

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	
Fiscal Year: July 01 to June 30			
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
Previous Najim Funding			
Year	Funding \$		
2007	\$25,000		
2008	\$35,000		
2009	\$25,500		
2010	\$5,000		
2011	\$25,000		
2013	\$25,000		
2014	\$50,000		
2015	\$14,157		
2016	\$35,000		
2017	\$35,000		
2018	\$47,000		
2019	\$50,000		
Total	\$371,657		
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	\$186,260	\$972,688
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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:

The Joy of Success - to support a holistic program for children with complex, multiple disabilities

PROJECT TIMELINE

Start Date	End Date
07/01/2020	06/30/2021

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 underserved 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 the 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 reflect the percent of children showing advancement in functional abilities within the last 12 months; and we anticipate this success to continue:

- o 100% of children with Cortical Visual Impairment improved their visual skills (Roman Lantzy Scales);
- o 85% of enrolled children demonstrated increased communication behaviors (Communication Matrix);
- o 90% of enrolled children demonstrated improved gross motor skills (M.O.V.E);
- o 94% of families report that TEAMability provides the respectful and supported care they need (MPOC);
- o 91% of families report that care is suitably comprehensive (MPOC).
- o 91% of families report that TEAMability provides an enabling partnership (MPOC)

How do we achieve success? TEAMability utilizes an innovative & unique model of transdisciplinary intervention which combines the expertise of highly qualified special education teachers with that of occupational/ physical therapists. These experts work collaboratively to assess each child's functional abilities & the impact of the combined disabilities on how the child processes sensory input & learns. Individualized Learning Plans with realistic and attainable goals are created for each child.

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, family and TEAMability. Giving the child an opportunity to participate in life is an invaluable gift and impacts the entire family:

- o 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.

We serve 40-45 direct services children at any one time, plus children referred to our community-wide Cortical Vision Impairment Program. The disabilities of our children can seem overwhelming - 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; all are medically fragile and challenged by a combination of cognitive, communication, mobility and sensory disabilities. They are 72% Hispanic/Latino; 14% Mixed (self-identify); 7% Caucasian; and 7% African American. Fifty-two percent of families are within these fair-market rent/HUD guidelines: 26% are extremely low income; 3% low income; 19% low income. We are proud that we can offer our services free of charge to ALL families-ensuring they have access to the best possible therapies for their severely disabled children.

After 17 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 its non-verbal children;
- o a summer aquatics program for children with tracheostomies.

The cornerstone of TEAMability's success is our innovative holistic model. Our regard for each child as a whole and not a hodgepodge of needs, and our inclusion of the entire family in the child's plan of care, differentiate us from traditional therapy models. This grant request is for support of these unique essential elements, the non-reimbursable keys to our positive outcomes and community recognition.

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 and a written progress report is provided.

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. Application for licensure as an Outpatient Rehabilitation Facility is in progress. When ORF licensing is achieved (Fall 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.

The COVID-19 pandemic is so much more than a health crisis. It has impacted all of us. TEAMability quickly adapted our service delivery system, launching Telehealth in order to provide access to essential therapies to our children and to support to their isolated families. Although vaster, more obvious needs overshadow the critical needs of our population, TEAMability is committed to weathering the pandemic and planning for our future.

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)	10%	African American	7%
Children (6-13)	59%	Asian American	0%
Young Adults (14-18)	31%	Caucasian	7%
TOTAL:	100%	Hispanic/Latino	72%
		Native American	0%
		Other and Define	14%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District 1

Line item Budget:		
Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Salaries/Benefits: 1-Multiple Disabilities Specialist	\$50,596	\$20,000
Salaries/Benefits: 2-Program Technicians	\$61,296	\$22,000
Professional Development for Multiple Disabilities Specialist	\$500	\$0
HOPSA Dress Harnesses (5)	\$3,835	\$0
Large Rifton Activity Chair	\$5,765	\$0
Medium Rifton Activity Chair	\$5,460	\$0
InfraRed Switch Controlled Motor for Overhead Tracking System	\$6,398	\$0
Consultant: Certified Teacher of the Blind and Visually Impaired-20 hrs. per week	\$25,000	\$2500
Materials for Parent Forum Take-Home Learning Activities	\$500	\$0
Instructional Materials	\$1,500	\$0
Rent (33.3%)	\$14,605	\$5,500
Utilities (33.3%)	\$3,552	\$0
Insurance (33.3%)	\$4,503	\$0
Snacks/Beverages for 10 parent forums	\$750	\$0
PPE and Disinfecting Products (COVID)	\$2,000	\$0
TOTAL:	\$186,260	\$50,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Mentor Network	\$10,000
Dixie Starnes Wenger	\$1,500
Wheeler Foundation	\$25,000
Grande Cares	\$2,000
A.E. Leonard	\$15,000
Big Lots	\$2,000
Sundt	\$5,000
H.E. Stumberg Crippled Children	\$10,000
Stumberg Family Foundation	\$10,000
Sunstate Equipment	\$5,000

TOTAL:	\$85,500
PROJECT - COMMITTED	
Funder Name	Amount Requested
Marcia and Otto Koehler Foundation	\$10,000
Texas Cavaliers	\$5,000
TOTAL:	\$15,000
Other funding sources and amounts, pending and committed not specific to this request.	
ALL OTHER ORGANIZATION REQUESTS - PENDING	
Funder Name	Amount Requested
Valero Foundation	\$25,000
HEB Community Investment	\$35,000
Cowden Charitable Foundation	\$10,000
Andy Mireles Foundation	\$2,500
Impact SA	\$75,000
	\$0
TOTAL:	\$147,500
ALL OTHER ORGANIZATION REQUESTS - COMMITTED	
Funder Name	Amount Requested
Anderson Charitable Foundation	\$20,000
Kronkosky Charitable Foundation	\$150,000
St. Luke's Men's Club	\$1,250
Betty Stieren Kelso Foundation	\$20,000
TOTAL:	\$191,250
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?	
<p>TEAMability's board is passionate about the organization's mission. Average attendance at monthly meetings is 85%, absences are generally due to business. 100% of the board contributes financially to the organization(\$25,554 in FY2019). 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. Directors gained 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. Unfortunately, our 2020 fundraiser was cancelled due to COVID. Meeting every 6 wks. the board reviews financial reports, committee reports, programs, and development activities. Strategic planning goals are reviewed quarterly.</p>	
LIST OF BOARD DIRECTORS	
Name & Office Held	Corporate Affiliation

Clint Buck, J.D. - Board Chair	Branscomb Law
Rachel Sakai-Vice Chair	Educational Administrator (retired)
Paul Jacob Garza-Secretary	Lead Technical Product Manager-USAA
Yvonne Katz, EdD	President-Vision into Action Associates; Alamo Community College District
Kino Artega	President-Kino Construction; Presidente Comite of Juntos Podemos; Board of Directors, Catholic Charities
Hondo Webb	Loan Administrator-Lone Star Capital Bank
Stella Garcia, MPA, PHd	Senior Director of Operations-AACOG
Stephanie Tapia Walker	Research Analyst-Steuck & Associates, LLC
Sondra Grohman	President-Shining Star Energy
Signature	
Barbara Goldman	