

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

To support the Fairweather Family Lodge Critical Needs 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 & Mileage	\$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)

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	