

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: Gladney Center for Adoption	Federal Tax ID#: 75-0917409	501(c)(3) Public Charity 509 (a)(1)	
Address: 6300 John Ryan Dr	City: Fort Worth	State: TX	Zip Code: 76132
Website: www.gladney.org	Fax: (817) 922-6000	United Way Funded: No	

Fiscal Year:

September 01 to August 31

Head Of Organization

Name: Mark Melson	Title: President & CEO
E-Mail Address: mark.melson@gladney.org	Phone: (817) 922-6034

Application Contact

Name: Lisa Schuessler	Title: Vice President of Donor Relations	E-Mail Address: lisa.schuessler@gladney.org	Phone: (817) 922-6091
---------------------------------	--	---	---------------------------------

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

No

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$5,000	\$91,783	\$9,046,000

Mission Statement:

Gladney's mission of Creating Bright Futures Through Adoption is based on a belief that every child deserves a loving and caring family.

PROJECT INFORMATION

Program / Project Title:

Adoptions of Children from Foster Care in San Antonio

PROJECT TIMELINE

Start Date	End Date
09/01/2020	08/31/2021

Harvey E. Najim Charitable Foundation Priorities:

Foster Care-Adoption

Program / Project Description:

Grant funds would provide support for pre-adoption training, home study services, adoption casework, and post adoption services for families adopting children from foster care in San Antonio through Gladney. By helping end the wait for children in foster care, you can impact their lives, the next generation of the workforce, and our communities as a whole. You can help these children heal from their past traumas, bond with their new families, and learn to trust and be loved. Rather than being focused on surviving, they will have the opportunity to thrive. Together, we can ensure children have permanent, loving, and caring families, because every child deserves them.

As of August 31, 2019, there were more than 2,700 children in foster care in San Antonio (Child Protective Services Region 8), including more than 1,400 who were legally available for adoption. While this means these children are placed in safe environments, it does not ensure normalcy or permanency. Children who spend extended time in foster care face multiple placements with families and group home situations. As they grow older, they are likely to "age-out" of the system, leaving them with little to no lifelong support system. They often experience homelessness, incarceration, or trafficking. These children are waiting for a permanent family to offer a new beginning - a family who will care for them through their medical needs, help them heal from their trauma, and help them navigate through life.

Gladney is headquartered in Fort Worth and helps find adoptive families for children in foster care in multiple regions in Texas, including children from foster care in San Antonio. Typically, children who are available to be adopted through our Adoptions from Foster Care program are school age, part of sibling groups, have experienced abuse or neglect, and/or have medical needs. Abuse, neglect, and trauma impact a child's brain development, behavior, relationships, understanding of the world, ability to focus and learn in school, and their concept of family. When your mind and body have been trained to live in survival mode and your basic needs of food, safety, and connection are not being met, it is challenging or even impossible for you to succeed in school. These children need permanency and need to be parented with a compassionate approach that recognizes their histories, nurtures their relationships and roles within their adoptive families, provides structure and consistency, and empowers them to connect, heal, and make progress over time.

Gladney is dedicated to giving waiting children a voice and finding adoptive families for them--nurturing parents they can count on and a place they can truly call home. Finding families equipped for this commitment starts with extensive communication: reaching out to the public to advocate for children who are legally free for adoption; sharing transparently about children's experiences, needs, and challenges; having open conversations with prospective adoptive parents about their expectations and about what is expected of them; and supporting adoptive parents through the lifelong journey of adoption. There are other agencies who provide foster care services, but our direct adoption approach is unique-we work to find families to adopt children who are available for adoption and waiting in foster care.

For Gladney's Adoptions from Foster Care program, our current partners include Family Tapestry (Bexar County), Child Protective Services (CPS, State-wide), The Down Syndrome Network, Our Community Our Kids (OCOK, Fort Worth), 2INGage (Abilene and Wichita Falls), and Saint Francis Ministries (Lubbock). We work to build rapport and ongoing relationships with these organizations and to advocate for permanency for the children. These organizations notify us of waiting children in need of adoptive families, and we present prospective adoptive families to them. We are collaborating with others to find more families for waiting children in foster care, in order to make a difference on a wider scale for more children. We know we cannot do it alone.

Preparing families to be fully equipped for their adopted children and their families as a whole to thrive requires well-developed pre-adoption training and education. Above and beyond state requirements, Gladney responded to this need and initiated an intensive, in-person training that is based on the Trust Based Relational Intervention model developed by the Karyn Purvis Institute of Child Development at TCU, as well as other research on brain development, attachment, and bonding. Gladney equips parents to understand trauma and meet their children's emotional, physical, and cognitive needs, as well as build trust with their child and connect as a family. Rather than a one-time event, adoption is a journey with a variety of needs, concerns, emotions, and questions that can arise over time. After placement, Gladney clients have free, lifelong support from our Post Adoption Services team. Gladney remains a leader among adoption agencies in commitment to providing guidance, resources, and support for adoptive parents as they grow through parenthood and adoptees ranging from children to adults.

Our Gladney University (GU) program is a proactive program to educate new prospective adoptive families, as well as provide ongoing training for families across the lifespan. Sessions are offered twice per month through livestreaming sessions. Presenters have come from numerous local and national medical and counseling practices and child welfare and human services agencies. Gladney clients have free and ongoing access to recordings of the GU sessions online. GU sessions, as well as our reFRAMED podcast episodes, are available for all parents, professionals, and community members, not just Gladney clients: www.gladneyuniversity.com.

Evaluation Plan:

Gladney measures success through both numbers and the stories behind the numbers. We view success as raising awareness about adoption, recruiting families to adopt waiting children, and teaching adoptive families new ways of parenting and meeting their children's needs through the lifelong journey of parenthood. We track the numbers of adoption education outreaches, inquiries from prospective adoptive parents, children placed with adoptive families, and post adoption clients served. We utilize surveys to gather qualitative and quantitative feedback from families about the helpfulness of Gladney's pre-adoption training and suggestions for improvement, qualitative and quantitative feedback from families about their overall experience with Gladney during the adoption process, and qualitative trends in clients' need for services and assistance after adoption.

In Fiscal Year 2020, we placed 71 children with adoptive families through our Adoptions from Foster Care program, and 13% of the children were from foster care in San Antonio.

Plans to sustain project beyond the term of this request:

Fortunately for adoptive families, the process of adopting a child from foster care is free. and CPS reimburses Gladney for each child from foster care who is placed with an adoptive family. The current annual budget for Gladney's adoption services for children from foster care in Region 8 (San Antonio) is \$91,783.11. We anticipate the annual operating revenue will be \$76,050.00. Therefore, the total annual fundraising need is \$15,733.11. Gladney has one pending grant request with the Mays Family Foundation and is waiting for a decision. We will continue to seek restricted funding from other potential sources. During our 133 years of service, Gladney has relied on the support of individual donors, foundation grants, and general operating contributions to bridge the gap of remaining ongoing expenses. Our continued ability to grow and evolve will always be dependent on the philanthropic giving of our donor base, as well as new partners.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NCF REQUESTED FUNDS impact?
9	3

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
---------------------------------	---------------------------------------

Infants (0-5)	23%	African American	23%
Children (6-13)	62%	Asian American	1%
Young Adults (14-18)	15%	Caucasian	28%
TOTAL:	100%	Hispanic/Latino	28%
		Native American	0%
		Other and Define	20%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District1, District2, District3, District4, District5, District6, District7, District8, District9, District10, Outside San Antonio

Counties applicant is in:

Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Kerr, Medina, Wilson

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Adoption Program Staff Salaries and Employee Benefits	\$52,531	\$5,000
Post Adoption Staff Salaries and Employee Benefits	\$11,581	\$0
Medical Services	\$23	\$0
Office Expenses	\$950	\$0
Travel	\$4,418	\$0
Utilities and Groundskeeping	\$3,207	\$0
Equipment and Auto Maintenance	\$74	\$0
Leases and Rentals	\$454	\$0
Insurance Expense	\$3,479	\$0
Depreciation Expense	\$1,405	\$0
Professional Fees	\$1,417	\$0
Contract Labor, Dues, and Training	\$10,222	\$0
Marketing Expenses	\$1,991	\$0
Other Expenses	\$31	\$0
TOTAL:	\$91,783	\$5,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Saint Susie Charitable Foundation	\$5,000
TOTAL:	\$5,000

PROJECT - COMMITTED

Funder Name	Amount Requested
-------------	------------------

	\$0
TOTAL:	\$0
Other funding sources and amounts, pending and committed not specific to this request.	
ALL OTHER ORGANIZATION REQUESTS - PENDING	
Funder Name	Amount Requested
Junior Women's Club of Fort Worth	\$2,500
Rotary Club of Fort Worth	\$5,000
Dujay Charitable Foundation	\$15,000
The CH Foundation	\$10,000
Jack H. and William M. Light Charitable Trust	\$5,000
The Lyons Foundation	\$5,000
Ken W. Davis Foundation	\$10,000
The Andrews Foundation	\$2,500
A.J. and Jessie Duncan Foundation	\$25,000
Mary Potishman Lard Trust	\$20,000
The Brown Foundation	\$10,000
Women Inspiring Philanthropy	\$50,000
Helen Greathouse Charitable Trust	\$5,000
J.E.S. Edwards Foundation	\$10,000
The Ralph and Eileen Swett Foundation	\$10,000
The Albertson Companies Foundation	\$5,000
The Gary Patterson Foundation	\$5,000
United Way of Metropolitan Dallas	\$18,000
TJX Foundation	\$5,000
Great Clips	\$5,000
Costco	\$5,000
Martha Sue Parr Trust	\$25,000
The Lowe Foundation	\$5,000
W.P. & Bulah Luse Foundation	\$5,000
Big Lots Foundation	\$5,000
Sid W. Richardson Foundation	\$75,000
15 and the Mahomies Foundation	\$5,000
NBC/Comcast	\$30,000
Speedway Children's Charities	\$20,000
TOTAL:	\$398,000
ALL OTHER ORGANIZATION REQUESTS - COMMITTED	
Funder Name	Amount Requested
Wayne & Joann Moore Charitable Foundation	\$10,000
B.B. Owen Trust	\$25,000

Oklahoma Department of Human Services	\$796
City of Fort Worth/United Way	\$4,368
William E. Simon Foundation, Inc.	\$7,500
Fash Foundation	\$2,500
The Beal Foundation	\$5,000
The Cailloux Foundation	\$30,000
Pevehouse Family Foundation, Inc.	\$10,000
George and Mary Josephine Hamman Foundation	\$15,000
Crystelle Waggoner Charitable Trust	\$10,000
Community Foundation of Abilene	\$5,000
TOTAL:	\$125,164

BOARD OF DIRECTORS

What percentage of your board contributes financially to the organization?

90%

If Board giving is not at 100%, please explain why?

Our board believes strongly in financially supporting the mission. While 100% is always the goal and expectation, individual circumstances and life events can sometimes interfere. This was a continued priority focus area in Fiscal Year 2020, and we hope 100% financial support will be achieved in Fiscal Year 2021.

How are board members expected to participate in your organization?

Gladney's board members are expected to stay informed about the organization, take responsibility for making governance decisions, guard against undue risk, determine program priorities, and generally direct organizational activities to encompass the values and perspectives of the whole organization. Board members serve as goodwill ambassadors for the organization, actively participate in board meetings, actively serve on at least one board committee, give the organization a personally meaningful financial donation, help to obtain funding from outside sources, and work in good faith with staff and each other as partners toward the achievement of our goals. They support board action and policies and respect board/staff lines of authority and communication. All board members are expected to abstain from any vote or action that might lead to or be perceived as a conflict of interest. Failure to fulfill board responsibilities may result in removal from the board.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Mark McLeland - Chairman	Wealth Management
Mark Melson - President & CEO	Gladney Center for Adoption
Kenneth H. Heitner - Secretary	Attorney
James H. Unger - Treasurer	Financial Advisor
Alfred C. Dezzi - Past Chairman	Lobbyist, Business Consultant
Fernando Beltran, Board Member	Engagement Manager
Gregory A. Castanias - Board Member	Appellate & Intellectual Property Attorney
John Covington - Board Member	President of Oil Company
Mary Beth Dudley - Board Member	Human Resources, Leadership Development
Carolyn Hood - Board Member	Director of Sales

Robin Kochel - Board Member	Associate Professor, Pediatrics, Psychology; Associate Director for Research, Autism Center
Adrian B. Liddiard - Board Member	Chief Executive Officer
Kathleen M. Marsal - Board Member	Senior Tax Accountant
Roger L. Metz - Board Member	Wealth Management
Stephanie Perdue - Board Member	Pediatrician
Stacey J. Reynolds - Board Member	Community Volunteer
Anne Reysa - Board Member	Psychologist
Paige McCoy Smith - Board Member	Television & Radio Host
Ashley F. Stern - President, Gladney Family Association National Council	Community Volunteer
Laura L. Wheat - Chair-Elect	Corporate Securities Lawyer
John Thrailkill - Board Member	VP of Information Technology
Jeremy Tilley, Board Member	Community Volunteer
James Tyler, Board Member	Chief Financial Officer
Signature Lisa Schuessler	