

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

| | | | | | |
|--|--|---------------------------------------|--|---|--|
| Legal Name: Whitby Road Alliance, Inc. dba Providence Place | | Federal Tax ID#: 74-1168923 | | 501(c)(3) Public Charity 509 (a)(1) | |
| Address: 6487 Whitby Rd | | City: San Antonio | | State: Texas | |
| | | | | Zip Code: 78240 | |
| Website: www.provplace.org | | Fax: (210) 696-2410 | | United Way Funded: No | |

Fiscal Year:
January 01 to December 31

Head Of Organization

| | | | |
|---|--|------------------------------------|--|
| Name: Judith Bell, PhD | | Title: President and CEO | |
| E-Mail Address: judith.bell@provplace.org | | Phone: (210) 696-2410 | |

Application Contact

| | | | | | | | |
|--------------------------------|--|---|--|--|--|---------------------------------|--|
| Name: Brian Sullivan | | Title: Director of Mission Advancement | | E-Mail Address: jennifer@provplace.org | | Phone: (210) 696-2410 | |
|--------------------------------|--|---|--|--|--|---------------------------------|--|

Has the organization applied to the Najim Family Foundation in the past and been declined?
Yes
2018

| | | |
|--|--|--|
| Grant Amount Requested \$: \$148,475 | Total Project Budget \$: \$148,475 | Organization's Annual budget \$: \$3,295,827 |
|--|--|--|

Mission Statement:
Ending the cycle of generational trauma through innovative services.

PROJECT INFORMATION

Program / Project Title:
Implementing the Circle of Security model in our Adoption and Foster care programs

PROJECT TIMELINE

| | |
|-------------------|-----------------|
| Start Date | End Date |
| 01/01/2021 | 12/31/2021 |

Harvey E. Najim Family Foundation Priorities:
Foster Care-Adoption

Program / Project Description:

Providence Place has been a leader in adoption and foster care for over 125 years. Our foster/adoption care department serves children under 18 using a trauma informed care lens. The Circles of Security Program (COSP) is a curriculum that focuses on training providers from various backgrounds to help caregivers connect with the children in their care. The model helps caregivers reflect upon a child's attachment needs in order to promote a secure attachment with the child that supports their emotional needs. The program focuses on caregiver responses to the child rather than the child's behavior. We would like to train our staff to learn the model and support them in implementing the curriculum throughout our foster care and adoption department through training foster caregivers and adoptive parents and using the model to provide supportive services including therapeutic interventions and case management.

Many children that are placed in foster homes have delays in developmental and socioemotional capacities. They also have issues related to feeling safe in a home environment, trusting that caregivers are stable and will give them stability and trusting themselves to go out and interact in the outside world appropriately. Foster caregivers have various tools based on their own upbringing or parenting that might be based more on reacting to behaviors rather than understanding the emotional attachment needs of children that come from traumatic circumstances. The goals of implementing the COSP curriculum into our foster care department is to address these issues and to give foster caregivers the tools to address problematic behaviors, to understand where they come from and to reduce stress in the foster home for both the child and the caretaker. Since our adoptive parents are required to foster for six months prior to the adoption, the same training goals would apply to them, along with the goal of preventing a disruption in the long term adoption plan due to problematic behaviors.

Our Foster Care/Adoption staff includes a Program Director, a Case Manager, a Home Development Specialist and a Therapist. With the implementation of COSP, these staff will be able to provide a continuum of support to our children and foster/adoptive families that is more comprehensive and gives them more tools to provide stability and deal with difficult family dynamics and behaviors.

The Case Manager develops service plans and assists with forming interventions to meet the needs of our children and families. They also provide home visits, monitor delivery of services and quality of care, assess the client's needs, track progress and well-being, evaluate case plan effectiveness and effectively manage resources. The Case Manager will use the COSP model to provide these services in addition to the TBRI (Trust Based Relational Intervention) and other trauma-informed care philosophies and practices that we already use.

The Home Development Specialist provides initial verification training to families entering into the foster care and adoption process. Integrating the philosophy of COSP along with TBRI and other trauma informed care techniques will better prepare the family to respond to the needs of the child and will establish a basic framework to show the child that the caretaker understands and responds to their needs in a caring way.

The Foster Care and Adoption Therapist provides individual and group counseling and educational sessions to deal with the personal, social and vocational effects of abuse and neglect, fostering/adopting children from difficult environments and other parent stressors. The Therapist also develops and implements therapeutic life plans and evaluates the effectiveness of counseling programs, treatment plans and client's progress in resolving identified problems and moving towards defined objectives using trauma informed care principles. The Therapist will further reinforce the COSP practices and philosophy of care while providing therapeutic input for behavioral plans, service plans, and self-care plans for families.

The Program Director oversees the operations and services of the Foster Care/Adoption Department. During staffing meetings, cases are reviewed and strategies, interventions and plans are discussed. The philosophy of COSP will be integrated into staff meetings, service plans, recruitment activities, supportive trainings and other programmatic services.

The individuals impacted by the integration of the COSP model will include our staff, the foster care and adoptive parents that we serve, but most importantly, the children that we have in our care. We feel that the addition of this program and integrating the philosophy of COSP into our Foster care/Adoption Department will result in added tools for our staff in terms of client and family interaction, reduction of stress for our foster caregivers and adoptive parents, improved relationships within foster care and adoptive family units and most importantly, it will increase the well being of our foster children. We are expecting them to feel more stable within their family unit, more able to express their feelings openly, more secure in their own strengths and more willing to feel safe at home and able to feel safe and navigate in the outside world.

In a larger community context, we are also hoping to address what we see as older children within our foster care system sometimes being rejected by their foster care caregivers as they get older due to problematic behaviors that we view are part of their reaction to trauma, not their personal failings or the failings of their foster caregivers. The more tools we can give our foster children and parents, the more chance they have to have a successful, stable and continuous foster care or adoption experience.

Evaluation Plan:

The program will be evaluated by the following goals:

100% of youth will be safe from abuse and neglect

92% will have stability in their placements

92% of youth will be placed in the least restrictive setting

All goals will be measured quarterly by evaluating staff case notes, progress on service plans, progress on treatment plans, foster care parent satisfaction surveys and CAN assessments. All data will be tracked on internal tracking sheet and Director/staff will review all information monthly to assess for completion, accuracy and patterns.

Plans to sustain project beyond the term of this request:

Once the staff is trained, they will continue to use their COSP skills to train our new foster parents and will implement the model in all therapeutic and case management contacts. The Program Director will ensure that the philosophy and the principles will be integrated and sustained during staff meetings, supervision, supportive trainings and training of new staff. This plan will continue to be in place after the first year of the project and the Director will ensure that the COSP curriculum is integrated permanently into all staff functions. After the grant period, staff salaries will be funded through development activities such as private donations, fundraising events and grants supported through the Development Department under the direction of the President/CEO and Board of Directors.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?

20

How many unduplicated children will NFF REQUESTED FUNDS impact?

20

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) | 33% | African American | 4% |
| Children (6-13) | 50% | Asian American | 0% |
| Young Adults (14-18) | 17% | Caucasian | 4% |
| TOTAL: | 100% | Hispanic/Latino | 74% |
| | | Native American | 0% |
| | | Other and Define | 18% |
| | | TOTAL: | 100% |

City Council District for Which Children are Being Served:

District7

Line item Budget:

| Line Item Description | Total Project Funds Allocation | Najim Funds Allocation |
|---|---------------------------------------|-------------------------------|
| Circle of Security training for 4 staff | \$4,000 | \$4,000 |
| Case Manager -salary and benefits | \$44,903 | \$44,903 |
| Home Development Specialist-salary and benefits | \$44,258 | \$44,258 |
| Therapist- salary and benefits | \$55,314 | \$55,314 |
| TOTAL: | \$148,475 | \$148,475 |

OTHER FUNDING RESOURCES**For Project being Requested: Funding sources and amounts, pending and committed.****PROJECT - PENDING**

| Funder Name | Amount Requested |
|--------------------|-------------------------|
| | \$0 |
| TOTAL: | \$0 |

PROJECT - COMMITTED

| Funder Name | Amount Requested |
|--------------------|-------------------------|
| | \$0 |
| TOTAL: | \$0 |

Other funding sources and amounts, pending and committed not specific to this request.**ALL OTHER ORGANIZATION REQUESTS - PENDING**

| Funder Name | Amount Requested |
|---------------------------|-------------------------|
| Baptist Health Foundation | \$50,000 |
| TACFS (computers for SIL) | \$15,000 |
| TOTAL: | \$65,000 |

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

| Funder Name | Amount Requested |
|---|-------------------------|
| SAAF-COVID 19 Fund | \$13,500 |
| Victims of Crime Act (VOCA) 1 | \$398,450 |
| Victims of Crime Act (VOCA) 2 | \$563,336 |
| TPCN | \$1,500,000 |
| City of San Antonio (COSA) | \$101,466 |
| HUD (new program, not yet operating or in budget) | \$461,448 |
| DFPS | \$220,000 |
| TOTAL: | \$3,258,200 |

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?

Board members serve for at least a three year term and are expected to donate to the organization annually based on their individual resources. They serve on various committees (Executive, Strategic Planning, Mission Advancement, Governance and Property), attend Board meetings four times per year, and also are required to assist with fundraising activities in conjunction with the development department. They are encouraged to attend all agency events and are a vital part of our organization.

LIST OF BOARD DIRECTORS

| Name & Office Held | Corporate Affiliation |
|-------------------------------|--|
| Patricia Wilson | The Bank of San Antonio |
| Amelia Edelman | Porter, Rogers, Dahlman & Gordon, Attorney |
| Patrick Perron | Self-employed, CPA |
| Kenner Coon | Texas Air Products |
| Pamela Allen | Eagles Flight |
| Samantha Carneiro | Live Brooks |
| Sanford Coon | New Mexico Methodist Foundation |
| Mark Dickerson | Methodist Healthcare Ministries |
| Beth Eadie | Multifamily Consultant |
| Tiffany Korbell | Pelaton Commercial Real Estate |
| David Lynd | Lynd Corporation |
| Sarah Minter | Elms Macchia, PLLC |
| Ellen Shoemaker | San Antonio Life Academy |
| Rev. Nick Sholars | United Methodist Ministries |
| Melanie Stone | UTHSCSA |
| Catherine Tunks | Private Licensed Social Worker |
| Beth Woolfolk | Documation |
| Preston Woolfolk | DOCUmation, Co-President |

Signature

Judith Bell