

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: Lutheran Social Services of the South		Federal Tax ID#: 74-1109745		501(c)(3) Public Charity 509 (a)(1)	
Address: 8305 Cross Park Drive		City: Austin		State: Texas	
				Zip Code: 78754	
Website: www.upbring.org		Fax: (512) 459-1000		United Way Funded: Yes	

Fiscal Year:
April 01 to March 31

Head Of Organization

Name: Michael Loo		Title: Chief Executive Officer	
E-Mail Address: grants@upbring.org		Phone: (512) 459-1000	

Application Contact

Name: Mary Katherine Matalon		Title: Director of Development Operations		E-Mail Address: marykatherine.matalon@upbring.org		Phone: (512) 489-1000	
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Has the organization applied to the Najim Family Foundation in the past and been declined?
Yes
2015

Grant Amount Requested \$: \$30,000	Total Project Budget \$: \$560,000	Organization's Annual budget \$: \$92,718,515
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Mission Statement:
To break the cycle of child abuse by empowering children families and communities.

PROJECT INFORMATION

Program / Project Title:
To support Educational Services for the New Life Children s' Center for girls that have been removed from their homes by Child Protective Services.

PROJECT TIMELINE

Start Date 04/01/2020	End Date 03/31/2021
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Harvey E. Najim Family Foundation Priorities:
Child Abuse & Child Neglect

Program / Project Description:

Propelled by its mission of breaking the cycle of child abuse by empowering children, families, and communities, Upbring annually serves 27,000 individuals across Texas. The program for which support is requested - New Life Children's Center - is vital to this mission, and meets Texas's ongoing need for therapeutic intervention for girls aged 11-17 who have experienced severe abuse and neglect. Many children who have experienced trauma struggle to see themselves and the world in a healthy way, leading to psycho-social, behavioral, educational, or physical distress. New Life seeks to provide the safety, structure, and support needed for each one of these girls to thrive.

New Life Children's Center is uniquely equipped to empower adolescent girls who have experienced severe abuse and neglect to recover from trauma and achieve positive outcomes. It is one of only three children's residential treatment centers in the greater San Antonio area licensed to care for children with acute psychiatric needs. As a result of its ongoing participation in the nationally recognized Building Bridges Initiative, New Life has implemented an array of best practices designed to create an environment fully rooted in the principals of trauma informed care and the perspectives and circumstances of the youth served.

Most of the girls at New Life Children's Center were removed from their homes by Child Protective Services and placed in the Texas foster care system. Often having experienced multiple forms of physical, emotional, sexual abuse or neglect, these young women lack appropriate modeling and coaching from adult caregivers, which is essential to develop appropriate coping skills. During their time at New Life, the girls engage in individual and group therapies in addition to receiving a specialized service plan to help them reach their goals. The leadership for New Life places particular emphasis on identifying and implementing therapeutic modalities, such as EMDR, that have proven effective in enabling children to recover more rapidly from trauma. The overarching goal is for girls to leave with New Life with the skills necessary to achieve positive outcomes following their exit from foster care and transition into adulthood, and the average length of stay is between 6 -9 months.

Trinity Charter School is located on-site at New Life , and the girls attend classes daily. With campuses at children's residential facilities across Texas, Trinity Charter Schools specializes in empowering children who have experienced significant trauma to achieve educational success. Many children in these settings are significantly behind their peers as they were not able to consistently attend school or lived in environments that did not prioritize education. The dedicated teaching staff guides students through the process of credit acceleration and recovery. The nurturing, inclusive, and academically rich learning environment empowers students to take an active role in their education and to develop a plan to guide their continued academic progress following their transition out of New Life and back into their home communities.

Recognizing the importance of nurturing overall wellbeing, New Life Children's Center also offers ongoing recreational, spiritual, and enrichment activities for the girls. Structured recreation time is offered daily, and the facilities include an indoor gym, an outdoor space for play, pool, a running track, and barn where the girls learn to care for animals. Local groups, businesses and churches send volunteers to lead structured group activities that align with their expertise and interests. Some of these volunteers share their passion for crafts, music, exercise and games with the girls. Other volunteers lead job readiness classes, resume writing skills, life skills, and personal care to equip girls with the skills they need for ongoing success. Celebrations of national, community, and cultural holidays also occur frequently at New Life in partnership with volunteers who donate both time and resources.

The Texas Department of Family and Protective Services provides Upbring with the reimbursements to provide the services, resources, and support to the adolescent girls receiving treatment at New Life Children's Center that are necessary to meet the basic requirements for children's residential treatment established by the state. As described above, Upbring takes a holistic approach to children's residential treatment and provides a level of resources, services, and support that far exceed these basic requirements. For this reason, Upbring seeks to engage philanthropic partners, which provide essential funding for the services, resources, and support that are not covered by the organization's contract with DFPS. These include recreational, enrichment, and spiritual care activities offered at New Life as well as ongoing training for the staff in trauma-informed strategies and therapeutic modalities so that they are well-equipped to help the girls heal from past trauma and develop healthy coping skills.

New Life Children's Center seeks to equip the young women in its care with the skills, tools, and resources they need to succeed in overcoming trauma and creating new healthy skills and thus tracks progress and participation in a number of areas. For the organization's 2021 fiscal year, it has established the following goals:

- o Despite the ongoing disruptions related to the COVID-19 outbreak, New Life Children's Center will serve at least 125 adolescent girls;
- o At least 75% will participate on a weekly basis in spiritual care or structured enrichment activity;
- o At least 85% will demonstrate growth in the acquisition of math and reading skills during their time in care as measured by ongoing assessments.

Evaluation Plan:

Upbring has established a number of methods to evaluate the programmatic success of New Life Children's Center, and these methods will be utilized throughout the grant period. Specifically for the goals listed above, the leadership team for New Life will continue to track the number of admissions to New Life, the number of girls served on a daily basis, and attendance at weekly enrichment activities. As needed, staff will make adjustments to core programmatic activities to facilitate the achievement of the established goals. Additionally, the staff of Trinity Charter School will track the academic progress of each girl towards her individualized goals as well as the girls' collective progress in core subjects such as math and reading. Upbring also evaluates programmatic success at New Life in a variety of other ways, such as assessing each girl's therapeutic progress and ability to acquire healthy coping skills, among other measures.

Plans to sustain project beyond the term of this request:

The Texas Department of Family and Protective Services provides Upbring with the reimbursements to provide the services, resources, and support to meet the state's basic requirements for the provision of children's residential treatment services. As Upbring provides a level of care that far exceeds these basic requirements, it routinely raises funds from foundations and individual donors so that New Life Children's Center can offer the educational services, structured enrichment activities, and specialized therapies described above. Based on the successful track record of securing funds for New Life, Upbring is confident in the ongoing sustainability of these activities.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NFF REQUESTED FUNDS impact?
125	125

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	20%
Children (6-13)	16%	Asian American	0%
Young Adults (14-18)	84%	Caucasian	52%
TOTAL:	100%	Hispanic/Latino	14%
		Native American	0%
		Other and Define	14%
		TOTAL:	100%

City Council District for Which Children are Being Served:

Outside San Antonio

Counties applicant is in:

Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Kerr, Medina, Wilson

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Staff Training, Team Building, and Professional Development (Attendance at conferences, resources for individual study, and guided team building activities)	\$25,000	\$0
Specialized Training for Clinical Team (Training in EMDR & Other Trauma-Informed Therapeutic Modalities)	\$13,000	\$0
Educational Services and Support for New Life Residents	\$105,000	\$10,000
Recreational Specialist - Salary & Benefits (full time position)	\$50,000	\$0
Materials & Resources for Daily Enrichment & Recreational Activities (sports equipment, yoga mats & other resources for group exercise classes, arts and craft supplies, etc.)	\$75,000	\$0
Director of Spiritual Care - Salary & Benefits (full time position)	\$50,000	\$0
Materials & Resources for Voluntary Spiritual Care Activities (A/V equipment for group worship services, Bibles etc.)	\$25,000	\$0
Materials & Supplies for Sensory Rooms	\$30,000	\$0
Other Therapeutic Items & Activities	\$5,000	\$0
Comfort Animals	\$5,000	\$0
New Clothing for New Life Residents	\$35,000	\$0
Medical Needs for Residents (not covered by Medicaid)	\$25,000	\$20,000
Funds for emergencies /unforeseen needs for residents	\$10,000	\$0
Holiday Celebrations & Special Events	\$25,000	\$0
Ongoing Facility Maintenance & Campus Upkeep	\$10,000	\$0
Ongoing COVID-19 Expenses (PPE, Facility Cleaning, etc.)	\$10,000	\$0

Volunteer Appreciation	\$2,000	\$0
Lead Trainer for Staff Training - Salary & Benefits (full time position)	\$60,000	\$0
TOTAL:	\$560,000	\$30,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Comal Cops For Kids	\$2,500
William & Faye Cowden Foundation	\$10,000
TOTAL:	\$12,500

PROJECT - COMMITTED

Funder Name	Amount Requested
St. Luke's Lutheran Health Ministries, Inc.	\$7,000
Individual Donor Gifts	\$41,753
TOTAL:	\$48,753

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

ALL OTHER ORGANIZATION REQUESTS - PENDING

Funder Name	Amount Requested
Behmann Brothers Foundation	\$5,000
Comal Cops for Kids	\$2,500
William & Fae Cowden Foundation	\$10,000
Grande Cares	\$2,500
ELCA Domestic Hunger	\$10,000
In-N-Out Burger Foundation	\$10,000
W.L. & Louise Seymour Foundation	\$10,000
Trull Foundation	\$7,500
Coastal Bend Community Foundation	\$5,000
Merced Foundation	\$20,000
Lockheed Martin Aero Cares	\$10,000
Albert and Ethel Hertzstein Foundation	\$10,000
BNSF Foundation	\$10,000
TOTAL:	\$112,500

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
Lamar Bruni Vergara Trust	\$15,000
Wells Fargo Foundation	\$300
Concordia Lutheran Ministries	\$15,000

Beaumont Foundation	\$134,700
HEB	\$5,000
Amarillo Area Foundation	\$7,500
Betenbough Homes, LLC	\$5,000
St. Luke's Lutheran Health Ministries, Inc.	\$7,000
Texas Network of Youth Services	\$2,000
Dave Thomas Foundation for Adoption	\$210,000
Community Foundation of West Texas	\$5,000
Reissa Foundation	\$50,000
Lubbock Area United Way	\$75,000
Texas Alliance of Children and Family Services	\$16,700
TOTAL:	\$548,200

BOARD OF DIRECTORS

What percentage of your board contributes financially to the organization?
100%

If Board giving is not at 100%, please explain why?
N/A

How are board members expected to participate in your organization?
Upbring's Board members are the fiduciaries who steer the organization towards a sustainable future by adopting sound, ethical, and legal governance and financial management policies, as well as ensuring that Upbring has adequate resources to advance its mission. They hire the CEO and set his/her compensation level, as well as recruiting new Board members. Members attend Board meetings and serve on committees that provide oversight for Upbring's finances and service programs. Members also assist with organizational planning and provide advice for program and staff development, contributing to the organization's culture, strategic focus, and effectiveness. Additionally, they keep up to date on competitors and developments in the organization's field. Board members periodically review our strategic plan and review whether goals are being met. Finally, Board members may also take an active role in fundraising for our organization and serve as ambassadors and advocates for Upbring in the broader community.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Sigmund Cornelius, Board Chair	Freeport LNG
Sharon Smith, Vice Chair	National Trauma Institute
Brett Carleton, Treasurer	Heritage Wealth Management
Wood Franklin, Secretary	City of Lubbock
Billy Coe Dyer, Board Member	Vinson & Elkins LLP
Mark Etheredge, Board Member	Community Volunteer
Mary Beth Gaertner, Board Member	Salem Lutheran School
Mary Beth Gaertner, Board Member	Living Word Lutheran Church
Michael Newman, Board Member	Texas District of the Lutheran Church Missouri Synod
Roxanne Riefkohl, Board member	Renewing Hope
Jordan Scott, Board Member	512 Asset Management

Signature

Donna Palmer- Chief External Relations Officer