

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: Avance - San Antonio, Inc.		Federal Tax ID#: 91-1780559		501(c)(3) Public Charity 509 (a)(2)	
Address: 903 Billy Mitchell Blvd, Suite 100		City: San Antonio		State: Texas	
				Zip Code: 78226	
Website: www.avancesa.org		Fax: (210) 852-4900		United Way Funded: Yes	

Fiscal Year:
July 01 to June 30

Head Of Organization

Name: Susan Steves Thompson		Title: Executive Director	
E-Mail Address: susan.thompson@avancesa.org		Phone: (210) 852-4900	

Application Contact

Name: Susan Steves Thompson		Title: Executive Director		E-Mail Address: grants.avance@avancesa.org		Phone: (210) 220-1788	
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Previous Najim Funding

Year	Funding \$
2009	\$50,000
2011	\$50,000
2012	\$50,000
2013	\$50,000
2014	\$50,000
2015	\$50,000
2016	\$50,000
2017	\$50,000
2018	\$50,000
2019	\$75,000
Total	\$525,000

Has the organization applied to the Najim Family Foundation in the past and been declined?
No

Grant Amount Requested \$: \$75,000	Total Project Budget \$: \$2,070,998	Organization's Annual budget \$: \$30,067,987
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Mission Statement:

AVANCE breaks the cycle of inter-generational poverty through innovative, two generation education and support for families with young children.

PROJECT INFORMATION

Program / Project Title:

To support the Parent-Child Education, Services to Fathers, and Career Readiness/Workforce Pathways Programs.

PROJECT TIMELINE

Start Date	End Date
10/01/2020	06/30/2021

Harvey E. Najim Family Foundation Priorities:

Education

Education Priorities:

Pre-K

Program / Project Description:

Since 1973, AVANCE has believed that a young child's short- and long-term success is primarily dependent on the ability of their parents to support them in their most formative years. Therefore, we serve two generations by providing:

1. Quality, early childhood education to approximately 1,900 children, ages 6 weeks through Pre-K, from under-resourced families,
2. Parent education focused on the importance of creating a loving, nurturing, stimulating home environment, and
3. Wrap-around social services for families and guiding parents to achieve their own personal, educational, and career goals.

Longitudinal studies show that our programs develop strong, stable families, healthy children who are school-ready, and economic self-sufficiency.

AVANCE serves low-income families, of which 100% meet the poverty threshold with an average gross family income \$19,259. Our families are 92% Hispanic, 41% speak Spanish only, and 28% graduated high school. Children residing in AVANCE's target area (SA's poorest zip codes - 78207/228/237/211/221) and at Haven for Hope often lack essential benefits. Their parents' lives are complicated by poverty, food insecurity, unemployment/ underemployment, isolation, homelessness, domestic violence, recurrent health problems, mental illness, and low levels of education. Providing food and shelter takes precedence over nurturing, and there is an overall lack of awareness of domestic violence and anger management strategies.

The purpose of this request is to:

1. Continue providing our successful, evidence-based, Parent-Child Education and our Services to Fathers programs (via in-person, virtual, and blended learning avenues) and
2. Provide educational and career guidance and pathways to parents through AVANCE's newly launched Caminos al Futuro (aka, Caminos) program.

Impact of Programs:

1. High quality, early childhood education (ECE): Children participate with their parents and are provided with NAEYC and Texas Rising Star ECE. Third party evaluations show that 99% of children are school ready, and 97% are above their age-appropriate level upon completion of our programs.

2. Services to Fathers: It has been shown that children with a positive father/child relationship have higher levels of self-esteem, correlating to success in school and positive social interactions with peers and siblings. However, approximately 35% of fathers grew up in single-parent families with the mother as the primary caretaker. Their lack of a positive father role model makes it difficult for them to maintain consistent involvement with their children and many experience role-confusion since their fathers did not model this behavior. Fathers struggling financially also experience continual stress, distracting from spending quality time with their children and adding more pressure to inter-personal relationships.

AVANCE's STF parenting lessons address these challenges with the following courses: 1) Safety & Supervision, 2) What Every Parent Should Know about Learning, 3) Preventing Child Maltreatment, , 4) Couples Workshops - Anger & Stress Management, Nurturing & Attachment, Partner Communication, Family Goal Setting, and 5) Men's Wellness, Mental Health, Career Exploration. Additionally, during the first hour of STF, fathers practice interacting with their child under the guidance of an AVANCE educator. An AVANCE home educator follows-up with monthly home visits, observing and assessing the father and child interaction within the home environment, identifying additional guidance needed, and initiating any referrals needed for support services.

Success is evaluated by an increase in knowledge based on the AVANCE pre- and post-Parenting Questionnaire, and an increase in knowledge of social and community support by advocating for themselves and their children. Success will be measured using the AVANCE Exit Questionnaire.

3. Caminos al Futuro (Pathways to the Future) program: We work with both our moms and dads on their personal workforce/career pathway in four phases:

- o Phase 1-Career Readiness: Workforce skills orientation.

- o Phase 2-Contextualization: GED/High School recovery/AA/BA education and soft skills training around career readiness, personal skills, budgeting/financial literacy, etc.

- o Phase 3-Case Management: Wrap-around case management for each parent depending on their career path. Staff connects parents to community partners, including Alamo Colleges, Family Service, Workforce Solutions, Goodwill, Project Quest, San Antonio Food Bank - Job Readiness Program, and/or others.

- o Phase 4-Financial Supports: AVANCE coordinates funding or resources for overcoming barriers such as course fees and materials, uniforms, transportation, etc.

All AVANCE-San Antonio parents (PCEP, STF, Early/Head Start) are invited to join Caminos to:

- 1) Increase their level of education, receiving their High School Diploma, Associates or Bachelors degrees, non-degree certificates, industry-specific certificates, or pursuing other career pathways.

- 2) Obtain employment at or above 200% of the FPL.

Expected Results: To break the cycle of generational poverty and relieve the pressure of financial instability for families. AVANCE graduates are now earning \$12.50 to \$13.50/hour, with medical and health benefits. Longitudinal studies show that 85% of families decreased their reliance on the government from 2-3 subsidies to none (0) based on their increased earnings from under \$500 to an average of \$40k.

In our first year of our fully launched Caminos program, we have achieved the following results:

- o 35 parents earned their high school diploma or GED and an additional 38 parents are in the process.

- o 11 parents received their Certified Child Development Associates Degree; 14 are in our Angels program.

- o 4 parents entered college.

- o 4 parents earned a certificate and became Acute Care Technicians; 3 others earned a phlebotomy certification.

- o 21 parents received assistance purchasing continuing education or work supplies to enable them to complete their education or begin their careers.

- o 47 parents increased their wages to over 200% of the Federal Poverty Level.

- o Additionally, 237 parents completed our Wells Fargo Financial Literacy Course.

We cannot wait for Year 2!

Evaluation Plan:

- o 90% of children will be prepared to enter school with the appropriate skills for their age level, as measured by "Teaching Strategies GOLD" and progress on their individualized learning plan outlined in their personal portfolio.
- o 85% of parents (including fathers) will increase in knowledge of child growth and development and improve their parenting skills, as measured by pre- and post- APQs, and progress on their Individualized Family Service Plan.
- o 85% of parents (including fathers) will increase their knowledge of social and community supports by advocating for themselves and their children, as measured by the AVANCE Exit Questionnaire.
- o 50% of parents (including fathers) will increase their level of education and/or income within one year of program completion.

Plans to sustain project beyond the term of this request:

AVANCE - San Antonio continuously seeks additional funding sources and writes grants to sustain and grow our acclaimed Parent-Child Education, Services to Fathers, and Caminos al Futuro Programs. We are pleased to announce that soon we will be able to virtually extend our PCEP knowledge and parenting skills with a significantly updated curriculum developed in conjunction with Harvard University's Center on the Developing Child. Through the use of Google Classroom and other mediums, we are confident that we will increase our reach, in spite of the current pandemic. We also collaborate with over 45 community partners, ensuring that our impact is both meaningful and targeted to the children and families we serve. (Note: Revenues from our annual Mother of the Year Luncheon are dedicated to overhead and expenses typically not covered by foundation or governmental support.)

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	
Infants (0-5)	100%	African American	2%
Children (6-13)	0%	Asian American	0%
Young Adults (14-18)	0%	Caucasian	2%
TOTAL:	100%	Hispanic/Latino	93%
		Native American	0%
		Other and Define	3%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District1, District3, District4, District5, District6

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Salaries	\$1,037,925	\$36,774
Employee Benefits	\$317,165	\$7,250
Travel - Staff Development Travel	\$16,524	\$0

Professional Contracted Services - Substitutes	\$15,000	\$0
Teaching Strategies-Student Portfolios	\$4,620	\$0
CDL Program	\$7,230	\$0
Employer Recruitment Cost	\$3,000	\$50
Pre-Employment Screenings	\$3,000	\$50
Office Supplies	\$11,000	\$0
Food & Beverages	\$37,980	\$0
Child Care Supplies	\$34,523	\$0
Maintenance, Building & Janitorial Supplies	\$9,000	\$0
Toymaking Supplies	\$7,000	\$0
Literacy Program Supplies	\$1,000	\$0
Parenting Supplies	\$6,000	\$0
Program Supplies	\$88,119	\$0
Telephone	\$3,774	\$0
Communications-Mobile Phones	\$6,440	\$0
Internet	\$2,880	\$0
Mail & Parcel Post Service	\$2,000	\$0
Rental of Facilities	\$5,205	\$0
Utilities - Gas and Electricity	\$17,400	\$0
Janitorial & Other Maintenance Services	\$16,970	\$0
Security	\$1,236	\$0
Maint. & Repair - Bldg. & improv.	\$28,450	\$0
Licenses & Permits	\$4,050	\$0
Rental/Lease of Equipment	\$3,600	\$0
Maint./Repair - Equipment	\$13,096	\$4,190
Rental of Equipment	\$14,856	\$2,550
Binding, Printing, & Publications	\$6,040	\$0
Local Travel	\$11,500	\$352
Vehicle Maintenance/Repair	\$11,000	\$1,000
Vehicle Gas/Oil	\$8,000	\$420
Client Service Fees & Assistance	\$26,400	\$0
Program/Client Activities	\$6,700	\$500
Graduation Activites	\$14,000	\$1,000
Meeting Space	\$1,500	\$0
Conference/Meetings-Food & Beverages	\$5,900	\$1,000

Registration Fees	\$10,527	\$0
Education	\$10,000	\$0
Membership Dues & Licenses	\$2,551	\$0
Insurance	\$15,931	\$3,000
Bank Service Charges	\$3,176	\$0
National Affiliation Fees	\$26,730	\$7,000
Fundraising Expense	\$50,000	\$0
Education - Staff Development	\$12,958	\$1,963
Indirect Cost/Expenses	\$129,042	\$7,901
n/a	\$0	\$0
TOTAL:	\$2,070,998	\$75,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
City of San Antonio	\$460,531
SA Area Fdn - PCEP	\$50,000
HEB Family Foundation	\$20,000
Jane Phipps DAF	\$10,000
CCS	\$5,000
Education Forum	\$2,500
Amerigroup	\$5,000
Mays Family Foundation	\$25,000
St. Luke's	\$8,000
Mother of the Year Luncheon	\$225,000
Big Give	\$8,000
Investment Income	\$10,000
Carry over balances	\$85,000
TBD (including Najim)	\$142,956
TOTAL:	\$1,056,987

PROJECT - COMMITTED

Funder Name	Amount Requested
Kronkosky Foundation	\$75,000
United Way - Ready Children	\$364,024
United Way - Strong Individuals and Families	\$158,091
USAA	\$60,000
Valero	\$125,000
Genevieve and Ward Orsinger Foundation	\$50,000
SA Area Fdn/COSA - Positive Parenting Prog	\$105,876

Texas Cavaliers	\$10,523
Early Head Start - Leveraged Funds for PCEP	\$55,198
Harlandale ISD	\$20,299
TOTAL:	\$1,024,011

Other funding sources and amounts, pending and committed not specific to this request.

ALL OTHER ORGANIZATION REQUESTS - PENDING

Funder Name	Amount Requested
	\$0
TOTAL:	\$0

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
Federal - Head Start/Early Head Start Grants	\$19,436,316
Dept of Agriculture - CACFP	\$925,750
TOTAL:	\$20,362,066

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 Board member serves on one of three committees, Finance, Internal Affairs, or External Affairs. A minimum of one senior staff leader is assigned as liaison to each committee. Committee meetings are typically held on months when there are no Board meetings, allowing for proper preparation of materials and information for the Board Meeting. Board members are encouraged to participate in our three annual events - El Dia de La Familia (a learning festival for our families held in October), our Mother of the Year luncheon (annual fundraiser held in May) and our graduation ceremony (also in May) for parents and children completing our Parent-Child Education Program, our Services to Fathers program, and our Caminos al Futuro program.

All Board members are asked to contribute financially in an amount that is significant to them. Attendance must meet a minimum of 75% (our average is 90+%).

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Maria Breen, Chair	Wells Fargo Bank
Mary Bailey, Treasurer	San Antonio Waters System (SAWS)
Tonda Brown	Director, Pre-K 4 SA - East Center
Robert Echavarria, Secretary	Merrill Lynch
Samantha Gallegos	Alamo Colleges
Steven Jacobs	Jackson Walker LLP
Jim Jeffery	Frost Bank
Karen K. Mawyer	Broadway Bank
Matt Neal	Consultant/Community Advocate

Vivian Tristan	Parent Liason
Jason Westenskow, Vice-Chair	Zachry Corporation
Signature Susan S. Thompson	