

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: San Antonio Chapter of 100 Black Men of America, Inc.		Federal Tax ID#: 74-2924578		501(c)(3) Public Charity 509 (a)(1)	
Address: P.O. Box 40284	City: San Antonio	State: Texas	Zip Code: 78229		
Website: www.100blackmenofsanantonio.org		Fax: (210) 532-1511		United Way Funded: No	

Fiscal Year:

January 01 to December 31

Head Of Organization

Name: Dr. Milton Harris	Title: Executive Director
E-Mail Address: miltonharris.mhn@gmail.com	Phone: (210) 473-1507

Application Contact

Name: Milton Harris	Title: Executive Director	E-Mail Address: miltonharris.mhn@gmail.com	Phone: (210) 473-1507
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Has the organization applied to the Najim Family Foundation in the past and been declined?

Yes
Fall 2019

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$25,000	\$99,100	\$923,299

Mission Statement:

The mission of the 100 Black Men of San Antonio, Inc. is to improve quality of life within our communities and enhance educational and economic opportunities for residents of San Antonio and surrounding areas.

PROJECT INFORMATION

Program / Project Title:

To support "Mentoring the 100 Way" program for under-served young men of color through supportive services.

PROJECT TIMELINE

Start Date	End Date
05/01/2020	04/30/2021

Harvey E. Najim Family Foundation Priorities:

Education

Education Priorities:

Program / Project Description:

Please support funding for the 100's "Mentoring the 100 Way" program. The Mentoring the 100 Way program provides professionally managed mentors and volunteers for young men of color across San Antonio. We also provide supportive services such as referral to mental health services, food, clothing, and shelter referrals for needy families. In many cases the youth are disadvantaged and do not have positive male role models in their lives. The program offers youth the opportunity of knowing positive and successful mentors that can guide them through pathways necessary in achieving positive life goals. Leadership development is a key component within our mentoring program. It involves four key areas in which we call "Four for the Future" (Mentoring, Health & Wellness, Economic Empowerment, & Education). Our mentoring story is special. Patrick is a mentor in the 100s "Mentoring the 100 Way" program and mentors Isaiah. Isaiah does not have a father figure in the home and often struggles with behavior issues at school. The behavior issues affect Isaiah's grades, relationships with his teachers, and his overall success at school. Our mentor program allows a positive and caring adult to work with Isaiah and students like Isaiah while at school and away from school. The mentor learns about Isaiah by spending quality time with him. He learns about the things he enjoys and does not enjoy. Isaiah learns about his mentor in similar ways. This builds a connection of trust between the mentor and mentee that leads to discussions about goals and the value of a quality education. Patrick becomes a trusted agent for Isaiah, Isaiah's mom, and his teacher simply by consistently showing up. Typical outcomes are that Isaiah's behavior improves in school and at home as Patrick encourages Isaiah to become a leader not a follower. Patrick exposes Isaiah to the organization's leadership development and life skills coaching and stresses the value of a healthy body and mind. Patrick shares how valuing a healthy body and mind has been a major component in the success he enjoys as a man and provider for his family. Patrick also shares with Isaiah how repeated acts of kindness has helped to economically empower him and his family. The mentor shares with his mentee principles like "success will often come through what you do, not just for yourself but for others". The experience of mentorship helps Isaiah develop a positive attitude that leads to better grades and a better relationship with his teachers. Other outcomes is that Isaiah identifies goals both for in school and beyond that he works toward with the support of his mentor. Because of the mentor relationship and Isaiah's hard work he has made many positive changes that will help him become a successful high school and college graduate. The Mentoring the 100 Way program manages many mentor relationships similar to Patrick and Isaiah's across San Antonio. The program also provides supportive services for mentees such as school supplies, clothing, and meals when they are hungry. Mentors are involved with in and out of school time programming, youth sports, and our education & workforce development programs. The programs encourage mentors to use their diverse talents to help disadvantage youth become self sufficient stakeholders within our society. Our programs have operated in seven locations: Sam Houston HS, Clemons HS, Steele HS, George Gervin Youth Center, San Antonio Municipal Court, St. Philip's Community College, and Bexar County Juvenile Delinquency & Probation Department. Additionally, our program has facilitated site visits at Warren HS for our speakers bureau, Hirsh Elementary for support mentoring, and Davis MS for the Medger Evers Leadership Development Program in partnership with Top Ladies of Distinction, Inc., River City Chapter.

These are just a few of the collaborations our mentor programs value. Other collaborations include George Gervin Youth Center, the WestCare Foundation's work toward providing affordable housing to low income families and Communities in Schools San Antonio. Collaboration enables us to more effectively deliver the services of "Mentoring the 100 Way". We thank you in advance for providing operational support funding for "Mentoring the 100 Way".

Evaluation Plan:

Program evaluation is simple, it is based on performance measures and managed by program staff. Staff collect information on youth enrolled in the program using program management files or management information systems. The program tracks student success rates such as literacy level advances, graduation rates, and college enrollment/career placement. Mentor and mentee enrollment is tracked and evaluated based on how long participants stay in the program and the length of mentor/mentee relationship. At least 75% of participants in program should performance measures.

Plans to sustain project beyond the term of this request:

The organization's sustainability plan includes citywide collaborations with schools, community organizations, non profits, foundations, and corporations. The plan includes seeking funding support from foundations such as the Kronkosky Foundation and the Greehey Foundation, HEB, City of San Antonio, Bexar County, as well as state and federal grants.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NFF REQUESTED FUNDS impact?
400	45

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	65%
Children (6-13)	70%	Asian American	0%
Young Adults (14-18)	30%	Caucasian	0%
TOTAL:	100%	Hispanic/Latino	35%
		Native American	0%
		Other and Define	0%
		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
Staff and Wages	\$85,000	\$15,500
Supplies	\$3,600	\$3,600
Professional Development	\$9,000	\$5,000
Meals and Entertainment	\$1,500	\$900
TOTAL:	\$99,100	\$25,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Bank of America	\$75,000
TOTAL:	\$75,000

PROJECT - COMMITTED

Funder Name	Amount Requested
Bexar County	\$5,000
Department of Labor	\$47,000
TOTAL:	\$52,000
Other funding sources and amounts, pending and committed not specific to this request.	
ALL OTHER ORGANIZATION REQUESTS - PENDING	
Funder Name	Amount Requested
Greehey Foundation	\$25,000
OOG/AACOG	\$75,000
City Education Partners	\$200,000
TOTAL:	\$300,000
ALL OTHER ORGANIZATION REQUESTS - COMMITTED	
Funder Name	Amount Requested
Department of Labor	\$1,448,000
Bexar County	\$20,000
TOTAL:	\$1,468,000
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?	
<p>Board members are actively engaged within the organization. Financially board members contribute by paying annual dues of \$300.00 to the organization and each board member sponsors a table valued at \$1000.00 at two annual fundraisers (Fatherhood Jubilee and the Annual Awards Dinner). The board chair currently leads mentor initiatives at Steele HS and Clemons HS. The board vice chair currently leads mentor initiatives at Sam Houston HS. The board secretary co-leads the 100s youth sports program. The Vice President of Programs oversees organizational health & wellness programs. Board member and Collegiate 100 of St. Philip's College Advisor leads the leadership development team at St. Philip's Community College. The Vice President of Operations leads the membership committee and oversees mentor recruitment.</p>	
LIST OF BOARD DIRECTORS	
Name & Office Held	Corporate Affiliation
Ivory Freeman, Chairman	New York Life Insurance Company
Patrick Gray, Vice Chairman	USAA
Rey Castillo, Secretary	United States Coast Guard
Brad Hicks, Treasurer	United States Army Civilian
Warren Rosebrough, Vice President Programs	United States Air Force Civilian
Brannon Knox, Vice President of Operations	Veterans United Mortgage Company
John Martin, Collegiate 100 Advisor	St. Phillip's Community College
Signature	
Milton Harris	