

# FUNDING APPLICATION

## GENERAL INFORMATION

### Organization Information

<b>Legal Name:</b> Voices for Children of San Antonio Community Research Center		<b>Federal Tax ID#:</b> 74-2987232		<b>501(c)(3) Public Charity</b> 509 (a)(1)	
<b>Address:</b> 3014 Rivas Street, Suite 119		<b>City:</b> San Antonio		<b>State:</b> TX	
				<b>Zip Code:</b> 78228	
<b>Website:</b> www.voicessa.org		<b>Fax:</b> (210) 858-8175		<b>United Way Funded:</b> No	

**Fiscal Year:**  
January 01 to December 31

### Head Of Organization

<b>Name:</b> Kathleen A. Fletcher		<b>Title:</b> President/ CEO	
<b>E-Mail Address:</b> kfletcher@voicessa.org		<b>Phone:</b> (210) 858-8175	

### Application Contact

<b>Name:</b> Kathleen A. Fletcher	<b>Title:</b> President/ CEO	<b>E-Mail Address:</b> kfletcher@voicessa.org	<b>Phone:</b> (210) 249-8803
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**Has the organization applied to the Najim Charitable Foundation in the past and been declined?**  
Yes  
2010 & 2011

<b>Grant Amount Requested \$:</b> \$40,963	<b>Total Project Budget \$:</b> \$50,963	<b>Organization's Annual budget \$:</b> \$322,000
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**Mission Statement:**  
Voices for Children of San Antonio expands our community's capacity to respond to current and emerging needs of children through purposeful and strategic advocacy that improves programs, practices, and policy.

## PROJECT INFORMATION

**Program / Project Title:**  
Early Care and Education Training and Resources for "Early Observers" to Protect Children from Maltreatment

### PROJECT TIMELINE

<b>Start Date</b> 04/01/2021	<b>End Date</b> 03/31/2022
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**Harvey E. Najim Charitable Foundation Priorities:**  
Child Abuse & Child Neglect

**Program / Project Description:**

Funds are requested for a critical focus area of Voices' operations. Voices convenes, organizes, fosters partnerships, and builds collaborations around critical issues that impact the quality of life and futures of our community's children. This request will support ongoing and new collaborative efforts to protect the youngest babies and children by engaging, training, increasing knowledge of prevention and intervention strategies and of community resources among non-parental "early observers."

Since its inception, Voices' focus areas have been early care and education, child abuse and neglect, particularly prevention, and children's health and mental health. Several years ago, with a goal of improving the quality of childcare, Voices began offering free all-day Saturday professional development events, co-sponsored by local legislators, an advocacy effort to increase their awareness and understanding of early care and education issues. Pre-pandemic, through January 2020, over 7,000 (unduplicated) childcare providers and other early childhood professionals had attended, virtually all repeatedly, thanks to the remarkable collaboration of several dozen partners who contribute their time and expertise. As this initiative grew, and as Voices' leadership and participation in the South Texas Trauma-Informed Care Consortium brought in more information, partners, and opportunities for impact, it became more and more clear that those who care for the youngest babies and children could be, and want to be, partners in prevention, in helping children heal from trauma, and in supporting socio-emotional skills that will lead to a decrease in violent behavior and increased opportunity for success in school and in life. These caring providers, minimally trained and compensated, most often low income and primarily women of color, shown to have experienced high levels of adverse childhood experiences themselves, typically spend more waking hours with young children than do their working parents, during the years of the most rapid development of brain architecture, when life-long attitudes, habits and behaviors are being formed, for good or for ill. Relative to child protection, these are the years when the most serious injuries and fatalities occur, before entry into school and the watchful eyes of teachers. For this reason, and because of our somewhat underestimated success of this initiative, which provides continuing access to thousands of childcare providers in Bexar and surrounding counties, Voices is targeting much of our work in the trauma consortium and in child abuse prevention to this population.

Beginning in March 2020, in-person events of 250-350 people became impossible. The childcare industry has been devastated by the pandemic. Childcare providers still must maintain their required hours to return to work or find other jobs if their centers have closed. Children are returning to school and childcare often bringing with them traumatic experiences. Voices has been able to pivot to live streaming and a focus on issues that have emerged or worsened because of COVID. Major among those issues are child abuse, domestic violence, and mental health issues. In 13 livestreamed events to date, there have been approximately 5,000 verified attendees (not unduplicated). This initiative appears to be filling a need and we will continue virtual events even after we are able to return to in-person; the ability to reach so many more of those who interact with young children has been an unexpected benefit. We are trying to keep these professional development events free; even a small fee could be a barrier to some who have competing needs, especially during this difficult time.

As Voices has focused on the population of childcare providers, because childcare is where the youngest children are, there is another group of "first observers" with access to babies, young children, and their families--pediatricians and other pediatric healthcare providers. Though with less frequent contact, pediatricians are trusted purveyors of information and guidance, particularly for new and inexperienced parents. For many years, the Voices CEO has been a member of the Bexar County Child Fatality Review Team, exploring the circumstances of non-natural deaths of infants and children. It is not uncommon that a baby or young child, very often an infant, has been seen by a healthcare provider in the recent past prior to the death, most often from abuse, medical neglect, or a preventable incident. Often it becomes clear, only after the death, that parents were struggling, overwhelmed, in need of intervention and community resources. Family stress has increased, and fewer children have non-family eyes on them. Busy pediatricians are often not familiar with the multitude of community resources for basic needs as well as for parenting support and child abuse prevention.

The goal of this new initiative is to identify struggling/ overwhelmed parents early and link them to resources before there is harm to a child. A survey has been developed to determine knowledge and need for information, what format would be feasible for them in their practice to identify resources and refer, and what training or information they might like for their staff. This is being developed with child abuse pediatricians at Center for Miracles, a UTHSC pediatrician who is a Voices Board member, and consulting with the Bexar County Children's Court Judge and staff.

The ultimate goal of both initiatives is to prevent abuse and neglect by surrounding children with more knowledgeable, observant and trauma informed adults in their earliest years.

**Evaluation Plan:**

All attendance is tracked. Post-event evaluation of learning objectives occurs after every event; surveys must be downloaded and completed to receive documentation of hours or CEU's (counseling, social work, nursing). Surveys during and after sessions assess changes in knowledge of risk, signs of abuse, the child welfare system prevention, community resources, and trauma informed practices to support children. Pre-pandemic, periodic surveys were sent to center directors assessing impact of training. Return rate of physician surveys will be tracked and analyzed for needs and trends. Once strategies are determined to identify and link families to resources, feasible for pediatric offices, a mechanism for tracking the number of families impacted will be developed. As physicians have ongoing contact with their patients, their feedback and input will be invaluable in evaluating the effectiveness of the project. Data on confirmed cases of abuse/ neglect are tracked with a focus on birth to four years.

**Plans to sustain project beyond the term of this request:**

Voices seeks grant/ funding opportunities, general operations as possible, for all initiatives, with flexibility for emerging issues. We expect fundraisers on hold to be possible again soon. With Voices' extensive networks and outreach, we have begun seeking opportunities to collaborate in grant applications of partner organizations. Charging for professional development is possible but would be a last choice. Childcare providers are a low-income population, struggling in the best of times. We do not want cost to be a barrier for training that benefits children. We do charge a small fee as a disincentive for not completing evaluations for certificates or CEU's in a timely manner. We seek out sponsorships. For example, April child abuse prevention training, four sessions and welcome by Judge Sakai, will be sponsored at \$1,000 by Children's Hospital. We will continue seeking sponsorships. We have begun to edit and archive training for future participants at a fee.

**Children Impacted:**

<b>How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?</b>	<b>How many unduplicated children will NCF REQUESTED FUNDS impact?</b>
15,000	12,000

**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%.**

<b>A. Population Served Age</b>		<b>B. Population Served Ethnicity</b>	
Infants (0-5)	100%	African American	9%
Children (6-13)	0%	Asian American	2%
Young Adults (14-18)	0%	Caucasian	27%
<b>TOTAL:</b>	<b>100%</b>	Hispanic/Latino	61%
		Native American	1%
		Other and Define	0%

<b>TOTAL:</b>	<b>100%</b>
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**City Council District for Which Children are Being Served:**

District1, District2, District3, District4, District5, District6, District7

**Line item Budget:**

<b>Line Item Description</b>	<b>Total Project Funds Allocation</b>	<b>Najim Funds Allocation</b>
Zoom: \$680/month, 50%, \$340/month/12 months	\$4,080	\$4,080
Mail Chimp: \$74.70/month, 50%, \$37.40/month/12 months	\$449	\$449
Canva (graphic design): \$12.95/month, 50%, \$6.48/month/12 months	\$78	\$78
Drop Box Subscription (creating, sending certificates for hours, CEU's): \$55.97/month, 50% \$28/month/12 months	\$336	\$336
Supplies (printing, mailing, books):	\$300	\$300
Outreach/ Education (at least monthly materials sent by email campaign, website, other outlets, latest information and research; design of materials targeting caretakers of young children and general public): \$250/month/12 months	\$3,000	\$3,000
Staffing (Production, marketing, graphic design, AV, speaker support, follow-up): Early Childhood Associate, \$2,080/event/ 12 months, \$24,960; Operations Director, \$480/event/12 months, \$5,760	\$30,720	\$30,720
Staffing (Survey analysis, reports, planning, oversight, partner engagement): CEO, 10%/12 months	\$8,000	\$0
Speaker Stipends (outside experts/ non-partner organizations):	\$4,000	\$2,000
<b>TOTAL:</b>	<b>\$50,963</b>	<b>\$40,963</b>

**OTHER FUNDING RESOURCES**

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

**PROJECT - PENDING**

<b>Funder Name</b>	<b>Amount Requested</b>
St. Luke's Lutheran Health Ministries	\$7,000
<b>TOTAL:</b>	<b>\$7,000</b>

**PROJECT - COMMITTED**

<b>Funder Name</b>	<b>Amount Requested</b>
Children's Hospital of San Antonio, sponsorship for professional development event on child abuse prevention	\$1,000
<b>TOTAL:</b>	<b>\$1,000</b>

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

**ALL OTHER ORGANIZATION REQUESTS - PENDING**

<b>Funder Name</b>	<b>Amount Requested</b>
Kronkosky Charitable Foundation	\$60,000
Texas Prenatal to Three Collaborative (for 2 yrs.)	\$50,000
SACADA, sub-contract on state grant	\$14,162
Lowe Foundation LOI	\$15,000
<b>TOTAL:</b>	<b>\$139,162</b>

**ALL OTHER ORGANIZATION REQUESTS - COMMITTED**

<b>Funder Name</b>	<b>Amount Requested</b>
Bexar County Social Services Resiliency Program	\$19,321
Myra Stafford Pryor Charitable Trust	\$2,812
Paycheck Protection Program 2	\$42,800
Family Service Association/ SAMHSA, sub-contract, in Year 3 of 5-year grant, \$20,000/year	\$20,000
<b>TOTAL:</b>	<b>\$84,933</b>

**BOARD OF DIRECTORS**

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

93%

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

One Board member did not contribute in the most recent fiscal year, though has for the past several years. Attempts to contact him have so far not been successful. Inability to contribute is not likely the reason. We will attempt to re-engage, but it may be that the current initiatives are not in line with his interests.

**How are board members expected to participate in your organization?**

Board members are expected to contribute \$500 each year and engage sponsors and/ or purchase tables for major Voices events, such as Congress on Children. They are asked to attend events. This does not include the regular training/ professional development events for childcare educators, though some do; most have at least visited some of these events over the years of in-person. Some Board members have presented when topics were in their areas of expertise. Our pediatrician Board member has been exceptionally involved and valuable to the centers and providers during the pandemic. Officers serve on the Executive Committee and several on the Development Committee. Board members are expected to nominate potential new Board members. We do not have an expectation of attendance at a specified number of Board meetings but we expect their input and guidance as we plan community initiatives.

**LIST OF BOARD DIRECTORS**

<b>Name &amp; Office Held</b>	<b>Corporate Affiliation</b>
Gregory Hudspeth, Ph.D., Chair	St. Philip's College (ret.), President, San Antonio Chapter, NAACP

Angela Clark, Treasurer	Clark Construction
Betty Berchelmann, Secretary	San Antonio Behavioral Health Hospital
Francisco Martinez, Past Chair	Valero Energy Corporation
George Block, Founding Board Member	Block SVF, LLC
Ricardo Cedillo, J.D.	Davis, Cedillo & Mendoza, Inc.
Adrian Grant	UTSA College of Education and Human Development
Susan Hancock	Hancock Professional Development Resources and Consulting
Tyreo Harrison	SWBC Financial Institution Group
Robin Howard	Community Child Advocate
Priti Laxmi, M.B.A.	Baptist Health System
Mandie Tibball Svatek, M.D.	UT Health Pediatrics
Eric Wilson, J.D.	Wilson Brown Law
Fred Cardenas, Ex-Officio	Family Service Association
<b>Signature</b>	
Kathleen A. Fletcher	