

FUNDING APPLICATION

GENERAL INFORMATION			
Organization Information			
Legal Name: Big Brothers Big Sisters of South Texas	Federal Tax ID#: 74-1897630	501(c)(3) Public Charity 509 (a)(1)	
Address: 10843 Gulfdale	City: San Antonio	State: TX	Zip Code: 78216
Website: www.bigmentor.org	Fax: (210) 225-6322	United Way Funded: No	
Fiscal Year: January 01 to December 31			
Head Of Organization			
Name: Denise Barkhurst		Title: President & CEO	
E-Mail Address: dbarkhurst@bigmentor.org		Phone: (210) 225-6322	
Application Contact			
Name: Nichole Fox	Title: Grants Manager	E-Mail Address: grants@bigmentor.org	Phone: (509) 993-4624
Previous Najim Funding			
Year	Funding \$		
2008	\$50,000		
2009	\$50,000		
2010	\$50,000		
2011	\$60,000		
2012	\$60,000		
2013	\$60,000		
2014	\$60,000		
2015	\$60,000		
2016	\$60,000		
2018	\$75,000		
2019	\$75,000		
Total	\$660,000		
Has the organization applied to the Najim Family Foundation in the past and been declined?			
No			
Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:	
\$120,000	\$2,263,128	\$2,941,298	

Mission Statement:

The mission of BBBS of South Texas is to provide children facing adversity with strong and enduring, professionally supported one-to-one mentoring relationships that change their lives for the better, forever.

PROJECT INFORMATION**Program / Project Title:**

To support community, school, and work-based mentoring for 100 children in San Antonio.

PROJECT TIMELINE**Start Date**

08/01/2020

End Date

07/31/2021

Harvey E. Najim Family Foundation Priorities:

Child Abuse & Child Neglect

Program / Project Description:

Research has found that children who have a caring adult in their lives perform better academically, avoid risky behaviors, and are better able to cope with stress later in life, but too many youth today are growing up without the support and guidance from positive role models they need to achieve their potential. Having a positive, caring adult acting as a role model builds protective factors that strengthen families and increase opportunities for successful outcomes for youth and families. When youth do not have access to positive role models they inevitably end up with negative role models and fall prey to dysfunctional environmental cycles of truancy, teen pregnancy, academic failure, dropping out, gang involvement, delinquency, poverty, and incarceration. Evidence-based youth mentoring programs have been proven to stop these cycles.

Through a well-researched service delivery process, Big Brothers Big Sisters pairs adolescents one-to-one with volunteers based on shared interests and preferences. With three different mentoring programs, BBBS offers options that best meet the needs of individual students, as well as the volunteer mentors. Each program provides unique opportunities and experiences, depending on the child's interests and areas of need. Community-based matches typically engage in fun, beneficial activities outside of school hours several times a month, such as going to the park, visiting college campuses, or completing homework together. In the school-based program, mentors visit their mentees once a week at school during the lunch hour; they may visit the library, read together, or simply enjoy each other's company.

The focus of the workplace mentoring program is to provide workplace exposure and career awareness and college access activities that inspire students to stay in school and graduate from high school with a post high school plan. The program is simple, yet effective. Once a month, students visit the offices of business partners during lunch via chartered school bus. Mentors and mentees pair up, eat lunch, interact individually, or participate in an activity planned by the Big Brothers Big Sisters case manager who facilitates the group. Field trips also occur during the school year. The mentors also have the option of participating in additional supplemental visits to the student's school.

Volunteers undergo an extensive screening process before they are matched with a vulnerable child. Throughout the mentoring relationship, Big Brothers Big Sisters provides professional case management support to the youth, families, and volunteers. This ongoing supervision and communication between clients and Big Brothers Big Sisters ensures child safety and promotes healthy relationship development.

As a result of Big Brothers Big Sisters' mentoring programs, mentored youth will gain the developmental assets necessary to stay in school, succeed academically, and grow into healthy, successful adults. The BBBS mentoring model focuses on relationship development and is based on the Search Institute's research on positive youth development, which identified 40 assets that are critical factors in helping adolescents become healthy, successful adults. The Search Institute, an independent research organization, found that these assets are powerful influences on youth behavior, promoting positive development, protecting young people from many different problem behaviors, and developing their ability to thrive despite adverse circumstances

Our goal is to match 100 youth with funding from the Najim Family Foundation. We expect mentored youth to improve or maintain positive levels in each asset we measure through the YOS and that each youth will exhibit 31 total assets as measured by the DAP. Both of these are explained in the following section.

Evaluation Plan:

To measure outcomes and determine the program success, mentees annually complete the Youth Outcomes Survey, which provides a deep evaluation of critical developmental assets, including their academic performance, attitudes, and behavior. The 8 categories measured are based on the Search Institute's 21 developmental assets and include: social acceptance, scholastic competency, grades, risky attitudes, parental trust, truancy, and the presence of a special adult in their lives.

As a member of the Excel Beyond the Bell collective impact effort, we have also started using the DAP tool (developmental assets profile). The DAP survey allows the student's mentor to understand the student's strengths, areas for growth, and weaknesses so that they have very specific attributes that they can work on together as mentor and mentee. Students take the DAP when they begin our program, six months into their match, and then yearly after that.

Plans to sustain project beyond the term of this request:

Over the past 40 years, we have sustained program operations through strategic partnerships and a robust fund development plan that includes grant writing, individual donor development, and fundraising initiatives. Because of these strategies, our agency benefits from a varied portfolio of committed funders who consistently support our mentoring programs. Our portfolio includes United Way, government, corporate, and individual support. Agency-hosted fundraisers include Bowl for Kids' Sake and the Little Moments Big Magic Luncheon, which net substantial unrestricted capital contributing to long-term sustainability. Board Members' personal gifts and solicitations bring in more than \$100,000 annually. We are in the early stages of researching an innovative way to create our own revenue stream so that we do not need to rely as heavily on outside funding.

This year our agency has been negatively effected by the Pandemic and we have had to cancel or postpone multiple fundraisers.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NFF REQUESTED FUNDS impact?
1,800	100

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	16%
Children (6-13)	46%	Asian American	1%
Young Adults (14-18)	54%	Caucasian	11%
TOTAL:	100%	Hispanic/Latino	62%
		Native American	0%
		Other and Define	10%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District2, District3, District4, District5, District6, District7, District8, District9, District10

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
SALARIES	\$1,399,775	\$77,654

EMPLOYEE BENEFITS	\$227,160	\$12,323
PAYROLL TAXES	\$106,892	\$6,891
INFORMATION TECHNOLOGY	\$57,375	\$2,948
PROFESSIONAL FEES	\$26,500	\$1,292
SUPPLIES	\$5,931	\$463
TELEPHONE/INTERNET	\$20,316	\$1,123
POSTAGE	\$4,400	\$247
OCCUPANCY	\$65,000	\$3,651
EQUIP REPAIR & MAINT	\$16,164	\$859
PRINTING & PUBLICATIONS	\$5,162	\$292
STAFF AUTO MILIEAGE	\$39,996	\$2,202
CONFERENCES & MEETINGS	\$24,000	\$1,348
SPECIFIC ASSISTANCE	\$4,000	\$225
MEMBERSHIP & DUES	\$2,000	\$112
VOLUNTEER APPRECIATION	\$10,400	\$584
PARTICIPANT COSTS	\$60,405	\$3,257
INSURANCE	\$47,791	\$3,084
DEPRECIATION	\$106,340	\$0
DUES TO AFFILIATES	\$27,521	\$1,445
BAD DEBT EXPENSE	\$6,000	\$0
TOTAL:	\$2,263,128	\$120,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Texas CJD	\$99,986
Individual Donation	\$70,000
Multi-year Giving	\$70,000
From Me to You Fundraiser	\$30,000
Workplace Luncheon	\$40,000
Golf Tournaments	\$20,000
Bowl for Kids Sake	\$160,000
Annual Fund	\$5,000
Kronkosky	\$50,000
Charity Ball	\$45,000
Wells Fargo	\$20,000
In Kind	\$15,000
SAAFDN	\$75,000
TOTAL:	\$699,986

PROJECT - COMMITTED	
Funder Name	Amount Requested
Texas Vets Commission	\$75,000
Texas DFPS	\$16,407
Amachi Texas	\$129,441
SAISD	\$52,898
OJJDP	\$405,690
United Way	\$254,582
Texas CJD	\$98,954
City of SA	\$110,672
Capital Group	\$25,000
CarMax	\$12,500
Caterpillar	\$30,000
Chase	\$15,000
Krispy Kreme	\$25,000
Santikos	\$50,000
Cavaliers	\$10,000
Kohls	\$10,000
TOTAL:	\$1,321,144
Other funding sources and amounts, pending and committed not specific to this request.	
ALL OTHER ORGANIZATION REQUESTS - PENDING	
Funder Name	Amount Requested
Other United Way	\$26,550
Texas CJD	\$39,884
City of New Braunfels	\$8,000
City of College Station	\$29,216
Ed Rachal	\$10,000
Bank of America	\$10,000
Walmart	\$8,000
Home Run Derby	\$11,000
Concert for Kids	\$25,000
Tennis Tournamen	\$18,000
Schlitterbahn Fundraiser	\$10,500
Brazos Chili cook-off	\$7,000
Brazos Clay Shoot	\$27,000
Fishing Tournament	\$45,000
Fun Shoot	\$10,000
Diamonds and Champagne	\$23,000
New Braunfels Trap & Skeet Fundraiser	\$10,000

New Braunfels Big Event	\$20,000
Brazos Valley Dinner	\$30,000
BFKS New Braunfels	\$10,000
BFKS Brazos	\$18,000
Brazos Service Clubs	\$2,000
New Braunfels Service Clubs	\$2,000
BD Moore Fdn.	\$5,000
Individual Giving- Branches	\$23,000
Multi-year giving- Branches	\$24,000
Stevens Foundation	\$10,000
Cailloux Foundation	\$10,000
TOTAL:	\$472,150

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
Texas CJD	\$33,344
Amachi	\$50,650
DFPS	\$50,248
United Way Coastal Bend	\$20,000
Cailloux Foundation	\$6,000
Comal Cops for Kids	\$5,000
Corpus ISD	\$10,000
McKenna Foundation	\$15,000
TOTAL:	\$190,242

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?

The board role is to further the mission of BBBS through 7 responsibilities.

1. Financial- Individual giving and fundraising.
2. Advocacy and Personal Involvement- Participation in meetings and retreats.
3. Fiscal- Ensuring long-term fiscal health of agency.
4. Moral- Acting in best interest of agency.
5. Recruitment- Recruiting other board members and partnerships.
6. Agency/Staff/Board- Informed about operations and policies.
7. Special Event- Attending and cultivating agency events.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Ken Olson, Chair	Citigroup
Damon Childs, Vice Chair	Edwards Aquifer Authority

Oscar Bujanda, Treasurer	Charles Schwab
James Clapsaddle, Secretary	Retired US Air Force
Denise Barkhurst, President	Big Brothers Big Sisters
Harriett Furino, Member	Retired
William Garner, Member	USAA
Gilbert Gonzalez, Coastal Bend Branch Chair	Corpus Christi Medical Center
Bill Haynie, Member	J&S Audio
Kim Kieny, Member	Generations Federal Credit Union
Julio Manso, Member	JP Morgan Chase
Nicole McAlister, New Braufels Branch Chair	Choice Hotels
Basel Murad, Member	EPIC Midstream
Elva Salinas, Member	Capital Group
Hunter Shurtleff, Brazos Branch Chair	Shurtleff Law Firm
Monica Simpson, Member	Texas Utility Engineering, Inc.
Michelle Scott, Member	SSFCU
Aimee Vidaurri, Member	Norton Rose, Fulbright US LLP
Jonathan Wilt, Member	Jefferson Bank
Signature	
Denise Barkhurst	