

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: 118 N Medina	City: San Antonio	State: TX		Zip Code: 78207	
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: Jennifer Forbes	Title: Development Director	E-Mail Address: jforbes@girlsincsa.org	Phone: (210) 298-5863
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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
Total	\$440,000

Has the organization applied to the Najim Family Foundation in the past and been declined? Yes 2010 and 2011

Grant Amount Requested \$: \$80,000	Total Project Budget \$: \$363,717	Organization's Annual budget \$: \$1,633,500
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Mission Statement: Girls Inc. of San Antonio is dedicated to inspiring all girls to be strong, smart, and bold.

PROJECT INFORMATION

Program / Project Title:

To support the Girls University 2020 program providing ten weeks of educational programming to girls ages 8-12 during the summer.

PROJECT TIMELINE

Start Date

06/01/2020

End Date

07/31/2020

Harvey E. Najim Family Foundation Priorities:

Camps

Program / Project Description:

Summer learning loss occurs when students disengage from academics from June through August. What might seem like a short academic break manifests into challenges for students, teachers, and schools. Summer learning at Girls University is a critical component of year-round Girls Inc. programs and essential in the provision of comprehensive, quality-programming for the girls we serve.

When school lets out for the summer, what do kids in our community face? For some, it's a world of interesting vacations, music lessons, and library trips. For others, without access to enriching summer opportunities, the break can lead to serious learning loss and academic consequences. "Disadvantaged" girls, those from under-resourced communities, have significantly less access to opportunities, including quality programming that reinforces classroom lessons and avoids the summer learning slide. For many, this inequity leads to a significant gap in achievement impacting high school graduation rates, higher education, and ultimately employment. Access often is the determining factor on whether students set out on a path for college or drop out of high school.

On average, students start the next school year performing one month behind where they were at the end of the previous school year. Children from low income families are disproportionately affected, as studies show these kids often lose up to three months of learning. Girls University models high-quality summer learning experiences cited as critical to address the summer learning slide. Activities offered during Girls University include Girls Inc. nationally accredited identity programs, as well as academic and physical content designed by summer staff who specialize in youth development. The summer program goal is to keep girls engaged academically, physically, and emotionally during break to mitigate summer learning loss, improve reading and math skills, create life-long learners, and improve relationships with adults and peers.

Every week, girls are introduced to female role models and leaders in our community and participate in educational field trips and physical activities. Anticipated topics to be covered in 2020 include environmental science, archeology, geology, engineering concepts and structure building, art, animal science, kinesiology, and biology. Each week girls go on a field trip or host a guest speaker tied to that week's topic. All programs take place in a safe, nurturing environment where girls feel comfortable to be who they are and to discover the world around them.

Girls University operates for nine weeks during the summer, with each week offering a new college-major themed focus. Girls learn about different college majors, create art, investigate STEM topics, meet community leaders, engage in unique experiences, and explore the outdoors. Girls University 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 working hours. 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). Last year, 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 nine. Girls Inc. expects to serve 150-175 girls per week during summer 2020.

Research shows that the more a student participates in summer learning, the better the educational outcome will be. To incentivize attendance at Girls University, weekly prizes and pizza parties are scheduled. Girls that attend a minimum of four weeks qualify for summer graduation. At the end of the summer, girls that achieve Graduate status participate in a commencement ceremony, complete with keynote speaker and certificates of accomplishment. Graduation is a culmination of the girls' commitment to learning and an opportunity to celebrate achievements in reading, STEM, and art.

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, 10% Multiracial, 9% African American, 8% White, 1% Asian, 1% Native American. 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:

The Voice, Action, Comportment, and Opportunity (VACO) Checklist is used to evaluate summer programs. VACO tracks capacities in four areas: Voice - girls' ability to speak on their own behalf; Action - girls' ability to use their voices on behalf of themselves and others; Comportment - girls' ability to carry themselves with respect and dignity; and Opportunity - girls' ability to take advantage of new challenges and experiences. Developed by the Ms. Foundation, VACO chronicles girls' development. Evaluations are conducted throughout the summer with information gathered from participants, facilitators, and families. In addition to the VACO evaluation, we participate in the National Girls Inc. Strong, Smart, and Bold Outcomes Survey. Between June 1 - July 31 girls ages 9 - 17 will participate in this assessment to better evaluate the measurable difference we make in the lives of girls. Results of the SSBOMS will be available October 2020.

Plans to sustain project beyond the term of this request:

June 2020 marks the fifteenth 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:

<p>How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?</p> <p>650</p>	<p>How many unduplicated children will NFF REQUESTED FUNDS impact?</p> <p>650</p>
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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	1%
Young Adults (14-18)	15%	Caucasian	8%
TOTAL:	100%	Hispanic/Latino	71%
		Native American	1%
		Other and Define	10%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District5

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Personnel - FT/PT Summer Staff	\$195,518	\$35,000
Benefits - Personnel fringe benefits	\$25,914	\$6,000
Facility Costs	\$25,720	\$0
Meals and Snacks	\$22,400	\$10,000
Field Trips	\$9,200	\$5,000
Speakers/Guest Instructors	\$4,500	\$1,000
Program Supplies	\$40,465	\$15,000
Transportation	\$28,400	\$8,000
Administrative/Other	\$11,600	\$0
TOTAL:	\$363,717	\$80,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Nancy and Otto Koehler Foundation	\$20,000
Betty and David Sacks Foundation	\$5,000
Elizabeth Huth Coates Charitable Foundation	\$10,000
Greehey Family Foundation	\$20,000
Texas Cavaliers	\$4,000
Program Fees	\$75,000
Spring Fundraisers	\$85,000
Best Buy Foundation	\$15,000
PK-12 Education Forum	\$5,000
Women of AT&T	\$5,000

TOTAL:	\$244,000
PROJECT - COMMITTED	
Funder Name	Amount Requested
Valero Benefit for Children	\$30,000
Whitacre Family Foundation	\$10,000
TOTAL:	\$40,000
Other funding sources and amounts, pending and committed not specific to this request.	
ALL OTHER ORGANIZATION REQUESTS - PENDING	
Funder Name	Amount Requested
USAA Foundation	\$350,000
American Honda Foundation	\$50,000
NYLife Foundation	\$100,000
HEB	\$25,000
ATT Aspire Accelerator Program	\$125,000
Victims of Crime Act Funding	\$222,450
421 State Planning Fund - Juvenile Justice	\$44,500
Bank of America Foundation	\$20,000
Cowden Foundation	\$20,000
TOTAL:	\$956,950
ALL OTHER ORGANIZATION REQUESTS - COMMITTED	
Funder Name	Amount Requested
Boeing Corporation	\$100,000
Citi Foundation	\$140,000
Valero Foundation	\$25,000
H.E. Butt Foundation	\$75,000
Mays Family Foundation	\$10,000
Kilpatrick Memorial Fund	\$10,000
Alice Kleberg Reynolds Meyer Foundation	\$6,871
Nelson Puett Foundation	\$5,000
Dalkowitz Charitable Trust	\$10,000
Rachel and Ben Vaughan Foundation	\$5,000
City of San Antonio	\$50,000
Bexar County	\$15,000
TOTAL:	\$451,871
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. These expectations include the Board Member's attendance at bimonthly meetings, participation on one of six board and/or event committees, annual board retreat attendance, and avoiding any conflicts of interests. Board members are asked to personally 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, typically in the top three of their yearly contributions. The Girls Inc. of San Antonio board goals include four items that have been met and/or exceeded in the past three years:

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

In addition, board members are expected to actively participate on one or more event driven committees, donate a minimum of \$500 individually, and secure an additional \$1,000 annually through event sales, donor asks, raffle contributions, and corporate sponsorship commitments.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Lindsay Armstrong, Chair	Jefferson Bank
Jennifer Pinson Herring, Asst. Chair	USAA
Ruth Whitenton, Secretary	DocuSign
Nicole O'Brien, Treasurer	Community Leader
Ariana Barbour	Meals on Wheels
Catherine Bishop	Catto & Catto
Maureen Caspers	Valero
Lorrie Clark	Community Leader
Katie Kinder DeBauche	Witte Museum
Cat Dizon	Active Capital
Kelly Wade Fry	Kelly Wade Jewelers
Dr. Erika Gonzalez	STAAMP
Cece Frost Griffin	UTSA
Adrianna Jimenez	Chasnoff Mungia Valkenaar Pepping & Stribling
Angela McClendon Johnson	USAA
Hon. Christine Lacy	City of San Antonio
Lisa McLin	Rackspace
Corrina Holt Richter	Holt Cat
Tondre Schulte	NuStar
Maren Senn	Tradecraft
Melissa Unsell Smith	Rectify
Scott Stephens	Whataburger
Terry Woodworth	USAA

Signature

Lea Rosenauer