hearing individuals by phone through Relay Texas System. TAC FV 379.608

4. Minors

The Center will make every reasonable effort to serve unaccompanied minors who qualify for services, subject to restrictions imposed by statutes and guidelines (see Statutes Governing Services to Unaccompanied Minors). Consideration will address safety and confidentiality concerns. Appropriateness for HCWC services should be determined with consultation with the team leader and Director of Programs and Services or Executive Director.

5. Denial of Services

The Center may deny services to an otherwise eligible victim of family violence and/or sexual assault/abuse for behaviors that put the safety of clients, staff, and/or volunteers at risk. This will include, but is not limited to possession of a weapon, violent and/or abusive behavior towards others (and self), and possession of illegal substances. This policy shall be non-gender specific and shall be applied equally to all persons and will comply with the Americans with Disabilities Act (ADA); Title VI of the Civil Rights Act; §504 of the Rehabilitation Act; the Age Discrimination Act of 1975; and other applicable laws and regulations described in TAC FV 379.1304. When services are denied, the safety of the survivor will be considered, and the Center will assist the client in evaluating their safety plans and in obtaining alternate resources. TAC FV 379.607

6. Termination of Services

Voluntary:

Exit interviews will be done whenever possible to evaluate shelter and non-residential family violence program services. Exit interviews will include updated safety planning.

Involuntary:

The Center may terminate services to clients for behaviors that put the safety of clients, staff, and/or volunteers at risk. This will include, but is not limited to, possession of a weapon, violent and/or abusive behavior towards others (and self), taking another's possessions without permission, breaches of confidentiality, possession of illegal substances, and for

residential clients, leaving children unattended while on and/or off Center property or outreach facilities. This policy shall be non-gender specific and shall be applied equally to all persons and will comply with the Americans with Disabilities Act (ADA); Title VI of the Civil Rights Act; §504 of the Rehabilitation Act; the Age Discrimination Act of 1975; and other applicable laws and regulations.

Clients will be provided written notice of the termination, written notice of the right to file a grievance with the Center and an explanation of the grievance procedure, and upon request, provided contact information for the Health and Human Services Commission Family Violence Program for complaint purposes. (See Notice of Termination of Services). TAC FV 379.612

Residents and non-resident family violence clients requesting services to whom services have been previously terminated, may have their cases reassessed to determine if the same behaviors are present that resulted in the previous termination. If it is determined that the behaviors are no longer present, the victim may be allowed to return to HCWC for services. If it is determined that the behaviors are still present, then a staff member or volunteer will assist the client in re-evaluating their safety plans and in obtaining alternate resources. For residential clients, if we have determined they will not be readmitted, every effort will be made to find them alternative shelter. TAC FV 379.607

This policy will be reviewed every five years.

Client Rights

The Center will provide written rights to all clients. These rights will also be prominently posted in the Shelter, in the Counseling and Resource Center, and in all offices. An adult client has the right:

- To be treated with respect and with a helpful attitude.
- Not be discriminated against on the basis of gender, race, religion, cultural diversity, or sexual orientation.
- To ask questions and make their own decisions.
- To report unethical behavior through the established grievance procedure.
- To refuse to answer any questions or disclose any information they choose not to reveal.
- To know the limits of confidentiality and the circumstances in which their counselor/caseworker is required to disclose information to others.
- To know if there are supervisors, interns, volunteers, or other staff members with whom their counselor/caseworker will discuss their case.
- To request to see their file (Executive Director must approve).

GRIEVANCE POLICY

If a client is dissatisfied with the services provided by the Center, the client should first talk with the person(s) with whom they have the problem. If the problem cannot be resolved in this manner, the client may write a letter describing the situation as clearly and concisely as possible, address your letter to the Executive Director, and mail or deliver to:

Executive Director
HCWC
P.O. Box 234
San Marcos, Texas 78667-0234

The client will receive a timely response from the Executive Director. If the problem remains unresolved, you may write a letter to the president of the HCWC Board of Directors at the above address.

A client may also be entitled to appeal a termination of services to a state agency that provides funding to us for services. This could include the Children's Advocacy Centers of Texas (for persons seeking services at Roxanne's House), the Office of the Attorney General (for services to victims of sexual assault) or the Texas Department of Health and Human Services (for services to victims of family violence). If a family violence client has a complaint that is not resolved to their satisfaction, they can contact the HHS Office of the Ombudsman by calling 1-877-787-8999, selecting a language, and then Option 3, or by making an online submission at <https://hhs.texas.gov/about-hhs/your-rights/office-ombudsman>.

LGBTQ Accessibility Policy

HCWC will take all meaningful steps possible to provide an environment in which every individual is treated with respect and dignity. HCWC acknowledges the alarming statistics outlined by the Center for Disease Control that show survivors of family violence identifying as LGBTQ experience intimate partner violence at a higher rate than heterosexual survivors.¹ As such, HCWC commits to providing a safe place for survivors in which all lives, needs, and identities are respected. Survivors who identify as LGBTQ should not be subject to harassment or discrimination while receiving services at our agency, and will be treated with dignity, equality, and respect. HCWC has developed the following policy designed to meet that goal.

LGBTQ survivors will receive equal treatment, without bias, and be treated in a friendly, culturally appropriate, and professional manner. In counseling and service provision, differences in sexual orientation, gender identity, or gender expression will be affirmed and supported with appropriate tools and awareness.

HCWC will promote an open and accepting environment and provide the highest quality of services to survivors of family violence regardless of their actual or perceived sexual orientation, gender identity or gender expression.

¹ Walters, M.L., Chen J., & Breiding, M.J. (2013). The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Findings on Victimization by Sexual Orientation. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. Available at: http://www.cdc.gov/violenceprevention/pdf/nisvs_sofindings.pdf (Accessed on November 12th, 2013).

Employees, volunteers and other individuals involved in providing services to LGBTQ-identified, or perceived, survivors shall not discriminate against or harass any survivor and will notify their supervisor with any evidence of discrimination immediately.

HCWC promotes an accepting and encouraging environment for transgender and gender nonconforming survivors and employees. Residents or nonresidents identifying as transgender shall receive support and assistance in determining their needs appropriate to their preferred gender identity. If a survivor chooses to disclose transgender status, medical history, or sexual orientation, their confidentiality will be respected.

HCWC seeks to provide a supportive environment for LGBTQ employees. HCWC will train all staff on preventing and responding to harassment and bullying.

HCWC recognizes that the choice to share personal information, such as sexual orientation or relationship status, resides solely with each individual employee. If a staff member discloses their sexual orientation, gender identity, or relationship status to another staff member, that staff member should not share this information with employees, clients, or others involved in the organization without the first person's express consent.

Harassment or Discrimination Claim Procedures

Individuals who feel they have been subject to discrimination or harassment should report this to their advocate. If an individual is uncomfortable discussing concerns with their advocate, a grievance may be filed with the Executive Director. The Executive Director will review the grievance in conjunction with the Director of Programs and Services and the Director of Operations in all claims of harassment or discrimination. If a resident or nonresident feels that their concerns need further attention, their grievance will proceed to the President of the Board of Directors and the contact information for the Health and Human Service Commission Family Violence Program will be provided at their request.

Any claim of discrimination or harassment will be monitored and acted on in accordance with this policy. Because HCWC takes any claim of harassment or discrimination with the seriousness it deserves, a corrective action plan will be put in place that seeks to honor this accessibility policy. Those in violation of this policy will be subject to disciplinary action up to and including termination.

Policy Number: 03.01
Effective Date: March 2020

Personnel

While the Board of Directors sets forth policy and hires an Executive Director, the Executive Director administers the activities of the Center, a designated non-profit organization. The Executive Director of HCWC is responsible for developing personnel procedures. Personnel policies and procedures will balance the needs of the employee with the needs of the Center and will be administered fairly.

These Personnel policies and procedures describe the terms of employment that HCWC agrees to provide its employees, as well as the expectations the Center has regarding

employees' performance and behavior. An employee agrees to these when he/she accepts a position at the Center.

Policies approved by the Board of Directors are noted in bold text. When appropriate, procedures follow a policy and are noted in non-bolded text. Procedures can be modified by the Executive Director with the Board of Directors informed of changes at the next regularly scheduled board meeting. The Board of Directors maintains the ultimate authority for policy and procedure decisions.

Every employee is expected to be familiar with these personnel policies and should consult with his/her Team Leader or the Executive Director on questions of interpretation before decisions are made or actions taken. The Executive Director and the President of the Board may consult in interpreting policy decisions.

LEGAL ISSUES

1. Employment at Will

Policy

The issuance of this Personnel Policy does not constitute an employment contract. The policies are subject to change at the discretion of the Board of Directors. Employment is a relationship that exists as long as both HCWC and the employee determine it is in their respective best interests. Employees are free to resign at any time for any reason; however, two week's advance notice is requested. Similarly, HCWC is free to determine that continued employment of any employee is not in its best interest and is free to discharge that employee without notice.

2. Non-discrimination in Hiring

Policy

Candidates for employment will be considered without regard to race, age, religion, national origin, political affiliation, marital status, sex or sexual orientation. Physical or mental handicaps will be considered only when not in violation of the Americans with Disabilities Act.

3. Fair Employment Law

Policy

HCWC is committed to an affirmative action/equal opportunity policy in recruiting, hiring, training, placement and promotion for all positions without regard to sex, race, religion, sexual orientation, handicap, color or age, and that all decisions shall be based on the qualification of the individual being considered. HCWC is under the jurisdiction

of the Fair Employment Law and is in compliance with the Civil Rights Act of 1964, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990 and Equal Pay Act.

Procedure

The Center is an equal opportunity employer and we encourage a creative, diverse, and inclusive work environment. All leaders of the Center recognize the value of every individual in creating success for our programs and services. The Center is committed to recruiting, hiring, developing, and promoting employees without discrimination. The Center does not discriminate against employees or job applicants on the basis of race, religion, color, sex (including pregnancy), national origin, disability, military or veteran status, age, citizenship, genetic information, sexual orientation or any other characteristic protected by law. All employees are entitled to a workplace free of unlawful discrimination, harassment or retaliation by management, co-workers, clients, volunteers, vendors, donors, and all other third parties. The Center's employees are also prohibited from discriminating against or harassing clients, volunteers, vendors, donors, and all other third parties. Employees must immediately report violations of this policy to Executive Director.

4. Immigration Law Compliance.

Procedure

The Center is committed to employing only those individuals who are authorized to work in the United States and who comply with the requirements of the Immigration Reform and Control Act of 1986 ("IRCA"). Under IRCA, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form (I-9 Form) and present legally acceptable documentation establishing identity and employment eligibility. This must be done within 3 days of beginning employment. Failure to provide the necessary documentation within 3 days will result in termination of employment. Former employees who are rehired must also complete an I-9 Form if they have not completed an I-9 Form with the Center within the past 3 years, or if their previous I-9 Form is no longer retained or valid.

5. Fair Labor Standards Act of 1938

Policy

The Fair Labor Standards Act of 1938 requires employers to identify each position as exempt or non-exempt. (See Exempt and Non-Exempt Status)

6. Hiring Authority

Policy

As stipulated in the Bylaws, the Board of Directors is responsible for the employment of the Executive Director. The Executive Director is responsible for the employment of the remainder of the staff.

7. Nepotism

Policy

No employee will hold a job with this Center while s/he or any member of his/her immediate family serves on the Board of Directors. Immediate family includes husband, wife, father, mother, brother, sister, son, daughter, father or mother-in-law, brother or sister-in-law, son or daughter-in-law, or significant other.

No candidate for a staff position will be hired if a member of their immediate family who would have direct or indirect supervisory authority over him/her, is on the payroll of the Center. Immediate family includes all those listed in paragraph 6 above.

No board member may be employed by the Center in a salaried capacity. Board members applying for staff positions must resign from the board before applying. HHSC TAC 379.401 and 379.1801

8. Reward for Political Activity

Policy

Employment by HCWC will not be offered as a reward for political activity, or for the active support of a political party or candidate.

9. Promotion

Policy

HCWC has a policy of promotion from within if the applicant meets the job requirements and profile of the person best suited for the job. Volunteers are included in this group.

Procedure

Management Team must decide that it is to the benefit of the agency for a staff member, who has been in a position for a year or less, to apply for a different position within the agency because of the agency's investment in training.

10. Hiring Procedures

Policy

HCWC utilizes a hiring system that does not impact one protected class more than another, treats all candidates equally, and utilizes interview processes that are uniform for all candidates within a particular position.

Procedures

If a suitable, internal candidate is not available (see #9), at least three candidates will be considered for every opening to assure that the best person available is hired. Every effort will be made to notify all segments of the community, and other appropriate agencies, of job openings at the Center. The Center will comply with all Affirmative Action/Equal Opportunity regulations when advertising and hiring. Interview questions will be chosen to gain information, which is directly related to the job description and will be uniform for all

applications. At least three reference checks will be obtained to verify the accuracy of information provided by the applicant. The application, screening and interviewing materials will be retained by the agency for three years and 90 days or until all litigation, claims, or audit findings are resolved, whichever is longer.

The standard procedure will be:

1. Prepare a packet of information to be distributed to all applicants which includes a standard letter provided by the Director of Operations, a job description, and the standard Application for Employment with appropriate job specific questions included.
2. The Director of Operations will advertise the position on free websites and through other avenues as appropriate and as funding permits. Postings will seek candidates from diverse backgrounds.
3. The Director of Operations will forward the packet to interested parties and receive completed applications for screening.
4. The Team Leader, in consultation with the Executive Director, will prepare a scoring tool that identifies experience and attributes of qualified candidates for the position.
5. The Team Leader will identify a team to score all applications received.
6. At a minimum, the three candidates receiving the highest scores will be interviewed by a consistent interview team.
7. The best candidate will be referred to the Executive Director and/or the Director of Programs and Services for a follow-up interview.
8. The Team Leader or the Director of Operations will contact at least three references. References should be supervisors from past paid employment if possible.
9. A final review of all information on a candidate will be conducted by the Executive Director and/or Director of Programs and Services, the Director of Operations and the Team Leader before an offer of employment is extended.
10. Candidates who were interviewed in person will be contacted by phone to inform them of the hiring decision. All other candidates will be notified by mail or email.

11. Background Checks

Policy

Hiring will be contingent upon the results of a criminal history check and a driving record check.

Procedure



New employees will be asked to complete the appropriate forms to allow for a criminal history check and driving record check to be submitted during the first week of employment. The results should be sent directly to HCWC. Individuals who have not lived in Texas in the two years prior to applying for employment will be subject to an out-of-state criminal history check. Appropriateness for continued Center employment will be determined after review of the required background checks. Activities will be appropriately restricted until review of the background checks. Any employee who is convicted of a **disqualifying offense** should notify the Executive Director immediately. Appropriateness for continued Center employment will be determined at that time. All HCWC staff will have their criminal history rechecked every three (3) years.

To Whom It May Concern,

Hays Caldwell Women's Center has helped my son & I tremendously. At the moment I am receiving services for legal advocacy and receiving donations to clothe my child & I and get every day household items to make our new apartment a home. The Center has also helped me with the deposit I needed to turn the electricity on. We have been homeless for quite some time, and didn't have much at all. Without their assistance we wouldn't even have plates & silverware. More importantly, the assistance has provided much needed stabilization, allowing me the opportunity to register my son back in school after our homelessness prevented it. And with the help of my legal advocate I'm working towards filing charges against my abuser, keeping him from hurting anyone else.

I am also on the waiting
list for much needed counseling
services.


I couldn't be more grateful
for the agencies assistance.

Sincerely,



2.08.2026

LETTER OF SUPPORT

To whom it may concern,

I, , am writing this letter to express my support for Hays Caldwell Women's Center (HCWC) and their proposed project.


As a domestic violence (DV) survivor myself, I can personally attest to the importance and the role HCWC plays in providing emotional, mental and legal support during my journey. The staff and advocates understand the impact of DV and the challenges that survivors like me faced. They not only point me in the right direction but also walk with me on this journey. For survivors like me with no support network, HCWC is my village for my son and me. They were professional and supportive and cared about our well-being. During Protective Order court hearing, the legal advocacy team accompanied us to court and look after my son during the hearing. I am very glad of their support, and I will always be very grateful to all the advocates at HCWC.

Besides this, the organization also provides counseling, support groups and transitional housing and on-site childcare. I believe HCWC has the expertise, compassion and dedication to change the lives of survivors like me so that we can move forward in life with strength and hope. Hence, I am very proud to support this organization and their efforts to make our community better because domestic violence is a community issue, not a women's issue and we all have a role to play in preventing it.

Thank you.



Sincerely,

 (DV survivor and proud mom)

2/05/2026

To Whom It May Concern,

My name is [REDACTED] and I am a mother to an eleven-month-old baby and a four-year-old child. I am writing this letter to express my deepest support for Marla's Place and to share how vital this transitional housing program is for families like mine who are rebuilding their lives after domestic violence.

Leaving an abusive situation is one of the hardest and most frightening decisions a parent can make. When I left my husband I didn't have any clue how to survive on my own. I thought I was stupid and incapable. Marla's Place immediately ended that doubt. And reiterated that I am strong and capable. Marla's Place provided something I desperately needed, which was safety, stability, and hope.

Marla's Place is more than housing. It is a place where survivors are treated with dignity, compassion, and understanding. As a mother with very young children, having a secure and supportive environment is essential. Knowing that my infant and my four-year-old could rest in a safe space, free from fear, allowed me to begin focusing on healing and on being the mother my children deserve.

The transitional support offered by Marla's Place helps families like mine take meaningful steps toward independence. Access to stable housing, guidance, and supportive services creates the foundation needed to break the cycle of violence and rebuild a future rooted in safety and self-sufficiency. Programs like this recognize that survivors are not just escaping danger, we are rebuilding entire lives. And that is hard.

I am profoundly grateful for Marla's Place and strongly support its mission and continued funding. This program offers survivors the opportunity to heal, regain stability, and move forward with strength and hope. I truly believe that Marla's Place is making a lasting difference in our community.

Thank you for taking the time to consider my experience and for supporting a program that gives families like mine a second chance.

With sincere gratitude,

[REDACTED]

February 4/20

Dear,

Maria's place since my kids and I have moved here it's been beyond blessing and during our journey here have help us with shelter in our most needful time provided us with thing I and help thank that I could not do with out the help from Maria's place. help in me become more independent, getting my old self on my feet make sure our home and space was made comfortable for my kids and myself.

When I didn't have the money to provide myself or my kids with thing in our house Maria's place made sure we never went without. Always made sure our was open to ask for things. When we or when ever we may need help. I am for ever grateful for all the help that is given to our family Thank you!

To whom it may concern,

Marla's Place has really helped me with being able to have a stable home for me and my one year old daughter. I have grown up never having a stable home, and being at Marla's Place I have been blessed that not only I ~~could~~ ^{have} stable housing, but so does my daughter. We appreciate having a safe space that we are comfortable to heal in, ~~and~~ ^{In addition,} having weekly meetings with my social advocate have been really helpful to help me understand more about myself and ~~of~~ ^{why} I am the way I am or think the way I do. Ms. Jessica has also been very understanding & helpful with my situation, they have never

made me feel uncomfortable &
have listened to my concerns about
the headstart program, and have
been supporting me as well
with advocating for my education.
Marla's Place is really the only
reason me and my daughter
have support and a safe and
stable home.



HUMAN SERVICES ADVISORY BOARD GRANT QUARTERLY PERFORMANCE REPORT

Agency Name: Hays Caldwell Women's Center

Program Name: Family Violence & Transitional Housing Program

Program Year: 2025

Reporting Period: (check one)

- January through March (due April 30)
- April through June (due July 31)
- July through September (due October 31)
- October through December (due January 31)

Submit report to: cgriffith@sanmarcostx.gov

PROGRAM STATUS

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

Our Family Violence & Transitional Housing Program exists to provide emergency shelter, transitional housing, counseling, advocacy, legal advocacy, and support to local survivors of family violence. During the past quarter, we have continued to provide all of these services.

Three families recently successfully exited our transitional housing program, and we have enrolled two additional families. Our shelter was filled close to capacity over the holiday season and continues to be so. We continue to provide counseling and advocacy services to residents of both shelter and transitional housing. Our long-term goal is for all community members receiving services in our Family Violence and Transitional Housing Program to exit our programs and live independently, away from their abusers. We have had great success with transitional housing residents finding independent, safe housing after leaving HCWC. By offering counseling, advocacy, and case management to residents of Marla's Place, we are able to help them build the skills and develop the tools necessary to sustain independence and a life free of abuse.

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: Unduplicated Individuals Unduplicated Households

	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Year to Date
Total Served	573	575	560	489	
San Marcos Residents Served	235	237	180	161	
% San Marcos Residents	41%	41%	32%	33%	

PROGRAM EXPENDITURES

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

- 10% of salary and fringe for the Chief Operating Officer
- 10% of salary and fringe for the Chief Financial Officer
- 10% of salary and fringe for the Accountant (filled March-end of grant year)
- Two months of building/property insurances allocable to the Family Violence/Transitional Housing program

Certification:

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



 Signature

1/07/2025

 Date

Melissa Rodriguez

 Chief Executive Officer

 Printed name

 Title

HCWC Board of Directors Attendance taken from Board of Directors Meeting Minutes:

**Hays-Caldwell Women's Center
Board of Directors Meeting Minutes
October 27th, 2025**

Attendance

Board Member	O	J	F	M	A	M	J	J	A	S
Anderson, Beverly		E	P	P	P	P	Resigned			
Baca, Heather	P	E	P	P	P	P	E	*	P	P
Casner, Amy		P	P	P	E	P	E	*	Resigned	
Dupont, Laura	P	P	P	P	U	P	P	*	P	P
Elliott, Ken	P	P	P	P	P	P	P	*	P	P
Fernandez, Patricia	P	P	P	E	U	P	P	*	P	P
Gonzalez, Linda	P	P	P	P	P	P	P	*	P	P
Lairson Jones, Karen	P	P	P	P	P	P	P	*	P	P
Liao, Patsy	P	P	P	P	P	P	P	*	P	P
Linér, Carolyn		P	P	P	U	U	U	*	P	Resigned
Martinez, Kathy	P	E	P	P	P	P	U	*	P	P
Myers, Danette	P	P	P	E	P	E	E	*	P	P
Moore, Marsha	P	P	P	P	P	P	P	*	P	P
Painter, Mia		E	P	E	P	P	P	*	P	Resigned
Trauth, Denise	P	P	P	P	E	P	P	*	P	P
Tybor, Karolyn	E	P	P	P	P	P	P	*	P	E
Wylie, Samantha	P	E	P	P	U	P	U	*	E	P

CAC Representatives (required to attend quarterly)

Stan Standridge	P	E	P	E	P	E	P	*	E	P
Stacy Miles-Thorpe	P	P	P	P	E	P	E	*	E	P
Schmidt, Brandi	P	E	E	E	E	P	E	*	E	P

Emeritus

McCoy, Cindy	E	E	E	E	E	E	E	*	E	E
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Staff

Melissa Rodriguez	P	P	P	P	P	P	P	*	P	P
Michelle Ducote	P	P	P	P	P	P	P	*	P	P
Callie Swindle	P	*	*	*	*	*	*	*	P	P
Holly Cunningham-Kizer		*	*	*	*	P	P	*	P	P

02 Board of Directors

02.01 Board Recruitment

02.02 Board Orientation and Training

Policy Number: 02.01

Board Recruitment

Policy

HCWC will ensure that board members have the expertise, commitment, and time to efficiently carry out the Center's Mission and Philosophy and are representative of the Center's equal opportunity commitments and the general population of the Center's service area. A financial commitment will be required of each board member annually to ensure the financial stability of the agency. The president of the Board and the Board itself shall have the responsibility for ensuring that the procedures below are being met.

Procedures

1. Each year the board will adopt a set of objectives for the next year.
2. Each spring, the nominating committee will prepare a board analysis (in grid format - see Current Board Membership Analysis) of current members in terms of the following: sex, age, ethnic background, geographic location, profession, expertise, and specialized experience such as financial expertise, fundraising experience, corporate management, etc. From that analysis the nominating committee shall recruit new board members to fill in needed areas. However, the primary qualification shall remain dedication and commitment to the Center's mission and purpose.
3. In accordance with the Texas Administrative Code Rule 65.11, Standards of Operation for Local Children's Advocacy Centers, HCWC's Board of Directors will include an executive officer of, or an employee selected by an officer of:
 - (1) a law enforcement agency that investigates child abuse in the area served by the center;
 - (2) the child protective services division of the department; and
 - (3) the county or district attorney's office involved in the prosecution of child abuse cases in the area served by the center.
4. Current board members who wish to be reelected to the board shall reapply to the nominating committee. Criteria for reappointment shall be developed and shall include dedication, commitment, and time devoted to the mission and philosophy of the Center. This shall be measured by attendance at board meetings, service to the board in terms of hours, and the willingness to take leadership roles in furthering the projects of the board. Members whose attendance falls below 60% shall show just cause for those absences and point to clear evidence of service and leadership roles.
5. Each summer, the Center's newsletter, **The Networker**, shall encourage the general membership to apply for Board vacancies. A prospective Board member luncheon will be sponsored by the Nominating Committee in September if sufficient interest exists. The nominating committee shall recommend a slate of board members based on applications from current board members, general membership applications, and

nominations by board members and others (see Application for Board of Directors). This slate shall be approved by the Board at their September/October meeting, published in newspapers in the local service area, and then voted on at the November general membership meeting. Additional nominations may be considered at the annual meeting if they are submitted in the form of a nomination petition, signed by 5 general members, authorized by the nominee, and submitted before the October meeting of the Board of Directors.

This policy will be reviewed every five years.

Policy Number: 02.02

Board Orientation and Training

Policy

HCWC will ensure that board members receive the necessary training to efficiently carry out the Center's Mission and Philosophy. The president of the Board and the Board itself shall have the responsibility for ensuring that the procedures below are being met.

Procedures

1. Fiscal Oversight and Accountability

The board of directors will:

- (1) Ensure that the Center operates in a manner that keeps the organization's mission and purpose focused without becoming involved in day-to-day operations;
- (2) Hire the Center's executive director;
- (3) As a whole, or as delegated to the Center's finance committee, regularly review actual revenue and expenditures and compare them to budgeted revenue and estimated costs.
- (4) Review and approve programs and budgets;
- (5) Maintain and comply with the Center's current bylaws; and
- (6) Review and approve policies for the Center's operation in accordance with the bylaws.

2. Board of Directors Training

- (a) Every two years, each board member must receive training on the following:
 - (1) An explanation of the center's mission, philosophy, and a brief history;

- (2) An explanation of the dynamics of family violence, sexual assault, and child abuse that includes its causes and effects;
 - (3) A description of the organization's current programs, provided by program staff;
 - (4) A review of the organization's policies and clarification of any changes made during the year;
 - (5) An explanation of how the center is funded and future funding projections;
 - (6) A discussion, presented by the board chair or a member of the executive committee, of the following:
 - a. The board's role and responsibilities related to legal and fiscal accountability;
 - b. Meetings and attendance requirements;
 - c. Committee duties, structure, and assignments; and
 - d. Fund-raising and public relations responsibilities;
 - (7) An explanation of the organization's insurance coverage, including directors' and officers' liability insurance or notification of inability to obtain insurance;
 - (8) An explanation of the working relationship between the board and staff, including, but not limited to which staff member is contacted regarding questions or requests and which staff members contact board members routinely;
 - (9) An update on any changes made in the Business Organizations Code, Chapter 22; and (TAC 379.103)
 - (10) The organization's confidentiality policy and the importance of confidentiality;
- (b) New board members should receive this training within three months of starting their first term.

2. Board Orientation Handbook

At the beginning of each year, every Board Member will receive a Board Orientation Handbook that contains, at a minimum, the following:

- (1) Board member job description;
- (2) Current list of board members with current contact information;
- (3) Organization's mission statement;
- (4) Organization's bylaws and a copy of the letter granting 501(c)(3) status;
- (5) List of all committees, including appointed board members and assigned staff;
- (6) Committee descriptions;
- (7) The organization policies;
- (8) Organizational chart;

- (9) History of the organization;
- (10) List of program services and a brief description of each program;
- (11) Current budget, including funding sources and subcontractors;
- (12) Brief description of contract provisions with attorneys, auditors, or other professionals;
- (13) Basic information about family violence; and
- (14) Brief history of the Texas Battered Women's Movement.

The handbook may be in an electronic format. (TAC 379.102)

This policy will be reviewed every 5 years.

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form **990**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

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.

2022

Open to Public Inspection

A For the 2022 calendar year, or tax year beginning **OCT 1, 2022** and ending **SEP 30, 2023**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization HAYS-CALDWELL WOMEN'S CENTER Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite PO BOX 234 City or town, state or province, country, and ZIP or foreign postal code SAN MARCOS, TX 78667-0234	D Employer identification number 74-2020505 E Telephone number (512) 396-3404
F Name and address of principal officer: MELISSA RODRIGUEZ SAME AS C ABOVE		G Gross receipts \$ 5,619,156. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: WWW.HCWC.ORG		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of formation: 1978 M State of legal domicile: TX

Part I Summary

	1 Briefly describe the organization's mission or most significant activities: SHELTER AND ADVOCACY PROGRAMS FOR VICTIMS OF FAMILY VIOLENCE, SEXUAL ASSAULT AND CHILD ABUSE.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
Activities & Governance	3 Number of voting members of the governing body (Part VI, line 1a)	3	21
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	21
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	67
	6 Total number of volunteers (estimate if necessary)	6	294
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
	b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
	Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 4,877,357.
9 Program service revenue (Part VIII, line 2g)		3,025.	37,947.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		1,636.	413.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		239,115.	45,854.
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		5,121,133.	5,484,709.
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		334,349.	392,711.
14 Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		3,247,057.	3,606,197.
Expenses	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25) 198,497.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	996,220.	859,025.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	4,577,626.	4,857,933.
	19 Revenue less expenses. Subtract line 18 from line 12	543,507.	626,776.
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 8,564,182.	End of Year 9,219,392.
	21 Total liabilities (Part X, line 26)	118,121.	146,555.
	22 Net assets or fund balances. Subtract line 21 from line 20	8,446,061.	9,072,837.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer MELISSA RODRIGUEZ, CHIEF EXECUTIVE OFFICER	Date
Paid Preparer Use Only	Print/Type preparer's name RANDY L. WALKER, CPA	Preparer's signature
	Firm's name RANDY WALKER & CO	Date
	Firm's address 7800 IH 10 WEST, STE. 505 SAN ANTONIO, TX 78230	Check if self-employed <input type="checkbox"/> PTIN P00963779
		Firm's EIN 20-3992693
		Phone no. 210-366-9430

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part 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: SHELTER AND ADVOCACY PROGRAMS FOR VICTIMS OF FAMILY VIOLENCE, SEXUAL ASSAULT AND CHILD ABUSE.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 2,413,261. including grants of \$ 371,713.) (Revenue \$ 65,707.) PROVIDE ASSISTANCE, COUNSELING, TEMPORARY HOUSING FOR VICTIMS OF FAMILY VIOLENCE. 1044 VICTIMS OF FAMILY VIOLENCE SERVED IN FY 2023 INCLUDING 7438 NIGHTS OF SHELTER TO 314 VICTIMS AND 903 PROVIDED NON-RESIDENTIAL SERVICES. (SOME PEOPLE WERE SERVED IN BOTH PROGRAMS.)

4b (Code:) (Expenses \$ 630,322. including grants of \$) (Revenue \$) PROVIDE ASSISTANCE AND COUNSELING FOR VICTIMS OF SEXUAL ASSAULT. 617 VICTIMS WERE SERVED IN FY 2023 AND WE RESPONDED TO 87 CALLS AT AREA HOSPITALS TO SUPPORT VICTIMS DURING A SEXUAL ASSAULT FORENSIC EXAM.

4c (Code:) (Expenses \$ 839,072. including grants of \$ 20,999.) (Revenue \$) PROVIDE FORENSIC INTERVIEWS, ASSISTANCE AND COUNSELING FOR VICTIMS OF CHILD ABUSE. 510 CHILDREN AND 383 NON-OFFENDING ADULT FAMILY MEMBERS WERE SERVED IN FY 2023. 407 FORENSIC INTERVIEWS WERE PROVIDED AND 29 ON-SITE SAFE EXAMS WERE PERFORMED.

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 3,882,655.