

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: TEAMability, Inc.		Federal Tax ID#: 30-0208271		501(c)(3) Public Charity 509 (a)(2)	
Address: 1711 North Trinity		City: San Antonio		State: TX	
				Zip Code: 78201	
Website: www.teamability.org		Fax: (210) 733-9050		United Way Funded: No	

Head Of Organization

Name: Barbara M. Goldman		Title: Executive Director	
E-Mail Address: bgoldman@teamability.org		Phone: (210) 733-9050	

Application Contact

Name: Barbara Goldman		Title: Executive Director		E-Mail Address: bgoldman@teamability.org		Phone: (210) 733-9050	
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Previous Najim Funding

Year	Funding \$
2007	\$25,000
2008	\$35,000
2009	\$25,000
2011	\$20,000
2013	\$25,000
2014	\$50,000
2015	\$14,157
2016	\$25,000
2017	\$35,000
2018	\$47,000
Total	\$301,157

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 \$:
\$50,000	\$214,183	\$1,153,058

Mission Statement:

Working in collaboration with communities and families, TEAMability gives children with complex disabilities opportunities to achieve their potential and experience the joy of success.

PROJECT INFORMATION

Program / Project Title:

To support specialized occupational and physical therapy services for children with complex multiple disabilities.

PROJECT TIMELINE**Start Date**

07/01/2019

End Date

06/30/2020

Harvey E. Najim Family Foundation Priorities:

Disabilities/Special Needs

Program / Project Description:

Children with severe multiple disabilities are a low incidence population (fewer than 1% of all disabled children). This low incidence population is historically under-served due to lack of adequate understanding of its needs; lack of availability of trained, committed and caring professionals who have the knowledge, skills and competences to deliver their needed supports and services; and lack of dedication of financial resources to the long-term needs of the population.

At almost every turn, these children and their families are confronted by others' lack of understanding of how they acquire information, how long it may take them to master a skill, and most importantly - of whether they even possess the capacity for progress. We know that ALL children can learn, and we are committed to unlocking each child's potential, to helping these vulnerable and marginalized children attain their highest possible level of functionality.

Our success is reflected in the most recent statistics compiled by our Assessment Coordinator. These statistics reflect the percent of children showing advancement in functional abilities within the last 12 months; and we anticipate this success to continue:

- o100% of children with Cortical Visual Impairment improved their visual skills (Roman Lantzy Scales);
- o 85% of enrolled children demonstrated increased communication behaviors (Communication Matrix);
- o90% of enrolled children demonstrated improved gross motor skills (M.O.V.E);
- o94% of families report that TEAMability provides the respectful and supported care they need (MPOC);
- o91% of families report that care is suitably comprehensive (MPOC).
- o91% of families report that TEAMability provides an enabling partnership (MPOC)

How do we achieve success? TEAMability's groundbreaking program combines the expertise of highly qualified special education teachers with the skills of occupational and physical therapists in the collaborative design of fun, meaningful and motivating activities for each child. ALL children, no matter how severely disabled experience the joy of success!

A comprehensive functional evaluation is conducted by the child's TEAM: parents, Occupational Therapists (OT), Physical Therapists (PT) and Educational Specialists (ES). This evaluation forms the foundation of the child's individualized learning plan and serves as the baseline against which mastery of a broad spectrum of skills is measured. The child receives services at the TEAMability Learning Center (TLC) twice weekly, while immersed in our unique therapeutic learning environments. The ES creates accessible environments and opportunities to learn based on what motivates the child to actively participate. The OT and PT contribute goals that allow the child to use his motor abilities to enter a world where he can be in charge of his learning - where fun leads to success and increased physical ability. Parents actively contribute information and gain new skills to help their child learn.

Success for our children occurs in gradual, small increments. It may take a child a year to progress in one skill, but that progress is a victory for the child, their family and TEAMability. Giving a child the opportunity to participate in life is an invaluable gift and impacts the entire family:

- The child experiences the joy of success while actively participating in fun activities that improve functional abilities.
- Parents acquire information about their child's disabilities and the combined impact of the disabilities upon the child's functioning.
- Parents achieve realistic expectations for their child and participate in the creation of attainable goals.
- Parents become stronger advocates for their child.
- Siblings learn that they can have fun with their disabled brother/sister.
- Families are referred to resources to help with basic human needs and associated needs.

Of the children served by TEAMability, over 90% are visually impaired, almost 20% are both visually and hearing impaired; over 75% have seizure disorders; none are toilet trained; 65% are G-tube fed-only one self-feeds; all but one are non-verbal; 100% have motor disabilities; all are medically fragile and challenged by a complex of cognitive, communication, and sensory/motor disabilities. They are 71.5% Hispanic/Latino, 14% Mixed, 7.5% Caucasian and 7% African American. 52% of families are within fair-market rent/HUD guidelines for low-income designation - of those families, 36 % are extremely low income, 50% very low income, and 14% low income. For the families behind these statistics TEAMability remains their last, best hope for their child to achieve his/her potential.

After 16 years in existence, TEAMability remains the only organization in South Texas dedicated solely to children with severe multiple disabilities and their families; the only organization dedicated to ensuring they have access to long term services and supports they need. TEAMability offers cutting-edge specialized programs designed to meet the intractable needs of its population:

- o visual skills development, under the direction of a certified teacher of the visually impaired;
- o a pre-symbolic communication program for non-verbal children;
- o a summer aquatics program for children with tracheostomies.

The cornerstone of TEAMability's model is our team of Education Specialists - the purveyors of active, fun participation in learning and the leaders of parent education and support. The skills of the education specialists are not insurance/Medicaid reimbursable. Our grant request is for support of their essential role in TEAMability's success.

Evaluation Plan:

Progress for our children is gradual and incremental. Evidence-based assessments designed specifically for children with complex disabilities track the following data:

- o rate and percentage of improvement in gross and fine motor skills such as postural control and complexity of hand movements;
- o number of communication behaviors and level of communication skills based on the 7 levels of the Communication Matrix;
- o characteristics of cortical visual impairment impacting functional vision;
- o number of problem-solving skills employed given the child's level of motor and visual abilities;
- o level of functional participation in basic activities of eating, tooth brushing, etc.

The children are assessed in all developmental areas every six months. Goals are reviewed and revised, and individual learning plans and implementation strategies and techniques are adjusted. Parent conferences are held to review the assessments and goals. A written progress report is provided to parents.

Plans to sustain project beyond the term of this request:

Eighty percent of our operating expenses are raised through grants, individual donor support and our signature fundraising event. We bill Medicaid and/or commercial insurance for the occupational and physical therapy components of our services. However, due to cuts to Medicaid funding, reimbursement constitutes less than 20% of our revenue. We added a Director of Philanthropy in June 2018. She is responsible for supporting the diversification of revenue streams through growth of the individual donor base and level of support; expanding corporate support; creating additional fundraising events and raising our visibility in the community. Application for licensure as an Outpatient Rehabilitation Facility is in progress. When ORF licensing is achieved (Spring 2020) TEAMability will be able to bill as an entity, rather than billing for individual therapists. Insurance revenue will increase due to elimination of the need to credential each therapist individually.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NFF REQUESTED FUNDS impact?
49	49

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)	11%	African American	7%
Children (6-13)	50%	Asian American	0%
Young Adults (14-18)	39%	Caucasian	8%
TOTAL:	100%	Hispanic/Latino	71%
		Native American	0%
		Other and Define	14%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District1

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Salaries: 1 Education specialists , 2.5 Program Technicians	\$119,560	\$28,000
Payroll Taxes and Benefits	\$25,162	\$5,000
Contract EducationSpecialist/Neurolinguist	\$48,000	\$15,000
Professional Liability Insurance	\$2,595	\$1,000
Two Rifton Activity Chairs	\$11,225	\$0
Ten Parent Education Forums (Lunch and Learn)	\$750	\$0
Make and Take Materials for Parent Home Use	\$500	\$0
Instructional Materials for Learning Environments	\$1,000	\$1,000
Infra Red Track Motor Replacement	\$3,000	\$0

Three HOPSA Dress Harnesses	\$2,391	\$0
TOTAL:	\$214,183	\$50,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Bexar County General Fund	\$30,000
Texas Cavaliers Charitable Foundation	\$10,000
Nelson Puett Foundation	\$10,000
Valero Benefit for Children	\$30,000
Baptist Health Foundation	\$35,000
Rachael and Ben Vaughan	\$5,000
TOTAL:	\$120,000

PROJECT - COMMITTED

Funder Name	Amount Requested
Betty Stierens Kelso Fdtn	\$25,000
TOTAL:	\$25,000

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

ALL OTHER ORGANIZATION REQUESTS - PENDING

Funder Name	Amount Requested
Faye & William Cowden Fdn	\$10,000
Kronkosky Charitable Fdtn	\$100,000
Dixie Starnes Wenger	\$2,500
San Antonio Area Foundation	\$50,000
Warm Springs Foundation	\$30,000
Wells Fargo	\$15,000
Express Scripts	\$10,000
Burdine Johnson Foundation	\$10,000
TOTAL:	\$227,500

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
St. Luke's Men's Club (equipment)	\$950
KGB Texas (Marketing)	\$12,500
Archer Charitable Foundation	\$10,000
HEB Tournament of Champions	\$10,000
Anderon Charitable Foundation	\$40,000
Charity Ball Association	\$65,000
Genevieve & Ward Orsinger Fdn.	\$40,000
Christopher & Dana Reeve Quality of Life Grant	\$11,225

Andy Mireles Family Foundation	\$2,000
	\$0
TOTAL:	\$191,675

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?
TEAMability's board is small, but passionate about the organization's mission. Average attendance at monthly meetings is 85%, with absences generally due to business travel. 100% of the board contributes financially to the organization (\$22,171.67 in FY 2018). The suggested out-of-pocket contribution is \$1,000 annually. Each board member is responsible for one table at the annual fundraiser, through acquiring sponsors, selling tickets or personal contribution. Board members connect directly with the mission through attendance at client centered activities such as World Sight Day, the annual holiday party and open houses. Board training was conducted in 2018, with directors gaining a better understanding of the components of fundraising and their own fundraising strengths. Board participation helped make our 2019 major fundraising event the most successful ever, netting \$221,816. Meeting monthly, the board reviews financial reports, committee reports, programs and development activities. Strategic planning goals are reviewed quarterly.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Clint Buck, J.D. - Board Chair	Branscomb, PC
Rachel Sakai-Vice Chair	Educational Administrator (retired)
Paul Jacob Garza-Secretary	Accenture
Yvonne Katz, EdD	Vision into Action Associates; Alamo Community College District
Kino Artega	Kino Construction; Together We Can; board of Directors, Catholic Charities
Hondo Webb	Lone Star Capital Bank
Aracely Garcia-Granados	Mexican Americans Thinking Together
Rosa Linda Gonzalez	International Bank of Commerce
Allan Castro, MS	Morgan's Wonderland
Carlos deLeon	KGBTexas

Signature
Barbara M. Goldman