

FUNDING APPLICATION

GENERAL INFORMATION			
Organization Information			
Legal Name: Boy Scouts of America, Alamo Area Council, Inc.	Federal Tax ID#: 74-6079583	501(c)(3) Public Charity 509 (a)(1)	
Address: 2226 NW Military Highway	City: San Antonio	State: TX	Zip Code: 78213-1833
Website: www.alamoareabsa.org	Fax: (210) 219-3098	United Way Funded: No	
Fiscal Year: January 01 to December 31			
Head Of Organization			
Name: Michael de los Santos		Title: Scout Executive / CEO	
E-Mail Address: MichaelDeLos.Santos@scouting.org		Phone: (210) 305-3054	
Application Contact			
Name: Amanda Wisian	Title: Development Director-Grant Writer	E-Mail Address: Amanda.Wisian@scoutin g.org	Phone: (210) 305-3054
Previous Najim Funding			
Year	Funding \$		
2008	\$60,000		
2010	\$50,000		
2011	\$100,000		
2014	\$100,000		
2019	\$50,000		
Total	\$360,000		
Has the organization applied to the Najim Charitable Foundation in the past and been declined? No			
Grant Amount Requested \$: \$60,000	Total Project Budget \$: \$481,850	Organization's Annual budget \$: \$3,642,744	
Mission Statement: To prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.			
PROJECT INFORMATION			
Program / Project Title:			

To support the Scoutreach - Cub Scouting Program with registration and scholarships for under-served youth.

PROJECT TIMELINE

Start Date	End Date
08/01/2020	07/31/2021

Harvey E. Najim Charitable Foundation Priorities:

Education

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Elementary to High School

Program / Project Description:

Funds requested from the Najim Charitable Foundation, will be used towards registration and scholarships for underserved youth in the Scoutreach - Cub Scouting Program. In 2020, the Alamo Area Council began to work on 'Phase I' of its three-year expansion plan for the Scoutreach Program. After more than a decade of running the program in Bexar County's most economically disadvantaged school districts, the Council was in a good position to bring more youth into the program and expand into other school districts.

By the beginning of March 2020, the COVID-19 pandemic had officially reached the U.S. and Governor Greg Abbott declared a "State of Disaster in Texas". Schools closed and were scrambling to find a way for students to complete the school year remotely. Phase I of the Scoutreach expansion came to a screeching halt. Weeks passed before school districts created a plan for students to resume classes via virtual learning. The Council had all its Scouting programs up and running online before the end of March. It not only created a virtual space for its current programs, but it also created additional online programs and events for its younger Scouts who would have trouble attending more traditional meetings in an online meeting room. Council staff made calls to all parents/guardians of Scoutreach youth, with working numbers, to inform them of these alternative ways of participating in Cub Scouts. Over the course of the year there were 140 interactive Scouting events held on Facebook Live; including Friday Family Campouts, Milk Carton Bird Houses, Virtual Flags at Fort Sam and much more. The continuity of Scouting and regular virtual interactions with leaders and peers was crucial during these fragile uncertain times.

The Scoutreach team worked hard over the summer to reconnect with all the schools and school districts it serves. The schools were still in such a state of shock that by early August the Council's Scoutreach team had no idea if it would be serving one or 40-something schools for the fall '20 school year. The Scoutreach team had been diligently filming and producing Scoutreach videos in hopes they would receive a greenlight to move forward with the online Scoutreach Program in already established schools. Prior to the pandemic all video filming and production was done strictly through the Council's Marketing Department. Once all programs went virtual and video productions increased four-fold, the Scoutreach team had the Marketing teach them how to do-it themselves. By the time that school began in the fall, all previously planned Scoutreach lessons had been turned into fun engaging video lessons. Videos would be uploaded onto YouTube and P.E. teachers would receive a password secured link that they could in turn share with students during virtual P.E. class. Reintegrating the Scoutreach Program into schools has been difficult in the 2020-2021 academic year. Schools, within the same district, are no longer unified in their approach to teaching. Frankly many P.E. coaches in the schools served by Scoutreach have expressed that they are uncomfortable using technology, it inhibits their ability to present to their P.E. classes. The apprehension towards technology extended to the Scoutreach Program, which modified its video presentations to work with in-person classroom settings, as well as virtual. With a little coaching from the Scoutreach staff, many of the P.E. teachers quickly got the hang of the virtual Scoutreach lessons and are now delivering lessons steadily. Towards the end of the fall semester both P.E. Coaches and parents begin to submit their feedback to Scoutreach staff.

A parent of a Benavidez Elementary student recently sent a message to a Scoutreach team leader. The message read, "We're having to do virtual school again due to my son having COVID but it made my day seeing my daughter watching your Boy Scout lessons for her PE." The following day P.E. Coach Diego Torres, from Wright Elementary, sent another text that read, "Just a shout out on these videos. All the effort in these videos really shows. Thanks for showing the Tigers (1st graders) how to make a paper ball. Perfect for PE!" This comment came after a previous conversation with Coach Torres about how impressed he was with the Council's Scoutreach lessons. All Scoutreach youth, girls and boys, receive virtual meetings and activities. Coach Torres told the Council's Scoutreach Director, "The program really distinguished itself from the other programs which only provided one general lesson for girls in Kinder thru 5th grade." He said, " The Scoutreach program provides age appropriate lesson for every grade and keeps students engaged and interested." There are a few remaining videos to produce in the spring, that will make a grand total of 72 Scoutreach video lessons that will continue to be used online for virtual classrooms, as the trend is clearly here to stay. This is truly an accomplishment for the Scoutreach Program! Before 2020 ended, 'Phase I' of the Scoutreach expansion plan completed what it set out to accomplish; to increase its numbers by adding girls to all current Scoutreach schools. In a year when schools are reporting deficits, the Alamo Areas Scoutreach Program managed to increase its Scoutreach population by 18%.

The Alamo Area Council is currently one of the only programs to offer a virtual component; a component that will be intrinsic to the future of learning. Although it is difficult to predict the future at this juncture in time, the Scoutreach Program may a significant boost in growth within the coming years.

Evaluation Plan:

The impact of the virtual Scoutreach Program will be evaluated through surveys issued to school coaches, who serve as unit Cubmasters, to assess ease of use of our online video meetings/lessons and relevance to then needs of the school community. Additionally, surveys will be issued to students at every grade level for each of the units served; to assess interest level in the new format interest level and engagement in the program.

Youth rank/badge advancement is used to measure the Scoutreach - Cub Scout Program. A Cub Scout needs to achieve the "Aims of Scouting": to build character, teach citizenship and develop personal fitness. Per each advancement, the requirements become more challenging. Advancement is based on the mastery of each grade level skill.

The program tracks: # of participants, # of males and females, age range, grade level and school. Due to youth privacy laws, obtaining additional quantifiable data has not been possible until now. In conjunction with "Up Partnership", there will be regular assessments of all Scoutreach units throughout the year. Assessments will include an overview of academic performance indicators for participating youth.

Outcome Areas:

- o STAAR Outcomes
- o Discipline
- o Attendance
- o Grade Promotion

Plans to sustain project beyond the term of this request:

Last year the Council received a \$500,000 matching grant for underserved youth ("2020 Centennial Coin Matching Grant" - from the National Boy Scout Foundation). The Council was given three years to match the amount, but the entire \$500,000 match was raised in 2020. The \$1,000,000 is being used to grow capacity, within Scoutreach, and provide services to underserved youth populations.

This capacity growing grant was meant to, and did, garner new/increased funding. It is the Council's intention to convert these new funders to reoccurring funders; and continue building upon new funding pipelines. Outside of the match funding, the Council continues to solicit funds from current and past supporters.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NCF REQUESTED FUNDS impact?
7,700	5,500

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)	8%	African American	3%
Children (6-13)	92%	Asian American	2%
Young Adults (14-18)	0%	Caucasian	13%
TOTAL:	100%	Hispanic/Latino	81%
		Native American	0%
		Other and Define	1%
		TOTAL:	100%

City Council District for Which Children are Being Served:
 District3, District4, District5, District6, District7, District8

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Salaries	\$245,000	\$0
Employee Benefits	\$15,500	\$0
Payroll Taxes	\$26,500	\$0
Supplies	\$31,400	\$0
Telephone	\$3,500	\$0
Travel	\$1,200	\$0
Registration / Scholarships	\$124,000	\$60,000
Staff Recognition	\$250	\$0
Maintenance and Utilities	\$24,000	\$0
Other	\$10,500	\$0
TOTAL:	\$481,850	\$60,000

OTHER FUNDING RESOURCES

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

PROJECT - PENDING

Funder Name	Amount Requested
Charity Ball Association	\$31,000
TOTAL:	\$31,000

PROJECT - COMMITTED

Funder Name	Amount Requested
Richard L. Burdick Foundation	\$250,000
Centennial Coin Grant	\$167,000
TOTAL:	\$417,000

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

ALL OTHER ORGANIZATION REQUESTS - PENDING

Funder Name	Amount Requested
Conoco Phillips	\$50,000
Valero Energy Foundation	\$40,000
United Way Comal County	\$15,000
USAA	\$100,000
Elizabeth Huth Coates	\$10,000
Moody Foundation	\$25,000
TOTAL:	\$240,000

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
Capital Group	\$30,000
	\$0
	\$0
TOTAL:	\$30,000

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?

The Alamo Area Council Executive Board meets four times per year on a quarterly basis. Every member of the Executive Board is expected to give financially and participate in Council events. Staff regular utilize Executive Board Members to go out into the community to speak about and/or represent the Council. The board's various committees work together on a regular basis; providing proper oversight and ensuring the Council's overall health.

In more generic terms, the Executive Board is responsible for implementing policy's regarding:

1. Staying true to the Alamo Area Council mission
2. Oversight and support of the Scout Executive/CEO
3. Attendance at all board meetings and council events
4. Takes part in committee operations and oversight
5. Ensure financial accountability
6. 100% participation in financial support
7. Advocate and serve as ambassadors in the 13-county region

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Ted Dunnman, Member	ESC Safety Consultants
Amy Burdick, Member	The Richard L. Burdick Foundation
Mark Carvajal, Member	Carvajal Technology Group
Alan Compton, Training Chair	Retired

Amaury Conti, Investment Committee Chair	Research & Strategy, Sendero Wealth Management
Gary Cram, Member	CRAM Roofing Company, Inc.
Mike Crownover, Past President	Retired
Luis de la Garza, Member	Retired
Paul Garro, Leadership and Governance Chair	Central Catholic High School
Timo Hixon, Member	Land & Ranch, Phyllis Browning Company
Jim Jeffery, Council President	Frost Bank
Deborah Knapp, Member	KENS-TV
Gary Koegeboehn, Member	Pipeline Operations, NuStar Energy
Jim Lynch, Strategic Chair	US Crest
Ryan Malitz, Member	Malitz Construction
Mark Mays, Member	Rocking M Capital
Mike McGinnis, Member	Allen & Allen Company
Jim Montgomery, Member	Montgomery and Associates
Brett Morgan, Member	SWBC Insurance Services
Raul Rios, Sr. VP-Total Financial Development	RSM US LLP
Andy Russ, Audit Chair	Planning & Analysis San Antonio Food/Drug, HEB
James Seals, Treasurer	LafargeHolcim
Mark Sessions, Member	Clark Hill/Strasburger
Steve Skinner, Member	Texas Hill Community Bank
Chris Smith, Member	New Braunfels Welders Supply
Nils Smith, Member	Southwest Research Institute
Scott Syamken, Member	USAA Corporate Services
Chris Talley, Member	Talley Communication Strategies
Dr. John Thomas, Member	Intrinsic Imaging, LLC
R. Christian Webster, Member	Capital Group
Dr. Thomas Evans, Member	University of the Incarnate Word
Heather Harrison, Member	Hope Hospice
Lance Hirsch, Council Commissioner	Focus POS Systems
Manish Kapoor, District Operations Chair	NuStar Energy
Toby Martinez, Member	Bexar Excavating and Hauling
A.J. Sturm, Member	ATKG
Jim Syring, Member	USAA
Signature	
Amanda Wisian	