

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: Girls Incorporated of San Antonio	Federal Tax ID#: 20-5468038	501(c)(3) Public Charity 509 (a)(1)	
Address: 2214 Basse Rd.	City: San Antonio	State: TX	Zip Code: 78213
Website: www.girlsincsa.org	Fax: (210) 298-5861	United Way Funded: No	

Fiscal Year:

July 01 to June 30

Head Of Organization

Name: Lea Rosenauer	Title: President/CEO
E-Mail Address: lrosenauer@girlsincsa.org	Phone: (210) 298-5860

Application Contact

Name: Lea Rosenauer	Title: President & CEO	E-Mail Address: lrosenauer@girlsincsa.org	Phone: (210) 298-5861
-------------------------------	----------------------------------	---	---------------------------------

Previous Najim Funding

Year	Funding \$
2008	\$50,000
2012	\$25,000
2013	\$25,000
2014	\$35,000
2015	\$50,000
2016	\$50,000
2017	\$50,000
2018	\$75,000
2019	\$80,000
2020	\$80,000
Total	\$520,000

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

Yes
2010 - \$70,000 and 2011 - \$34,891

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$75,000	\$307,556	\$1,458,500

Mission Statement:

PROJECT INFORMATION

Program / Project Title:

To Support Girls University Summer Camp.

PROJECT TIMELINE

Start Date	End Date
06/21/2021	08/13/2021

Harvey E. Najim Charitable Foundation Priorities:

Camps

Program / Project Description:

The barriers girls face are real and profound. Too often girls are shut out of opportunities to grow, achieve, and lead. Girls living in poverty and girls of color experience even greater inequities. The girls we serve have less access to quality out-of-school programming, often resulting in significant learning gaps. Youth from under-resourced communities have an average 6,000-hour learning gap from their more affluent peers by the time they are in 6th grade. In addition, 1 in 4 San Antonio households do not have internet access and 1 in 5 youth face consistent food insecurity. This was standard for our community pre-COVID.

The uncertainties created by the pandemic have significantly compounded issues, as well as reinforced barriers for many of our girls. COVID-19 and the economic crisis it has triggered will have devastating consequences and disproportionately impact low-income communities and communities of color. Many of our girls face new or increased economic hardships, including unemployment impacting their family and food insecurity. Many are isolated and lack consistent digital connectivity. With the unprecedented academic disruptions, our girls are at risk of even greater learning loss.

In response, Girls Inc. of San Antonio is planning a robust in-person and online summer program. Girls Inc. took steps at the beginning of the health crisis to ensure girls continue to have access to services through virtual programming and limited in person activities. Examples of newly implemented online services include:

- o SMART Girl Programming - STEAM-focused, hands-on lessons for girls in 3rd-5th grade to keep girls curious about how things work and academically engaged;
- o Mini-Explorers - hands-on virtual activities for kinder-2nd grade to help girls explore the world around them and introduce them to scientific concepts and the fine arts; and
- o Girls Inc. Clubhouse - a safe virtual space for girls kinder - 12th, split up by age, to keep girls connected, ensure girls needs are being met, and provide a platform for open discussion and peer support.

Components of these online programs will be woven into 2021 summer camp. The flexibility to offer hybrid summer program will support more girls and their families. The goal of all summer programs is to provide essential programs geared to increase critical thinking skills, enhance social and emotional skills, reinforce academic lessons, and reduce risky behaviors. Summer programs help address the digital divide, as well as provide a safe and supported summer learning environment.

The long-term significance of COVID 19 is yet to be discovered. We know that for many of our families, it will be a long road to recovery. During this journey, at Girls Inc. girls will find a safe space to heal, share, learn, and grow. During Girls University Summer Camp, girls have access to opportunities and intentional programming, encouragement to persevere and rise above the uncertainties they face, academic enrichment and engagement, and reassurance they can overcome existing and new barriers to reach their full potential. At Girls Inc. a trauma-sensitive approach to social and emotional learning ensures that we can create spaces where girls are free to share their experiences with each other and with trusted adult mentors. Girls Inc. of San Antonio is dedicated to inspiring all girls to be strong, smart, and bold. Affirming that message now is more important than ever.

Summer 2021 will look a little different, with in person and online activities, summer camp will run eight weeks. In person camp operates Monday through Friday from 7:00 a.m. to 6:00 p.m. with primary instruction hours between 9:00 a.m. and 5:00 p.m. Early morning drop-off and late pick up are intended to help working families accommodate a girl's "free" summer schedule and her guardian's work schedule. Girls University also ensures girls have access to snacks and meals. In a community where 1 in 4 children experience hunger, food insecurity significantly impacts girls' development. Summer should be about adventure and fun for girls, not concern over whether they will be hungry.

Girls ages 6 -12 participate as "campers" at Girls University, while teen participants learn valuable leadership skills as Camp Program Aides (CPA). In 2019, 51 teenage girls served as CPAs and collectively logged over 8,000 community service hours. The framework of Girls University enables participants to have a unique, engaging experience whether they attend one week or all eight. Girls Inc. expects to serve 75 - 100 girls per week during summer 2021.

Girls University focuses on economically disadvantaged areas because summer learning works and the girls we serve have fewer opportunities for quality summer programming. Of the girls we serve, 85% are enrolled in the Federal Free or Reduced Lunch Program, 48% live in households with an annual income of less than \$30,000, and 15% of those girls are from households making less than \$10,000/year. Our girls overwhelmingly represent minority and under-served communities, including 71% Hispanic/Latina, 11% Multiracial, 9% African American, 9% White. With consistent disparity in the lives of girls we serve, a high-quality summer learning program ensures access to resources to make healthy decisions that will have a positive impact on their future.

Since 2004, Girls Inc. of San Antonio has worked diligently across the community to inspire girls in Bexar County to be strong, smart, and bold. The organization's comprehensive approach to whole girl development equips girls to navigate gender, economic, and social barriers to grow up healthy, educated, and independent. These outcomes are achieved through a comprehensive experience that integrates people, environment, and programming to empower girls to succeed.

Evaluation Plan:

Girls Inc. program objectives include, Strong -- focused on health and well-being, girls will gain and possess knowledge, skills, and attitudes to sustain healthy lifestyles; Smart -- focused on education, girls are academically engaged and have a future academic plan; and Bold -- independent and empowered, girls are able to lead independent, productive, and fulfilling lives. These program goals and objectives are measured by the number of girls served, program dosage, and self-reported impact.

Participant impact is measured with The Voice, Action, Comportment, and Opportunity (VACO) Checklist. VACO tracks capacities in four areas: girls' ability to speak on their own behalf; girls' ability to use their voices to act on behalf of themselves and others; girls' ability to carry themselves with respect, and dignity; and girls' ability to take advantage of new challenges and experiences. Developed by the Ms. Foundation, VACO is used worldwide to chronicle girls' development.

Plans to sustain project beyond the term of this request:

June 2021 marks the sixteenth year of Girls Inc. of San Antonio's Girls University summer program. It is also the first time it will be held on our new Girls Inc. Campus. The Najim Family Foundation has been one of the leading proponents to supporting this high-quality summer learning opportunity for girls in our community. Beyond the Foundation's support, Girls Inc. works throughout the year to secure additional funds for summer through other foundation grants, corporate partnerships, and individual gifts. Additionally, each participant is encouraged to financially contribute to the camp, so families are committed to the program. Family income and household size are evaluated on a sliding scale to determine program fees per family. While no girl is turned away due to inability to pay, program fees allows families to make a financial investment in their child and in the quality-programming provided during Girls University.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NCF 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)	0%	African American	9%
Children (6-13)	85%	Asian American	0%
Young Adults (14-18)	15%	Caucasian	9%
TOTAL:	100%	Hispanic/Latino	71%
		Native American	0%
		Other and Define	11%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District1, District2, District3, District5

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Personnel - FT/PT Summer Staff	\$172,478	\$33,000
Benefits - Personnel fringe benefits	\$25,913	\$6,000
Meals and Snacks	\$20,900	\$10,000
Field Trips	\$11,400	\$8,000
Speakers/Guest Instructors	\$4,000	\$0
Program Supplies	\$41,965	\$18,000
Transportation	\$20,200	\$0
Administrative/Other	\$10,700	\$0
TOTAL:	\$307,556	\$75,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Najim Charitable Foundation	\$80,000
Valero Benefit for Children	\$30,000
Greehey Family Foundation	\$25,000
Program Fees	\$50,000
Spring Fundraisers	\$100,000
TOTAL:	\$285,000

PROJECT - COMMITTED

Funder Name	Amount Requested
TJX Foundation	\$14,000
Whitacre Family Foundation	\$10,000
3M Foundation	\$7,500

Texas Cavaliers Foundation	\$5,000
SA Education Forum	\$2,000
TOTAL:	\$38,500

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

ALL OTHER ORGANIZATION REQUESTS - PENDING

Funder Name	Amount Requested
USAA Foundation	\$180,000
HEB	\$25,000
Cowden Foundation	\$20,000
Baptist Health Foundation	\$125,000
Science Festival (fundraising event)	\$150,000
TOTAL:	\$500,000

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
Boeing Corporation	\$100,000
Valero Foundation	\$25,000
Alice Kleberg Reynolds Meyer Foundation	\$5,000
Dalkowitz Charitable Trust	\$10,000
City of San Antonio	\$50,000
Bexar County	\$15,000
421 State Planning Fund - Juvenile Justice	\$44,500
Victims of Crime Act Funding	\$222,450
TOTAL:	\$471,950

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 year, Girls Inc. of San Antonio Board Members sign a "Commitment to Excellence" agreement that outlines the expectations of board involvement. The expectations include Board Member's attendance at bimonthly meetings, participation on one of six board and/or event committees, participate in the annual board retreat, and avoid any conflicts of interests. Board members are asked to contribute financially to the organization and to participate in fundraising activities. Personal giving should be at the level that is meaningful to the board member, average gifts range from \$500 to \$1,500. The Girls Inc. board goals have been met and/or exceeded in the past four years:

- o 80% meeting attendance (Board and Committee),
- o 100% individual board giving,
- o Collectively volunteering an average of 10hrs/mo. and
- o Attend 2 of the 3 major fundraising events and at least one girl program

Additional board participation comes from sharing social media posts and inviting friends to learn more through virtual tours and open houses.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Jennifer Pinson Herring, Chair	USAA
Melissa Unsell Smith, Vice Chair	Rectify
Ruth Whitenton, Secretary	DocuSign
Lorrie Clark, Treasurer	AT&T
Maureen Caspers	Valero
Katie Kinder DeBauche	Witte Museum
Cat Dizon	Active Capital
Dr. Erika Gonzalez	STAAMP
Cece Frost Griffin	UTSA
Adrianna Jimenez	Chasnoff Mungia Valkenaar Pepping & Stribling
Angela McClendon Johnson	USAA
Christine Lacy	Attorney
Lisa McLin	Rackspace
Corrina Holt Richter	Holt Cat
Tondre Schulte	NuStar
Scott Stephens	H-E-B
Lindsay Armstrong	Jefferson Bank
Ariana Barbour	Meals on Wheels
Katherine Noll	Chamberlain Hrdlicka
Amy Barrios	Texas A&M University - San Antonio
Velma Guerra	Covenant
Signature	
Lea Rosenauer	