

# **Hidden Gem Family Center**

## **BUSINESS PLAN**

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## **I. EXECUTIVE SUMMARY**

Hidden Gem Family Center (referred to from hereinafter as the "Organization") established as a non-profit corporation at 115 S 7<sup>th</sup> St. Gatesville, TX 76528 with the expectation of rapid expansion in the families in crisis industry.

### **Business Description**

The Organization was formed on 02/02/2021 as Non-Profit Corporation under Texas state laws and headed by Will Davidson.

The Organization currently employees 3 part time employees and has numerous volunteers.

Office is open Monday thru Friday 8:00 am to 5:00 pm with a 24 hour crisis hotline in place.

### **Board of Directors**

The Organization has assembled a passionate team of leaders:

Chris Rodriguez- Board President *experience*

Diana Barnett- Board Vice President *experience*

Holly Rodriguez- Board Treasurer *experience*

Bobbi Stewart-Board Secretary *experience*

Kyle Matthews-member

Julie Matthews-member

### **Business Mission**

We are a Non-Profit Organization leading the effort that focuses on families, victims of crime, and those who are in dire need of assistance through intervention, advocacy, empowerment, and social change. We strive to provide programs and services that will strengthen the family and share the love of Jesus.

What is Domestic Violence or Victims of Crime?

Domestic violence can take many different forms, but one thing remains the same: it's never the victim's fault.

Abuse Defined

It's not always easy to tell at the beginning of a relationship if it will become abusive. In fact, many abusive partners may seem absolutely perfect in the early stages of a relationship. Possessive and controlling behaviors don't always appear overnight, but rather emerge and intensify as the relationship grows. Domestic violence doesn't look the same in every relationship because every relationship is different. But one thing most abusive

relationships have in common is that the abusive partner does many different kinds of things to have more power and control over their partners. If you're beginning to feel as if your partner or a loved one's partner is becoming abusive, there are a few behaviors that you can look out for. Watch out for these red flags and if you're experiencing one or more of them in your relationship, talk to someone about what's going on.

Physical abuse is any intentional and unwanted contact with you or something close to your body. Sometimes abusive behavior does not cause pain or even leave a bruise, but it's still unhealthy.

**Examples** of physical abuse are:

- Scratching, punching, biting, strangling or kicking.
- Throwing something at you such as a phone, book, shoe or plate.
- Pulling your hair.
- Pushing or pulling you.
- Grabbing your clothing.
- Using a gun, knife, box cutter, bat, mace or other weapon.
- Smacking your bottom.
- Forcing you to have sex or perform a sexual act.
- Grabbing your face to make you look at them.
- Grabbing you to prevent you from leaving or to force you to go somewhere.

Emotional abuse includes non-physical behaviors such as threats, insults, constant monitoring or "checking in," excessive texting, humiliation, intimidation, isolation or stalking.

**Examples** of emotional or verbal abuse:

- Calling you names and putting you down.
- Yelling and screaming at you.
- Intentionally embarrassing you in public.
- Preventing you from seeing or talking with friends and family.
- Telling you what to do and wear.
- Damaging your property when they're angry (throwing objects, punching walls, kicking doors, etc.)
- Using online communities or cell phones to control, intimidate or humiliate you.
- Blaming your actions for their abusive or unhealthy behavior.
- Accusing you of cheating and often being jealous of your outside relationships.

- Stalking you.
- Threatening to commit suicide to keep you from breaking up with them.
- Threatening to harm you, your pet or people you care about.
- Making you feel guilty or immature when you don't consent to sexual activity.
- Threatening to expose your secrets such as your sexual orientation or immigration status.
- Starting rumors about you.
- Threatening to have your children taken away.

Sexual abuse refers to any action that pressures or coerces someone to do something sexually they don't want to do. It can also refer to behavior that impacts a person's ability to control their sexual activity or the circumstances in which sexual activity occurs, including oral sex, rape or restricting access to birth control and condoms. It is important to know that just because the victim didn't say "no," doesn't mean that they meant "yes." When someone does not resist an unwanted sexual advance, it doesn't mean that they consented. Sometimes physically resisting can put a victim at a bigger risk for further physical or sexual abuse. Some think that if the victim didn't resist, that it doesn't count as abuse. That's not true. It still is. This myth is hurtful because it makes it more difficult for the victim to speak out and more likely that they will blame themselves. Whether they were intoxicated or felt pressured, intimidated or obligated to act a certain way, it's never the victim's fault.

**Examples** of sexual assault and abuse are:

- Unwanted kissing or touching.
- Unwanted rough or violent sexual activity.
- Rape or attempted rape.
- Refusing to use condoms or restricting someone's access to birth control.
- Keeping someone from protecting themselves from sexually transmitted infections (STIs).
- Sexual contact with someone who is very drunk, drugged, unconscious or otherwise unable to give a clear and informed "yes" or "no."
- Threatening someone into unwanted sexual activity.
- Pressuring or forcing someone to have sex or perform sexual acts.
- Using sexual insults toward someone.

Financial abuse can be very subtle — telling you what you can and cannot buy or requiring you to share control of your bank accounts. At no point does someone you are dating have the right to use money or how you spend it to control you.

## **Examples** of financially abusive behavior:

- Giving you an allowance and closely watching what you buy.
- Placing your paycheck in their account and denying you access to it.
- Keeping you from seeing shared bank accounts or records.
- Forbidding you to work or limiting the hours you do.
- Preventing you from going to work by taking your car or keys.
- Getting you fired by harassing you, your employer or coworkers on the job.
- Hiding or stealing your student financial aid check or outside financial support.
- Using your social security number to obtain credit without your permission.
- Using your child's social security number to claim an income tax refund without your permission.
- Maxing out your credit cards without your permission.
- Refusing to give you money, food, rent, medicine or clothing.
- Using funds from your children's tuition or a joint savings account without your knowledge.
- Spending money on themselves but not allowing you to do the same.
- Giving you presents and/or paying for things like dinner and expecting you to somehow return the favor.
- Using their money to hold power over you because they know you are not in the same financial situation as they are.

## Why Don't They Just Leave?

People who have never been abused often wonder why a person wouldn't just leave an abusive relationship. They don't understand that leaving can be more complicated than it seems. Leaving is often the most dangerous time for a victim of abuse, because abuse is about power and control. When a victim leaves, they are taking control and threatening the abusive partner's power, which could cause the abusive partner to retaliate in very destructive ways. Aside from this danger, there are many reasons why people stay in abusive relationships. Here are just a few of the common ones:

- **Fear:** A person may be afraid of what will happen if they decide to leave the relationship.
- **Believing Abuse is Normal:** A person may not know what a healthy relationship looks like, perhaps from growing up in an environment where abuse was common, and they may not recognize that their relationship is unhealthy.
- **Fear of Being Outed:** If someone is in an LGBTQ relationship and has not yet come out to everyone, their partner may threaten to reveal this secret.

- **Embarrassment or Shame:** It's often difficult for someone to admit that they've been abused. They may feel they've done something wrong by becoming involved with an abusive partner. They may also worry that their friends and family will judge them.
- **Low Self-Esteem:** When an abusive partner constantly puts someone down and blames them for the abuse, it can be easy for the victim to believe those statements and think that the abuse is their fault.
- **Love:** So often, the victim feels love for their abusive partner. They may have children with them and want to maintain their family. Abusive people can often be charming, especially at the beginning of a relationship, and the victim may hope that their partner will go back to being that person. They may only want the violence to stop, not for the relationship to end entirely.
- **Cultural/Religious Reasons:** Traditional gender roles supported by someone's culture or religion may influence them to stay rather than end the relationship for fear of bringing shame upon their family.
- **Language Barriers/Immigration Status:** If a person is undocumented, they may fear that reporting the abuse will affect their immigration status. Also, if their first language isn't English, it can be difficult to express the depth of their situation to others.
- **Lack of Money/Resources:** Financial abuse is common, and a victim may be financially dependent on their abusive partner. Without money, access to resources or even a place to go, it can seem impossible for them to leave the relationship. This feeling of helplessness can be especially strong if the person lives with their abusive partner.
- **Disability:** When someone is physically dependent on their abusive partner, they can feel that their well-being is connected to the relationship. This dependency could heavily influence their decision to stay in an

### **Funding Request**

The Organization requests voluntary donations to be used for funding the following:

Client services  
Marketing  
Staffing

## **II. BUSINESS SUMMARY**

### **Industry Overview**

In the United States, 1 in 4 women and 1 in 9 men are affected by domestic violence.

Research shows that victims in these situations rarely leave their abuser.

## **Business Goals and Objectives**

The overall goal is to uphold the rights of and improve services to crime victims by recognizing their needs.

### **GOAL 1**

Victims of crime will receive temporary assistance and information from victim advocates' to address their immediate needs that empowers them to make informed decisions not only in their personal lives but also in relation to participation in the criminal justice system and the exercise of their rights.

Objective 1: Increase victims' understanding of their rights as victims of crime.

Objective 2: Increase victims' understanding of the public safety system.

Objective 3: Provide services and referrals to resources that assist victims to make informed choices in their lives.

### **GOAL 2**

Protect children and families.

Objective 1: Promote efforts of Coryell County Children and Families with focus on prevention and early childhood development.

Objective 2: Support Domestic Violence prosecution team and promote efforts to increase community awareness.

Objective 3: Support Child Abuse prosecution team and promote efforts of Coryell County Child Welfare Board.

### **GOAL 3**

Community engagement

Objective 1: Promote and expand the volunteer program to train volunteers to assist within the organization.

Objective 2: Educate the public on services offered.

Objective 3: Increase social media presence.

## **Legal Issues**

This organization affirms that its promoters have legally required any licensing that is required to assist victims seeking assistance within the organization.

### **III. MARKETING SUMMARY**

#### **Target Markets**

Family violence and sexual assault are nondiscriminatory, and victims and survivors come from all cultures and beliefs. We provide a broad range of direct services to victims and survivors. We are helping victims and survivors of domestic violence, sexual assault, child abuse, trafficking, and elder abuse.

The estimated number of potential clients within the organizations geographic scope is 250 on a monthly basis and offer services to additional family members.

#### **Promotional Strategy**

The Organization uses a variety of media platforms and correspondence marketing campaigns to promote its services. Word of mouth is the primary way to attract potential clients, but fliers are another useful way. These fliers are distributed at events held within the community. Social media such as Facebook and Marketplace are also utilized. Churches and county school district officials and school counselors have been contacted and made aware of the services as well. The organization also has fundraisers within the community to help make the community aware of available services. Public radio announcements have even been used.

#### **SWOT Analysis**

##### *Strengths*

Accessibility, targeted population

##### *Weaknesses*

Funding

##### *Opportunities*

The Organization is the center hub of 3 major cities thoroughfare having a high propensity for human trafficking.

##### *Threats*

Other similar organization

#### **Competition**

In the crime victim advocacy industry, clients make choices based on decision factors.



The level of competition for this Organization is minimal. Since the Organization is the only “Family Center” organization that is presently operating in Gatesville, Texas, there are no direct competitors in the immediate market that it has selected. However, in Gatesville, Texas there is a crisis center in which the Organization must compete with indirectly, namely Mission Righteous Roots.

Mission Righteous Roots is a nonprofit organization that capitalizes on substance abuse for men and women, nurturing parenting, and marriage strengthening and anger management. It has been in operation since 2018 and targets the adult and teen population only.

While some clients may prefer our Organization’s competitor, the convenience of this Organization is a selling point because this Organization has made it much easier to access services that are needed with full day services on a weekly basis as well as offering services for all populations. Both organizations are to be taken seriously because they may capture a segment of the population in which the other organization may not have targeted for much needed services in the area.

### **Programs and Services**

First rate service is intended to be the focus of the organization and a cornerstone of success. Utilizing trauma informed care, all clients will receive conscientious, timely, and one-on-one service if needed. This is expected to create loyalty and a trusted place.

### Counseling and Support

Our Counseling Program is committed to helping create and preserve healthy families by assisting survivors of family and sexual violence at any point in the healing process. Our staff of volunteers address the following topics:

- Crisis Intervention
- Safety
- Resources
- Empowerment
- Cycle of Violence
- Trauma Resolution

- Grief and Loss
- Relationship Dynamics
- Family Dynamics
- Parenting & the Effects of Violence on Children
- Decision Making

Individual and group counseling is provided to primary and secondary survivors of family and/or sexual violence. Services are provided to females, males and gender minorities, and both children and adults. Case management focuses on the individual using the biopsychosocial-spiritual module.

#### Temporary and Transitional Housing

According to the National Network to End Domestic Violence, “Domestic violence is one of the leading causes of homelessness for women and their children. More than 90 percent of homeless women experience severe physical or sexual abuse at some point in their lives, and 63 percent have been victims of domestic or sexual violence. Although safe housing can provide a pathway to freedom, there are many barriers that prevent survivors from obtaining safe and affordable housing. The majority of survivors experience financial abuse, meaning that they have not had access to the family finances, have been prohibited from working, or have had their credit score destroyed by the abusive partner. Victims may also face discrimination in accessing or maintaining housing based on the violent or criminal actions of perpetrators.”

Our shelter will provide a safe, secure and confidential refuge for up to 30 days. We will strive to make the transition to our non-violent, supportive environment as seamless as possible.

We believe in the right of all persons to live without fear, abuse, oppression and violence. We recognize the strength and courage it takes to begin the process of healing from all types of abuse, including physical, psychological, sexual, economic, and spiritual. In order to heal, we provide survivors an opportunity to experience a safe, secure, and supportive environment to regain their personal strength and restore their lives.

The staff and volunteers at the Hidden Gem Family Center are committed to a culture of kindness that puts compassion into practice in the following ways:

- We listen to survivors to identify and address fears and apprehensions.
- We communicate in a respectful manner that is free of victim blaming.
- We work cooperatively to identify the survivors' immediate needs and encourage the utilization of personal strengths to overcome obstacles.
- We empower survivors to make informed personal choices by offering education, options, and resources.
- We promote non-violent solutions when interpersonal problems arise.
- We model healthy relationships by respecting boundaries and the inherent right of self-determination.
- With a guiding vision of empowerment, we acknowledge that survivors are the experts of their own lives. Therefore, at the Hidden Gem Family Center, we strive to facilitate the journey from surviving to thriving.

The Temporary Housing Program is for 1 month with assistance and classes provided and the Transitional Housing program will provide housing for a maximum of twenty-four months. Resources for rental assistance to those who have housing and services to meet their needs will be provided. We aim to assist survivors with their personal, economic and housing goals by providing resources for financial assistance to secure and maintain stable and safe housing, and time to heal. We offer advocacy, emotional support, referrals for practical resources such as furnishings, and assistance gaining economic stability through education, employment and/or applying for public assistance. Our goal is to equip each survivor and their family with education and support to be able to step out on their own and provide a safe and financially stable home.

The Hidden Gem Family Center is in the process of raising funds to purchase a building in town that will be used for additional services as well as a temporary homeless shelter/housing. This would include space for approximately 10 women and families at a time where showers, hot meals, a place to sleep and assistance with relocation to a permanent housing will be provided. Our goal is to have the facility available by the end of 2023.

#### Advocacy and Accompaniment

The pain and terror of family and sexual violence does not end with the attack. Survivors are often left to navigate the complex emotional, legal, medical, and financial waters alone.

Services provided are:

- Crisis Intervention
- Accompaniment to law enforcement, hospitals and court
- Advocacy with the criminal justice, medical and social service systems
- Information and referrals
- Assistance completing Crime Victims' Compensation applications

An advocate is able to assist you if you have experienced family and/or sexual violence and:

- You want to have forensic evidence collected at the hospital, whether charges are filed or not
- You want to file charges
- You want assistance navigating the criminal justice system
- You are required to testify in a criminal case and want someone to accompany you
- You need assistance in understanding your crime victim rights
- You need a good cause waiver for TANF (Temporary Assistance to Needy Families)
- You need a waiver of utility deposit

Our Advocates assist survivors of violent crimes with finding services that best suit their needs along with any resources that might be required. We provide these services to anyone who is in need. Our advocates walk alongside the victim through any judicial proceedings with accompaniment to meetings or appointments where support might be needed.

#### Young Adult Program

If a young adult is looking for a place to get involved, this is the place. Individuals who are in college or have a career or are single, volunteer services are available to help the community. To name a few projects:

- Delivering food to elderly and visiting with them
- Mowing yards for elderly or handicapped
- Helping build ramps for elderly or handicapped

At the end of each day project there will be a time for fun and fellowship. This will offer the opportunity to get to know other people in the community and to develop a desire to help those in need.

### Sexual Assault Services

#### **What is Sexual Assault?**

Sexual assault is any forced, coerced, unwanted sexual contact.<sup>3</sup>

While there are specific legal definitions of rape and sexual assault in the Texas Penal Code, sexual violence is best understood as a broader continuum of unwanted non-mutual sexual activities that range from subtle to extremely violent. Sexual assault can include, but is not limited to, rape, sexual threats and intimidation, incest, sexual assault by intimate partners, child sexual abuse, human sexual trafficking, sexual harassment, street harassment and other forms of unwelcome, coerced or non-consensual activity. The terms sexual abuse are also often used to describe the wide range of activities that constitute sexual assault.<sup>2</sup>

### **RAPE CULTURE**

#### **What is rape culture?**

It is a complex of beliefs that encourages male sexual aggression and supports violence against women. It occurs in a society where violence is seen as sexy and sexuality as violent. In a rape culture women perceive a continuum of threatened violence that ranges from sexual remarks to sexual touching to rape itself. A rape culture condones physical and emotional terrorism against women as the norm. In a rape culture both men and women assume that sexual violence is a fact of life, inevitable as death or taxes. This violence, however, is neither biologically nor divinely ordained. Much of what we accept as inevitable is in fact the expression of values and attitudes that can change.<sup>1</sup>

#### **What is rape?**

- Rape is a form of sexual assault, but not all sexual assault is rape. The term rape is often used as a legal definition to specifically include sexual penetration without consent. For its Uniform Crime Reports, the FBI defines rape as “penetration, no matter how slight, of the vagina or anus with any

body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.” Texas legally defines rape as intentionally or knowingly causing any of the following:

- Penetration of the anus or sexual organ of another by any means without that person’s consent;
- Penetration of the mouth of another person by the sexual organ of the actor without that person’s consent; or
- The sexual organ of another person, without that person’s consent, to contact or penetrate the mouth, anus, or sexual organ of another person including the actor.

### **What is force?**

Force doesn’t always refer to physical pressure. Perpetrators may use emotional coercion, psychological force, or manipulation to coerce a victim into non-consensual sex. Some perpetrators will use threats to force a victim to comply, such as threatening to hurt the victim or their family or other intimidation tactics.

### **How do I Know if I Have Consent?**

Consent must be informed (the person being acted upon knows what is happening) and mutual (both parties have input and both want to participate in a given sexual act.) Communication is important. Consent is not implied; talk to your partner about what is comfortable for him or her every step of the way. Pay attention to both verbal and non-verbal communication – the absence of a “no” does not imply consent, nor does a prior sexual relationship. A person who is mentally or physically incapacitated by drugs or alcohol cannot give consent.

### **Reporting to Law Enforcement**

The decision to report to law enforcement is entirely yours. Some survivors say that reporting and seeking justice helped them recover and regain a sense of control over their lives. Understanding how to report and learning more about the experience can take away some of the unknowns and help you feel more prepared.

### **How do I report sexual assault?**

You have several options for reporting sexual assault:

- Call 911. If you are in immediate danger, dial 911. Help will come to you, wherever you are.
- Contact local the local police department. Call the direct line of your local police station or visit the station in person. If you are on a college campus you may also be able to contact campus-based law enforcement.
- Visit a medical center. If you are being treated for injuries resulting from sexual assault, tell a medical professional that you wish to report the crime. You can also choose to have a sexual assault forensic exam.

### **What are some common concerns about reporting?**

If you have questions or concerns about reporting, you're not alone. The list below may have answers to some common questions that are on your mind.

- The perpetrator got scared away or stopped before finishing the assault. Attempted rape is a serious crime and can be reported. Reports of attempted rape and other assault are taken seriously.
- I know the person who hurt me.

About 2/3 of victims know the perpetrator. It can be unnerving to be violated by someone you know. Regardless of who the perpetrator is, sexual assault is against the law.

- I've been intimate with the perpetrator in the past, or am currently in a relationship with the perpetrator.

Sexual assault can occur within a relationship. Giving someone consent in the past does not give them consent for any act in the future. If you did not consent, they acted against the law—and you can report it.

- I have no physical injuries, and I'm worried there's not enough proof.

Most sexual assaults do not result in external physical injuries. It's important to receive medical attention to check for internal injuries. You can also choose to have a sexual assault forensic exam to check for DNA evidence that may not be visible on the surface.

- I'm worried law enforcement won't believe me.

There has been great investment in police training on this topic. While there are occasional exceptions, most law enforcement officers are understanding and on your side. If you do encounter someone who isn't taking your case seriously, ask for their supervisor and let your local sexual assault service provider know.

- I don't want to get in trouble.

Sometimes minors are afraid of being disciplined, either by the law or by their parents, because they were doing something they shouldn't have when the abuse occurred. For example, a teen might have been consuming alcohol, or a child might have been breaking a house rule. It's important to remember that sexual assault is a crime—no matter the circumstances. Nothing you did caused this to happen.

### **Effects of Sexual Assault**

Sexual violence can have psychological, emotional, and physical effects on a survivor. These effects aren't always easy to deal with, but with the right help and support they can be managed. Learning more can help you find the best form of care to begin the healing process.

### **Short Term (Acute) Effects**

Immediately following an incident (days to weeks), many survivors report feeling:

- **Shame:** Survivors thinking they are bad, wrong, dirty, or permanently flawed.
- **Guilt:** Survivors feeling that the abuse was their fault. It is very difficult for survivors to place the blame on the offender. Often the abuser was a person close to them that they want to protect. Or it may be that by placing the blame on the offender they then feel an utter helplessness in the abuse.
- **Denial:** Survivors saying, "It wasn't that bad." "It only happened once." "I am fine, I don't need anything."
- **Minimizing:** Survivors thinking that their abuse was not as bad as someone else's. Minimizing the assault is a coping strategy. Sexual assault counselors should validate the impact of the abuse and that it is appropriate that the survivor is upset, traumatized, or hurting from it.



- **Boundaries:** Survivors can be unfamiliar with boundaries, not knowing when or how to set them or that they have a right to do so. Many survivors need support developing and practicing boundaries.
- **Trust:** Sexual assault is a betrayal of trust. Most survivors find it difficult to trust other people as well as themselves and their own perceptions. On the other hand, they may place an inappropriate level of trust in everyone.
- **Safety:** Often survivors have an unrealistic sense of safety, assess unsafe situations as safe, and perceive safe situations as dangerous. It is important to check whether a survivor is now in a safe environment by asking specific questions: “Is anyone hurting you or asking you to do things you do not want to do?”
- **Isolation:** This is a big issue for adult survivors. Many feel that they do not deserve support, they are tainted, and that others will not want to be their friends or lovers. Often, survivors from marginalized communities do not want to expose their experiences for fear of bringing further judgment and attack on their community. Many survivors have been shunned from their families and/or communities.
- **Amnesia:** A survivor may not remember what happened. In the long-term, if it happened before the development of language, the survivor may not have a verbal memory.
- **Dissociation:** A survivor may have dissociated during the sexual assault incident(s). They may describe “floating up out of their body” or “looking over their own shoulder” during the abuse. Dissociation can happen even when the survivor is not being assaulted/abused; an event or memory can bring up emotions which trigger dissociation.
- **Anesthesia:** The body is where the sexual abuse took place and many survivors feel betrayed by their bodies in various ways. They may have tried to numb/dissociate from their bodies in order not to experience the feelings brought on by the abuse.
- **Physical:** Survivors may have somatic (body) complaints, eating disturbances, anxiety, difficulty concentrating, and physical symptoms related to areas on their body affected by assault.
- **Emotional:** Survivors may be very expressive (anger, sadness), disoriented (disbelief, denial), or controlled (distant, calm).

- **Cognitive:** Survivors may be unable to block out thoughts of the assault, or alternately forget entire parts of it. They may constantly think about things they should have done differently; emotion and intellect may be conflicted. Nightmares are common. Survivors may also have thoughts of being in a similar situation and “mastering” the traumatic event.
- *Other related issues that may emerge are eating disorders, sexual difficulties, physical changes, substance abuse, self-harm, suicidality, anger, and mood disorders such as depression and post-traumatic stress.*

### **Long Term Effects**

- Long term reactions include healthy and unhealthy coping mechanisms, which may be beneficial (social support) or counterproductive (self-harm, substance abuse, eating disorders).
- Immediate reactions may persist and change the survivor’s lifestyle. This adjustment stage (months or years) may include:
  - Continuing anxiety
  - Poor health
  - Sense of helplessness
  - Persistent fear
  - Depression
  - Mood swings
  - Sleep disturbances
  - Flashbacks
  - Dissociation
  - Panic attacks
  - Phobias
  - Relationship difficulties

- Withdrawal/isolation
- Paranoia
- Localized pain

These are normal reactions to a traumatic incident. If we look at these reactions through a “trauma lens” then the reactions make sense but are no longer useful to the healing process. Some survivors may be diagnosed by a mental health professional as having Acute Stress Disorder or Post Traumatic Stress Disorder.

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1. Mind Body Green, What is Rape Culture? Retrieved from: <https://www.mindbodygreen.com/0-21715/12-ways-we-all-contribute-to-rape-culture-without-realizing-it.html>
  2. Penal Code Retrieved from: <https://statutes.capitol.texas.gov/Docs/PE/htm/PE.22.htm>
  3. Texas Association Against Sexual Assault: *Confronting Sexual Assault* Retrieved from: [www.taasa.org](http://www.taasa.org).

#### **IV. FINANCIAL PLAN**

##### Notes to Financial Statements

##### Summary of Significant Accounting Policies

###### (A) Nature of Activities

The Hidden Gem Family Center (the “Organization”) is a nonprofit organization that is dedicated to focusing on families, victims of crime and those who are in dire need of assistance with opportunities for wholeness, improvement, and self-sufficiency. The Organization also provides opportunities for people to understand the plight and needs of those persons through informal education, shared by actions of the Organization or by the passage of time, experiences, simulations, and other programs.

###### (B) Basis of Presentation

The financial statements of the Organization have been prepared in accordance with U.S. generally accepted accounting principles (“US GAAP”), which require the Organization to report information regarding its financial position and activities according to the following net asset classifications:

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Organization. These net assets may be used at the discretion of the Organization's management and the board of directors.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Organization or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. Revenues are derived primarily from contributions and special fundraising events.

Expenses are recorded when incurred in accordance with the accrual basis of accounting.

### (C) Revenues, Support, and Expenses

Contributions received and unconditional promises to give are measured at their fair values as an increase in net assets. The Organization reports gifts of cash and other assets as with donor restrictions if they are received with donor stipulations that limit the use of the donated assets, or if they are designated as support for future periods. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions. Donor-restricted contributions whose restrictions are met in the same reporting period are reported as support without donor restrictions.

The Organization reports gifts of goods and equipment as support without donor restrictions unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used and gifts of cash or other assets that must be used to acquire long-lived assets are reported as with donor restrictions. Absent explicit donor stipulations about how long those long-lived assets must be maintained, the Organization reports expirations of donor restrictions when the donated or acquired long-lived assets are placed in service.

Program revenues, consisting primarily of fees for participation in work groups, simulations, housing, and other programs are recorded as earned.

### (D) Cash and Cash Equivalents

For purposes of the statement of cash flows, the Organization considers all highly liquid investments with an initial maturity of three months or less to be cash equivalents.

#### (E) Marketable Securities

Marketable securities are measured at fair value in the statements of financial position. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Net investment gain (loss) (including gains and losses on investments, and interest and dividends) is included in the statements of activities as a change in net assets without donor restrictions unless the income or loss is restricted by donor or law.

#### (F) Property and Equipment

Property and equipment are stated at cost. Donated assets are stated at estimated fair value in the year donated. The Organization capitalizes all acquisitions with a value greater than \$5,000. Depreciation is calculated on the straight-line method over the estimated useful lives of the related assets.

#### (G) Income Taxes

The Organization is a nonprofit organization under Section 501(c) (3) of the Internal Revenue Code and is generally not subject to federal or state income taxes. (US Texas TIN 32067715709)

The Organization recognizes the effect of income tax positions (including whether exempt income might be determined to be unrelated business income and whether it has properly maintained its exempt status) if such positions are probable of being sustained (i.e. probable that adjustments would not be detected and made by taxing authorities). Recognized income tax provisions are measured at the largest amount that is greater than 50% of being realized. Changes in the recognition or measurement are reflected in the period in which the change in judgment occurs. The Organization records interest and penalties related to unrecognized tax benefits in management and general expenses.

#### (H) Advertising

Advertising costs are expensed as incurred.

#### (I) Designation of Net Assets Without Donor Restrictions

It is the policy of the Board of Directors of the Organization to review its plans for future projects and to designate appropriate sums of net assets without

donor restrictions by the set aside of certain of its cash, cash equivalent, and marketable securities balances to assure adequate financing of such projects.

(1) The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Significant items subject to such estimates and assumptions include the carrying value of marketable securities and the estimated useful lives of property and equipment. Actual results could differ from those estimates.

## (2) Marketable Securities and Fair Value Measurements

The Organization's assets and liabilities measured at fair value have been classified, for disclosure purposes, based on a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to measurements involving significant unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are as follows:

- Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the Organization has the ability to access at the measurement date.
- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
- Level 3 inputs are unobservable inputs for the asset or liability.

Fair value for the Organization's investment is determined by reference to quoted market prices. Fair value of the Organization's beneficial interest in the assets held by the Hidden Gem Family Center are estimated based on the underlying fair value of the net assets held.

**Attached is the financial information.**