

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

| | | | |
|---|---------------------------------------|---|---------------------------|
| Legal Name: Family Endeavors, Inc. | Federal Tax ID#: 23-7223078 | 501(c)(3) Public Charity 509 (a)(1) | |
| Address: 6363 De Zavala Rd, Suite 200 | City: San Antonio | State: Texas | Zip Code: 78249 |
| Website: www.endeavors.org | Fax: (210) 431-6466 | United Way Funded: Yes | |

Fiscal Year:

January 01 to December 31

Head Of Organization

| | |
|---|--|
| Name: Jon Allman | Title: President & Chief Executive Officer |
| E-Mail Address: jallman.dev@endeavors.org | Phone: (210) 431-6466 |

Application Contact

| | | | |
|-----------------------------|--|--|---------------------------------|
| Name: Elaine Tims | Title: Development Associate | E-Mail Address: grants@endeavors.org | Phone: (210) 431-6466 |
|-----------------------------|--|--|---------------------------------|

Previous Najim Funding

| Year | Funding \$ |
|--------------|-------------------|
| 2011 | \$20,000 |
| 2012 | \$20,000 |
| 2013 | \$25,000 |
| 2014 | \$25,000 |
| 2015 | \$25,000 |
| 2016 | \$30,000 |
| 2017 | \$50,000 |
| 2018 | \$50,000 |
| 2019 | \$50,000 |
| Total | \$295,000 |

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

No

| Grant Amount Requested \$: | Total Project Budget \$: | Organization's Annual budget \$: |
|-----------------------------------|---------------------------------|---|
| \$84,098 | \$1,256,496 | \$50,334,309 |

Mission Statement:

Mission Statement: Endeavors passionately serves vulnerable people in crisis through our innovative, personalized approach.

Vision Statement: We restore dignity and improve the quality of life for the vulnerable people we serve through the benefits of our programs

PROJECT INFORMATION

Program / Project Title:

Endeavors Fairweather Family Lodge Critical Needs & Support for Formerly Homeless Children

PROJECT TIMELINE

| Start Date | End Date |
|------------|------------|
| 07/01/2019 | 06/30/2019 |

Harvey E. Najim Family Foundation Priorities:

Food, Shelter and Clothing

Program / Project Description:

Family Endeavors Inc. dba Endeavors Fairweather Family Lodge (FFL) supports single women with disabilities and their children who have experienced chronic homelessness. FFL supports families by providing safe and sustainable housing and voluntary access to supportive services which include: intensive case management, mental health services, food, clothing, childcare, life skills training, employment/educational training, and children's activities. FFL proposes to utilize Najim funding of \$84,098.40 to sustain our Children's Activities Coordinator (CAC) salary and to provide continued supportive services to engage our children aged 0-18 and their mothers. FFL projects to serve up to 25 homeless single mothers with mental illnesses and up to 40 children during the 2020-2021 grant year.

Living in poverty has led our families to experience many adverse conditions which include: hunger and food insecurity, domestic violence, substance abuse, neglect, and not having a stable and suitable place to live. Early childhood stressors and trauma, have had a significant impact on the child's development, causing delays in milestones, and impacts learning in all areas: linguistic, cognitive, and social-emotional. Trauma causes adverse behavior and health, and not being able to sustain supportive relationships. All of these impacts can lead to early dropout rates, teen pregnancies, the continued cycle of abuse and neglect. The FFL program design is based on the theoretical framework of a two-generational model that provides social support and trauma-informed care to assist our families in healing, empower them to create healthy choices and maintain self-sufficiency.

Funding provided by the Najim Charitable Foundation has supported FFL in hiring our CAC who has designed, implemented, and evaluated all activities and services for the children residing at FFL. Our CAC has created the Mighty Munchkins program, held 4 times a week for an hour to assist in development of milestones for children aged 1-5. Each session focuses on different areas that include: sensory, literacy, fine and gross motor skills, and cognitive development. All activities during each session focus on one or more of these areas and offer individualized support. Additionally, our CAC and Parent Educator conduct the Ages and Stages Questionnaire (ASQ-3) for children aged 0-5 to understand how to individually support each child and if needed, refer the child to other community resources such as Early Childhood Intervention (ECI).

Our CAC operates our afterschool program, Power Hour, which has been developed for our school aged children ages 5-18. Our CAC and seasonal interns provide homework assistance and activities that are developed with the inclusion of the 40 developmental assets. These assets encourage our children to gain support from trusted adults, recognize boundaries and expectations, cultivate positive values, inspire a commitment to learning, and develop a positive identity. To encourage additional family support and mentorship, our children receive individualized time for self-expression through one-on-one sessions conducted by our CAC. This opportunity reinforces that our children have allies in the community.

Our program, Play Connection, is conducted weekly by our Parenting Educator (PE) and assisted by our CAC to teach and encourage our families to maintain healthy life-styles and make better choices. Play Connection is designed to strengthen the bond between mothers and their children and to encourage engagement in play. Monthly family field trips are facilitated to develop social and emotional skills in settings outside of our campus and are utilized as incentives for program participation. Field trips offers opportunities for further family engagement which might not be experienced without the financial support of our program. Furthermore, FFL values instilling traditions for our families and celebrates our children's birthdays through monthly celebrations to boost self-confidence.

FFL is an ongoing program that serves a vulnerable population who have experienced homelessness, abuse and neglect. Thus, providing permanent housing and supportive services that can assist our families in healing from trauma is a priority. To assist in healing, FFL offers onsite therapeutic counseling that may be conducted in settings that include: one-on-one, family sessions or through Peer to Peer group. Peer to Peer sessions are held weekly for both our mothers and children.

During 2019, FFL provided over 2,600 hours of direct services to our children and has achieved unprecedented outcomes to include: 100% of children at FFL maintained their educational goals and 100% of families at FFL have increased their engagement in activities and functions. Our goals and values continue to align with those of the Najim Charitable Foundation as we continue the commitment to serving the critical needs of our children and mothers in promotion of growth, success, and self-sufficiency.

Objectives:

oNecessities: Case Manager's (CM's) will create Individualized Service Plans (ISP's) for each family to receive appropriate housing and basic needs by connecting them to community partners. CM's will continuously asses and meet the families' basic needs of clothing, food, medical, dental, and mental health care, and transportation.

oEducation: CM's and CAC will ensure that FFL children are properly prepared for school and will assist with children's school enrollment by helping mothers obtain necessary documentation, transportation, and supplies. Pre-school aged children will be added to Pre-K for SA and Early Head Start waitlists. Additionally, mothers will be assisted with continuing their education through FFL and partnered agencies. Furthermore, families will be offered life-skills training.

oHealing: CM's and CAC will assess mothers and their children's mental health and will connect them to mental health professionals to begin the healing process from traumatic experiences and gain stronger family relationships. CMs will provide additional referrals for parenting education and assistance with benefits.

Evaluation Plan:

FFL will conduct and complete quarterly individualized service plans (ISP) that are client-centered and focused on families reaching goals to sustain self-sufficiency. ISP's are reviewed in bi-annual sessions with the Head of Household and the entire program team. These sessions serve to provide mentorship and support for the family. Staff strengthen their trusted relationships with the families and help understand how to best support them in achieving their goals. Additionally, quarterly assessments and surveys are administered to our mothers to provide program satisfaction, and direction in what services should be offered, along with a Quality of Life Survey. FFL collects, compiles, and reviews the program data to measure our success and impact of our program and the families we support and serve.

Outcomes:

- o 100% of families, 25 mothers and 40 children, will receive safe and secure housing, and have their basic needs met.
- o 100% of the children are provided with access to activities intended to further enhance their development.
- o 100% of mothers and children with therapeutic service goals are connected to experienced mental health care providers.
- o 96% of children are projected to pass to the next grade level.

Plans to sustain project beyond the term of this request:

Endeavors' programs and services are ongoing and continue through demonstrated program achievements, established collaborative program partners, and diverse funding sources. The Fairweather Family Lodge is funded through varying sources that include government grant awards, corporate and private foundation grants, individual donations, program income, and service contract fees. Endeavors' Development Department continuously researches and secures funding and contributions for all of Endeavors programs and projects. In the event we unable to secure funding for the FFL program, Endeavors will fund the difference.

Children Impacted:

| How many unduplicated children will the TOTAL PROJECT INITIATIVE impact? | How many unduplicated children will NFF REQUESTED FUNDS impact? |
|---|--|
| 40 | 40 |

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) | 25% | African American | 10% |
| Children (6-13) | 55% | Asian American | 0% |
| Young Adults (14-18) | 20% | Caucasian | 25% |
| TOTAL: | 100% | Hispanic/Latino | 63% |
| | | Native American | 0% |
| | | Other and Define | 2% |
| | | TOTAL: | 100% |

City Council District for Which Children are Being Served:

District4

Line item Budget:

| Line Item Description | Total Project Funds Allocation | Najim Funds Allocation |
|--|---------------------------------------|-------------------------------|
| Children's Services & Activities Coordinator | \$38,467 | \$38,467 |
| Baby & Child Supplies | \$13,972 | \$2,000 |
| Childcare | \$68,980 | \$12,500 |
| Afterschool Program Supplies | \$3,000 | \$1,000 |
| Children's Mental Health Care & Therapeutic Activities | \$31,000 | \$2,000 |
| Clothing & Shoes | \$2,000 | \$3,600 |
| School Supplies | \$1,500 | \$1,000 |
| Children's Development Assessments | \$700 | \$500 |
| Nutrition (Food, Water, etc.) | \$1,000 | \$1,000 |
| Parenting Education Support | \$37,000 | \$1,500 |
| Trauma Informed Training | \$5,000 | \$2,500 |
| Wages | \$560,984 | \$0 |
| Fringe Benefits | \$168,295 | \$10,386 |

| | | |
|---|--------------------|-----------------|
| Transportation | \$150 | \$0 |
| Travel & Milieage | \$4,930 | \$0 |
| Rent | \$6,502 | \$0 |
| Equipment & Computers | \$27,377 | \$0 |
| Utilities | \$26,581 | \$0 |
| Telephone & Communications | \$12,408 | \$0 |
| Repairs & Maintenance | \$116,588 | \$0 |
| Professional Fees | \$2,264 | \$0 |
| Fingerprint, MVR, Criminal History Services | \$433 | \$0 |
| Program Service Assistance | \$8,448 | \$0 |
| Non Program Supplies | \$4,108 | \$0 |
| Administration | \$114,809 | \$7,645 |
| TOTAL: | \$1,256,496 | \$84,098 |

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

| Funder Name | Amount Requested |
|-----------------------------------|------------------|
| Texas Criminal Justice Department | \$199,788 |
| TOTAL: | \$199,788 |

PROJECT - COMMITTED

| Funder Name | Amount Requested |
|--|--------------------|
| Genevieve and Ward Orsinger Foundation | \$20,000 |
| City of San Antonio | \$38,882 |
| US Dept of HUD | \$959,449 |
| Najim Charitable Foundation | \$50,000 |
| Valero Foundation | \$40,000 |
| Texas Criminal Justice Department | \$219,762 |
| United Way of San Antonio and Bexar County | \$160,157 |
| TOTAL: | \$1,488,250 |

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

ALL OTHER ORGANIZATION REQUESTS - PENDING

| Funder Name | Amount Requested |
|-------------------------------|------------------|
| Cumberland County | \$273,769 |
| SARAH | \$100,000 |
| US Dept of Justice | \$499,999 |
| City of Fayetteville | \$290,615 |
| City of Corpus Christi | \$25,000 |
| Department of Veteran Affairs | \$5,995,630 |

| | |
|---|--------------------|
| Elizabeth Dole Foundation | \$75,000 |
| Bob Woodruff Foundation | \$343,917 |
| Texas Department of Health and Human Services | \$1,304,416 |
| Booz Allen Foundation | \$100,000 |
| Raul Tijerina Foundation | \$30,000 |
| SARAH | \$931,963 |
| TOTAL: | \$9,970,309 |

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

| Funder Name | Amount Requested |
|---|-------------------------|
| Disability Institute | \$17,500 |
| Texas Department of Health and Human Services | \$3,068,200 |
| USAA Foundation | \$250,000 |
| Valero Foundation | \$20,000 |
| King Foundation | \$155,000 |
| City of Corpus Christi | \$40,000 |
| City of Fayetteville | \$10,000 |
| Cumberland County | \$73,769 |
| State of North Carolina | \$2,066,667 |
| Department of Veteran Affairs | \$5,995,630 |
| Security Service Federal Credit Union | \$10,000 |
| Texas Veterans Commission | \$800,000 |
| US Department of HUD | \$273,177 |
| SARAH | \$1,244,935 |
| TOTAL: | \$14,024,878 |

BOARD OF DIRECTORS

What percentage of your board contributes financially to the organization?

100%

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

Endeavors' Board has 100% Contribution.

How are board members expected to participate in your organization?

Our board consists of 7 active members, including a client who is formerly homeless and serves as a Client Liaison. All board members provide general oversight and direction to the President & CEO, regularly attend bi-monthly Board Meetings, make serious commitment to participate actively in committee work, recommend amendments to the bylaws and operating procedures, agree to present the organization at outside meetings or events important to Endeavors, assist with fundraising activities, and attend important events and meetings. Endeavors has a yearly trust agreement/guidelines document that is acknowledged and signed by each board member.

LIST OF BOARD DIRECTORS

| Name & Office Held | Corporate Affiliation |
|--|---|
| Major General Alfred K. Flowers (Ret.) - Board Chair | Chief Operations Officer Federal IT Consulting (FEDITC) |

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|--|--|
| Berenice Villarreal - Board Vice Chair | AVP, Audit Services Randolph Brooks Federal Credit Union |
| Andy Apple - Board Treasurer | Chief Financial Officer Health by Design |
| Shirley Schultz - Board Secretary | Director, Human Resources Health by Design |
| Nick Grant - Board Director | Independent Insurance Broker (Mortgage Companies) |
| Doris Beaulieu - Board Director | Vice President, Business Development Valero Energy Corporation |
| William Owen - Board Director & Client Liaison | Fairweather Lodge |
| Jon Allman - President & CEO | Family Endeavors Inc. dba Endeavors |
| Signature | |
| Jon Allman, President & CEO 06 June 2020 | |