

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: Unicorn Center at Mission Road Developmental Center		Federal Tax ID#: 74-6024405		501(c)(3) Public Charity 509 (a)(1)	
Address: 4630 Hamilton Wolfe Road		City: San Antonio		State: TX	
				Zip Code: 78229	
Website: missionroadministries.org/unicorn		Fax: (210) 448-2228		United Way Funded: Yes	

Fiscal Year:
July 01 to June 30

Head Of Organization

Name: Jim De Hoog		Title: Director of Unicorn Centers	
E-Mail Address: jdehoog@mrmsat.org		Phone: (210) 334-2453	

Application Contact

Name: Jessica Anderson		Title: Director of Grants & Research		E-Mail Address: Carolwhite@mrmsat.org		Phone: (210) 334-2454	
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Previous Najim Funding

Year	Funding \$
2007	\$76,476
2008	\$100,000
2009	\$95,000
2010	\$85,886
2011	\$75,000
2012	\$85,000
2013	\$80,966
2014	\$100,000
2015	\$85,000
2016	\$85,000
2017	\$85,000
2018	\$340,000
2019	\$185,000
Total	\$1,478,328

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 \$:
\$35,000	\$1,912,962	\$16,896,503

Mission Statement:

Unicorn Centers supports people with IDD by developing their job and life skills and helping them find, get, and maintain long term employment.

PROJECT INFORMATION

Program / Project Title:

To support individuals with IDD to obtain and maintain employment by developing their job skills.

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 and young adults diagnosed with IDD have many services available to them and their families via the public school system through age 21. At 22 they can no longer access the public school system, and for these young adults and their families this results in the loss of a critical means of support. Through public schools people with IDD are able to continue their education, develop and maintain relationships outside of their family, and be included in the community. In correlation, their families are able to maintain employment because their child is being cared for five days a week during school hours. The public school system is a crucial component of keeping these families strong and viable.

After aging-out of public school people diagnosed with IDD are thrust into an unfamiliar world and adulthood. At this point, there are very few services available to keep these young people engaged, progressing toward greater independence, and contributing to the community in a productive way. The Unicorn Centers of Mission Road Developmental Center are one of the few organizations that provide services, resources, and guidance to young adults diagnosed with IDD and their families specifically focusing on the programs, services, and funding options available to them regarding finding, getting, and keeping a job within their community. At Unicorn Centers, we help young adults diagnosed with IDD transition from high school into adulthood. We provide on-going, long-term programs and support throughout their lifetime. Unicorn Centers offers clients continuing education, job training, and community employment job supports, as appropriate. For some of Unicorn Centers' participants working in the community might not be an option, however, they still want and deserve to enjoy their personal independence. For these folks we have day activity and educational programs available as well.

Day Activity Services: People with IDD can qualify for funding through Alamo Area Council of Governments (AACOG) and/or Alamo Local Authority (ALA), though funding is limited and aligns with AACOG's fiscal year, which is September 1-August 31. State funding is also available to people with IDD; however, State funding has decreased by 47% in six years--down from \$6,600 to \$3,500 annually. Unfortunately, and unsurprisingly, \$3,500 does not cover 12 months for our clients, and this funding reduction disproportionately hits people in our Day Activity programs. As our people make strides in attaining new skills that increase their independence and productivity, they must sit out the final quarter of the year because their funding runs out. We know from experience that this period of inactivity causes significant setbacks regarding their skills, behavior, social, and physical well-being. Overall ALA per-client funding has also been declining as the State shifts people to the Texas Home Living funding model.

Job & Life Skills Training: Although the State and some IDD advocates do not want adults living with IDD working in supported workshops and prefer community placements, at Unicorn Centers we have found that our training workshop is a tremendously important component of job and skills training prior to community employment opportunities. In our training workshop program participants are treated in a manner consistent with community employment standards. A Unicorn staff member serves as their supervisor and shows each person their job tasks broken down into manageable steps. Participants are supported and expected to meet production demands within their abilities, they are paid appropriately, and are given regular breaks during their shift. Department of Labor certified, the Unicorn Centers' training workshop fulfills sub-contracted jobs with local businesses, and is often program participants' first-ever work experience. We ensure that our program participants are paid fairly for their work--as such we also teach our participants the financial skills needed to responsibly manage their wages.

Community Employment: Businesses including H-E-B, Santikos Entertainment, Ross Dress for Less, Whataburger, and 35+ others recognize the contribution employees with IDD can make to the workplace. Community Employment program participants are rarely late to work and often achieve perfect attendance. Program participants are thankful for their jobs, they take pride in their work, love being part of a team, and enjoy the rewards of each paycheck. People with IDD can be successful employees, but they require on-going, professional support so they can better contribute to the workplace. To support our program participants, Unicorn Centers has a dedicated department which provides long-term support through full-time Job Coaches. Job Coaches prepare participants for job interviews, help them to pick out appropriate attire, practice interview questions, help them fill out applications, and more. Job Coaches even attend training with program participants, which allows participants to ask questions about the job and its requirements, and helps ensure they fully understand their job. Job Coaches also act as an intermediary between program participants and supervisors, many of whom have no experience supervising a person with IDD, but who are responsible for managing their unique employee. The average tenure for our community employment participants is 5.5 years, and yet, State funding only pays for the first 90 days of support. In some cases, clients cannot find a job in that time. Nevertheless, our Job Coaches continue to work with program participants to help them sustain successful employment. Each year, this department must raise \$160,000 to continue this work. Unicorn Centers is dedicated to placing and supporting more clients in community jobs and will continue to raise the funds necessary to do this.

Evaluation Plan:

State emphasis is on integrating people with IDD into the community; however, this is not always possible with our program participants whose behaviors and medical conditions can make full-time community integration difficult. With this in mind, Unicorn Centers staff members work to get as many program participants as possible employment in the community. Program success is considered to be when 30% of all programming units are in community-based environments. Increasing overall client participation at a rate of between 5-10% annually is another evaluation plan component. Goals for each program are measured monthly. Monthly output is reported to the Director of Unicorn Centers, President and COO of MRDC, the President and COO of MRM, the CEO, and senior management. Annually, this information is reported to the MRM Governing Board.

Plans to sustain project beyond the term of this request:

Plans to sustain the Unicorn Centers' programs include growing the number of contracts in the workshop and increasing the number of clients placed in community jobs. We will continue hosting the annual Community Employment Luncheon which celebrates our clients who successfully work in the community, as well as raises critical funds to support the program and program participants' long-term success. If we are so fortunate as to receive funding this year, the Foundation's grant award will be recognized at the Community Employment Luncheon in Spring 2021.

Note: In FY2020, prior to the COVID-19 pandemic, Unicorn Centers served 383 unique individuals, Monday-Friday, year-round, from 7:30am-4:30pm. Unicorn Centers suspended programs on March 16, 2020. We will fully reopen Unicorn Centers as soon as the State and MRDC management deems that it is safe to do so. At the time of this application, 10 clients are back at work in the training workshop.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?		How many unduplicated children will NFF REQUESTED FUNDS impact?	
383		383	
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	13%
Children (6-13)	0%	Asian American	1%
Young Adults (14-18)	100%	Caucasian	45%
TOTAL:	100%	Hispanic/Latino	41%
		Native American	0%
		Other and Define	0%
		TOTAL:	100%
City Council District for Which Children are Being Served:			
District8			
Line item Budget:			
Line Item Description	Total Project Funds Allocation	Najim Funds Allocation	
Salaries	\$768,846	\$0	
Benefits	\$173,115	\$0	
Insurance - Corporate	\$42,653	\$0	
IT	\$40,661	\$0	
Life Insurance	\$5,186	\$0	
Professional Fees	\$2,099	\$0	
Training - Client	\$172,868	\$35,000	
Supplies	\$41,764	\$0	
Telephone	\$20,766	\$0	
Postage & Shipping	\$2,537	\$0	
Occupancy	\$85,184	\$0	
Equipment - Maintenance Non IT, & Rentals	\$3,385	\$0	
Fundraising	\$12,177	\$0	
Printing	\$2,248	\$0	
Publications	\$180	\$0	
Advertising	\$1,470	\$0	
Special Events	\$3,904	\$0	
Travel	\$10,161	\$0	
Conferences	\$1,070	\$0	
Membership Dues	\$753	\$0	
Misc - Other	\$316	\$0	

Public Relations	\$600	\$0
Bad Debt Expense	\$2,591	\$0
Campus Maintenance	\$25,827	\$0
Staff Training	\$24,583	\$0
Chaplain	\$19,206	\$0
Management Fee	\$343,796	\$0
Maintenance Reserve	\$105,016	\$0
Payroll Taxes	\$0	\$0
Utilities	\$0	\$0
TOTAL:	\$1,912,962	\$35,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Najim Family Foundation	\$35,000
Cowden Foundation	\$10,000
Amy Shelton McNutt Charitable Trust	\$5,000
Dixie Starnes Wenger Foundation	\$5,000
TOTAL:	\$55,000

PROJECT - COMMITTED

Funder Name	Amount Requested
Valero Foundation	\$15,000
Greehey Family Foundation	\$15,000
Gage Foundation	\$5,000
Kelleher Foundation	\$5,000
Hartman Family Foundation	\$5,000
McCombs Foundation	\$3,000
CPS	\$2,500
Whataburger	\$2,500
Texas Capital Bank	\$2,500
HEB	\$2,500
TOTAL:	\$58,000

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

ALL OTHER ORGANIZATION REQUESTS - PENDING

Funder Name	Amount Requested
Anderson Foundation	\$20,975
St. Luke's Lutheran Health Ministries	\$10,155
Cowden Foundation	\$10,000
Amy Shelton McNutt Charitable Trust	\$5,000

Dixie Starnes Wenger Foundation	\$5,000
Women of St. Luke's	\$3,866
TOTAL:	\$54,996

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
Baptist Health Foundation of San Antonio	\$125,000
San Antonio Area Foundation	\$50,000
Mays Family Foundation	\$50,000
USAA	\$25,000
Capital Group	\$19,000
Greehey Family Foundation	\$15,000
Texas Center for Child and Family Studies	\$15,000
First Presbyterian Church	\$10,000
Koehler Foundation	\$10,000
TOTAL:	\$319,000

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?
Both the MRDC Board of Directors and the MRM Governing Board support Unicorn Centers. Board financial support is encouraged and can be designated to general operations, the Community Employment Luncheon, capital improvements, or any other restricted program the donor wishes to support. Board members advise and counsel Unicorn Centers' management by reviewing programs and capital projects. Volunteer time commitments include attending board meetings and various Unicorn events, such as, Club Unicorn dances and the Thanksgiving Luncheon. Unicorn Centers does not require a specific time commitment of the MRDC Board of Directors.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Joe Van Horn, MRDC Board, Chairman	V.P. Risk Management and Trading, Valero Energy Corporation
James R.W. Daniell, MRDC Board	Owner, JD Properties
Ed Moore, MRDC Board	Retired, Southwest Research Institute
Diana Stumberg, MRDC Board	Trustee, Stumberg Interests Ltd.
Bruce Weilbacher, MRDC Board	Partner, Weilbacher and Associates
Laura Mason, MRDC Board	Member, Corporate & Securities, Clark Hill Strasburger
Caroline Harte, MRDC Board	Chief Operating Officer, HFM Services, Inc.
Jessica Odom, MRDC Board	Community Leader and Volunteer
Ed Giron, MRDC Board	Retired, Senior Contract Manager, AT&T

Signature

