

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: Girls Incorporated of San Antonio		Federal Tax ID#: 20-5468038		501(c)(3) Public Charity 509 A (3)	
Address: 118 N Medina	City: San Antonio	State: TX		Zip Code: 78207	
Website: www.girlsincsa.org		Fax: (210) 298-5861		United Way Funded: No	

Head Of Organization

Name: Lea Rosenauer		Title: President/CEO	
E-Mail Address: lrosenauer@girlsincsa.org		Phone: (210) 298-5860	

Application Contact

Name: Lea Rosenauer	Title: President/CEO	E-Mail Address: lrosenauer@girlsincsa.org	Phone: (210) 298-5861
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Previous Najim Funding

Year	Funding \$
2008	\$50,000
2012	\$25,000
2013	\$25,000
2014	\$35,000
2015	\$50,000
2016	\$50,000
2017	\$50,000
2018	\$75,000
Total	\$360,000

Has the organization applied to the Najim Family Foundation in the past and been declined?

Yes
2010 - \$70,000, 2011 - \$34,891

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$80,000	\$350,160	\$1,356,376

Mission Statement:

Girls Inc. inspires all girls to be strong, smart, and bold. Our comprehensive approach to whole girl development equips girls to grow up healthy, educated, and independent.

PROJECT INFORMATION

Program / Project Title:

To support the 2019 Girls University Summer Camp.

PROJECT TIMELINE

Start Date

06/03/2019

End Date

08/16/2019

Harvey E. Najim Family Foundation Priorities:

Education

Education Priorities:

Elementary to High School

Program / Project Description:

Summer learning loss occurs when students disengage from academics throughout June, July, and August. What might seem like a short academic break manifests into challenges for students, teachers, and schools. Summer learning at Girls University is a critical component to year-round Girls Inc. programs.

When school doors close for the summer, what do kids face? For some, it's a world of interesting vacations, music lessons, and library trips. For others, without enriching summer opportunities, the break can lead to serious academic consequences. According to the National Summer Learning Association, the disparity can be dramatic. Youth from low-income environments suffer significantly from a loss of academic skills over the summer. These losses pile up, contributing to an achievement gap that can make the difference between whether students set out on a path for college or drops out of high school.

On average, students start the next school year performing one month behind where they were at the end of the previous school year. However, summer learning loss disproportionately impacts children from low income families, many of these students losing up to three months of learning. The Girls University program models the high-quality summer learning experience that experts cite as critical to address the summer learning slide. Activities during Girls University includes Girls Inc. nationally-accredited identity programs with additional content provided by summer staff experts in youth development, STEM education, literacy, and the arts. The summer program goal is to improve reading and math skills, create life-long learners, and improve relationships with adults and peers.

The program operates for ten weeks, structured so girls are diving into a different area of expertise without repeating a lesson the following week. This framework enables participants to have a unique, engaging experience whether they attend one week or all ten. Girls University operates every weekday from 7:30 a.m. - 6:00 p.m. from June through August. Girls ages 6 -12 participate as "campers" at Girls University, while teens participants learn valuable leadership skills as Camp Program Aides. Girls Inc. expects to serve 150-175 girls per week during summer 2019. Every week, girls are introduced to female role models and leaders in our community and participate in educational field trips and physical activities. All programs take place in a safe, nurturing environment where girls feel comfortable to be who they are and to discover the world around them.

Examples of the topics to be covered in 2019 include, Goin' Green, where girls will learn about environmental science and geology. A second example is Artful Antics, where girls explore the fun and fascinating world of art with field trips to San Pedro Park Art Installations and a City Mural Tour. The college majors we will explore include, Art, Art History, and Music. In addition to the weekly topics, girls participate in literacy, STEM, and physical activities each week.

Research shows that the more a student participates in summer learning, the better the educational outcome will be. To incentivize attendance at Girls University, weekly prizes and pizza parties are scheduled. Girls that attend a minimum of four weeks qualify for summer graduation. At the end of the summer, girls that achieve Graduate status participate in a commencement ceremony, complete with keynote speaker and certificates of accomplishment. Graduation is a culmination of the girls' commitment to learning and an opportunity to celebrate achievements in reading, STEM, and art.

Girls University focuses on economically disadvantaged areas because summer learning works and girls in lower socioeconomic areas have fewer opportunities for quality summer programs. In fact, 80% of girls who attended Girls Inc. summer programs in 2018 needed some form of financial assistance in order to attend. 38% of girls who participated in Girls University live in families making less than \$30,000 while 62% of participants came from families with 4 or more members. 77% of participants reported being Latina/Hispanic, 6% Black/African American, 12% Caucasian, 3% identified as multi-racial, and 1% as Asian. With such disparity looming in the lives of girls in these areas, a high-quality summer learning program can ensure that every girl has the resources to make healthy decisions that will have a positive impact on their future as leaders in their family and in the community.

Since 2004, Girls Inc. of San Antonio has worked diligently across the community to inspire girls in Bexar County to be strong, smart, and bold. The organization's comprehensive approach to whole girl development equips girls ages 6 - 18 to navigate gender, economic, and social barriers so girls in San Antonio can grow up healthy, educated, and independent. By providing gender-specific programming, Girls Inc. of San Antonio empowers these young ladies to realize their potential and grow into women of purpose. Because the demand for girls-only programs is increasing, Girls Inc. is growing. Our 2019 request is \$80,000 a slight increase from last year. Since 2017 Girls Inc. has seen a 13% increase in girls who receive financial assistance to attend camp. In addition to the increased number of girls receiving assistance, the amount of assistance per family is increasing. Because of this increased need, Girls Inc. of San Antonio respectfully requests an increased commitment from the Najim Family Foundation of \$80,000 to support summer learning at Girls University.

Evaluation Plan:

The Voice, Action, Comportment, and Opportunity (VACO) Checklist is used to evaluate summer programs. VACO tracks capacities in four areas: Voice, girls' ability to speak on their own behalf; Action, girls' ability to use their voices to act on behalf of themselves and others; Comportment, girls' ability to carry themselves with respect, and dignity; and Opportunity, girls' ability to take advantage of new challenges and experiences. Developed by the Ms. Foundation, VACO is used worldwide to chronicle girls' development. Evaluations are conducted throughout the summer with information gathered from participants, facilitators, and families.

In addition to the VACO evaluation, we participate in the National Girls Inc. Strong, Smart, and Bold Outcomes Measurement Strategy (SSBOMS). Between June 1 - July 31 girls ages 9 - 17 will participate in this assessment to better evaluate the measurable difference we make in the lives of girls. Results of the SSBOMS will be available October 2019.

Plans to sustain project beyond the term of this request:

June 2019 marks the fourteenth year of Girls Inc. of San Antonio's Girls University summer program. The Najim Family Foundation has been one of the leading proponents to supporting this high-quality summer learning opportunity for girls in our community. Beyond the Foundation's support, Girls Inc. works throughout the year to secure additional funds for the summer through other foundation grants, corporate partnerships, and individual gifts. Additionally, each participant is encouraged to financially contribute to the camp so families are committed to the program. Family income and household size are evaluated on a sliding scale to determine program fees per family. While no girl is turned away due to inability to pay, program fees allows families to make a financial investment in their child and in the quality programming provided during Girls University.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NFF REQUESTED FUNDS impact?
350	350

Please provide the percentage of each group below that will be served by the project in which funds are being requested. Do not leave any area blank. If that specific group will not be served, include zero. The percentage should total 100%.

A. Population Served Age	B. Population Served Ethnicity
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Infants (0-5)	0%	African American	6%
Children (6-13)	80%	Asian American	0%
Young Adults (14-18)	20%	Caucasian	10%
TOTAL:	100%	Hispanic/Latino	75%
		Native American	0%
		Other and Define	9%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District1, District2, District3, District4, District5, District6, District7, District8, District9, District10

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Personnel (staff & benefits)	\$227,380	\$25,000
Facilities	\$29,220	\$10,000
Snacks & Food	\$19,400	\$10,000
Vehicles & Field Trips	\$22,200	\$10,000
Program Supplies & Speakers	\$40,465	\$20,000
Other (Copies, Internet, Phone, etc.)	\$11,495	\$5,000
TOTAL:	\$350,160	\$80,000

OTHER FUNDING RESOURCES

For Project being Requested: Funding sources and amounts, pending and committed.

PROJECT - PENDING

Funder Name	Amount Requested
Napier Family Foundation	\$50,000
Greehey Family Foundation	\$25,000
Elizabeth Huth Coates Foundation	\$10,000
SA PK-12 Education Forum	\$5,000
Koehler Foundation	\$5,000
Edaren Foundation	\$25,000
Kilpatrick Memorial Trust	\$10,000
Summer Camp Program Fees	\$60,000
TOTAL:	\$190,000

PROJECT - COMMITTED

Funder Name	Amount Requested
Valero Benefit for Children	\$35,000
City of San Antonio	\$50,000
Junior League of San Antonio	\$5,000
Texas Cavaliers Charitable Foundation	\$5,000
TOTAL:	\$95,000

Other funding sources and amounts, pending and committed not specific to this request.**ALL OTHER ORGANIZATION REQUESTS - PENDING**

Funder Name	Amount Requested
Wells Fargo	\$25,000
Dalkowitz Charitable Trust	\$10,000
Bank of America Foundation	\$25,000
Nancy Smith Hurd Foundation	\$100,000
United Way	\$100,000
TOTAL:	\$260,000

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
Strong, Smart, and Bold Luncheon	\$165,000
Girls Inc. RockIT Into the Future Science Festival Income (company and organization sponsorship of the event)	\$80,000
Boeing	\$50,000
USAA	\$90,000
Whitacre Family Foundation	\$20,000
San Antonio Area Foundation	\$30,000
State of Texas - Victims Services Program (VOCA)	\$200,000
TOTAL:	\$635,000

BOARD OF DIRECTORS**What percentage of your board contributes financially to the organization?**

100%

If Board giving is not at 100%, please explain why?**How are board members expected to participate in your organization?**

Each year, Girls Inc. of San Antonio Board Members sign a "Commitment to Excellence" agreement that outlines the expectations of board involvement. The expectations include Board Member's attendance at bimonthly meetings, participation on one of six board and/or event committees, participate in the annual board retreat, and avoid any conflicts of interests. Board members are asked to personally contribute financially to the organization and to participate in fundraising activities. Personal giving should be at the level that is meaningful to the board member, typically in the top three of their yearly contributions. The Girls Inc. of San Antonio board goals include four items that have been met and/or exceeded in the past three years:

- o80% meeting attendance (Board and Committee),
- o100% individual board giving,
- oDirectors collectively volunteering an average of 10hrs/mo. and
- oAttend 2 of the 3 major fundraising events and at least one girl program

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Lindsay Armstrong, Chair	Jefferson Bank
Ariana Barbour	Christian Senior Services

Catherine Bishop	Catto & Catto
Emily Christy, Treasurer	USAA
Judy Choi	Frost
Lorrie Clark	Covenant Multifamily Offices
Katie Kinder DeBauche	San Antonio Library Foundation
Kelly Wade Fry	Kelly Wade Jewelers
CeCe Frost Griffin	UTSA
Kim Harle	Whataburger
Angela McClendon Johnson	USAA
Christine Lacy	City of San Antonio Municipal Court Judge
Nicole O'Brien	Synergy Crude Resources
Jennifer Pinson Herring, Vice-Chair	Redbird Executive Group, LLC
Corinna Holt Richter	HOLT CAT
Brenda Ryan	USAA
Courtney Cavender Smith	Community Leader
Melissa Unsell Smith	Rectify Data
Veronica Leal Vasquez	Bexar County Judge, Probate Court 2
Ruth Whitenton, Secretary	DocuSign
Maureen Caspers	Valero
Tondre Schulte	NuStar
Maren Senn	Trade Craft
Signature	
Lea Rosenauer, President/CEO	