

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: disABILITYsa		Federal Tax ID#: 81-4443195		Are you a 501(3)(c) charity? Yes	
Address: P.O. Box 28243		City: San Antonio		State: Texas	
				Zip Code: 78228	
Website: http://www.disabilitysa.org			Fax: (210) 704-7262		

Head Of Organization

Name: Melanie Cawthon		Title: Executive Director	
E-Mail Address: mcawthon@disabilitysa.org		Phone: (210) 704-7262	

Application Contact

Name: Brittany Ewing		Title: Director of Development & Outreach		E-Mail Address: grants@disabilitysa.org		Phone: (726) 999-0172	
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Previous funding received from The Gordon Hartman Family Foundation		
Year	Funding \$	
2017	\$10,000	
2018	\$10,000	
2019	\$14,000	
Total	\$34,000	
Has the organization applied to the Gordon Hartman Family Foundation in the past and been declined? No		
Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$25,000	\$61,232	\$284,916
Mission Statement: With a vision to make San Antonio the #1 community where individuals with disabilities want to live, work, and play, disABILITYsa's mission is to educate, advance, and engage individuals with disabilities by sharing information, creating opportunities, and strengthening the organizations that serve them.		
PROJECT INFORMATION		
Program / Project Title: Furthering the Mission to Educate, Advance, and Engage		
PROJECT TIMELINE		
Start Date	End Date	
01/01/2021	12/31/2021	
Program / Project Description: PROBLEM: Disability is created by an attitudinal, communication, physical, policy, programmatic, social, or transit conditions that makes it more difficult for a person to do certain activities or interact with the world around them. These conditions that impose a disability may be present from birth, or occur during a person's lifetime, especially as they move into older adulthood. Due to the way American society thinks about and defines disability, we unintentionally create barriers to transportation, employment, housing, education, health care, and socialization that prevent people with a disability from living independently, equitably, and inclusively within our community. While society has advanced in recognizing the rights and needs of individuals living with disabilities in our community, there is still a significant degree of education, awareness, and consideration that needs to take place to move San Antonio toward becoming a community where people with disabilities want to live, work, and play.		
DEMOGRAPHICS:		

disABILITYsa programs serve children and adults of all ages and genders with all types of disabilities along with their support networks, including other disability service providers. A majority of our participants live in San Antonio, but services reach people in Helotes, New Braunfels, Boerne, La Vernia, Medina and Poteet as well. Our Zip Code data represents a sample set based on information collected through our AccessAbility fest and Fiesta Especial programs. Programs are open to the public and therefore demographics would fall in line with the San Antonio Metropolitan area's census data. When looking at low-income defined by 199% above poverty level: our Fiesta Especial(R) programs target children with disabilities (64% low-income); our Conversation 360 and advocacy programs target adults (43% low-income), and our Community Engagement, abilitySTRONG, AccessAbility fest and online resource programs target both the children and adults with disabilities (46% low-income). According to the American Community Survey (ACS), in the San Antonio Metroplex Area, 14.7% of those living with a disability are Black/African American, 15.5% are White, and 13.9% are Hispanic. 54% of those living with a disability in our community identify as being from some other race or more than one race.

OUR WORK:

Each program that operates under disABILITYsa meets the objectives to EDUCATE: by sharing information, resources, ideas, and supports among people with disabilities and service organizations; ADVANCE: public attitudes, awareness, respect and consideration for the success of individuals with disabilities; ENGAGE: individuals with disabilities as active participants in their communities; and STRENGTHEN: organizations that provide services which benefit people with disabilities. disABILITYsa programs promote education, advocacy, leadership development, civic engagement, collaboration, disability awareness, accessibility, etc. to effect change within the San Antonio community. Our programs and services work to reframe the way society thinks about and defines disability, interacts with, and actively includes children and adults living with a disability.

UNDER FUNDED PROGRAMS

CONVERSATION 360

The Conversation 360 creates an open and safe platform for an interactive dialog regarding the issues individuals living with a disability face that create barriers to inclusion, independence, and a superior quality of life. This discussion creates a dialog for improvement, identifying ways in which the San Antonio community can take action toward filling the gaps, creating awareness, advancing public attitudes, and creating a community of inclusion for all residents.

FOOD FOR THOUGHT

Food for Thought is an educational series targeting the leadership of nonprofit disability service organizations. This program offers a valuable opportunity for nonprofit leaders to learn, network, and discover by providing access to a variety of webinars, workshops, panels, and presentations on topics that impact businesses and organizations that serve children and adults with disabilities.

FIESTA ESPECIAL(R) ROYAL COURT

The Fiesta Especial(R) Royal Court is a community engagement program that provides a platform for Leadership and Life Skills Development for individuals who are ten (10) years of age and older. This opportunity enables individuals with disabilities to participate in one of the long-standing traditions of San Antonio...Fiesta(R). Participants experience personal growth in the areas of social skills, leadership development, problem-solving skills, communication skills, and a few other life skills including planning, networking, community awareness, advocating, and decision making. The Royal Court brings visibility to the leadership and contributions individuals with disabilities make in the San Antonio Community under the limelight of Fiesta(R) while bringing awareness to one more segment of the beautiful and diverse canvas of people that make San Antonio a wonderful place to live, work and play.

COMMUNITY ADVOCACY

disABILITYsa serves to bring the voice of people with disabilities into the planning, decision making, and collective conversations that move our community forward toward a shared vision for the future. disABILITYsa serves the community through appointments to local committees such as the City of San Antonio Disability Access Advisory Committee, Bexar County Technical Advisory Committee for Persons with Disabilities, the Complete Count Committee focus on the disability sector for the Census 2020, ConnectSA as well as collective impact efforts such as Autism Lifeline Links and Successfully Aging and Living in San Antonio. We've partnered with the City of San Antonio Disability Access Office to conduct a community survey on experiences of individuals with disabilities during COVID-19 which will result in a report that will be distributed to city leaders and conveners working on recovery and resiliency plans as well as bring the disability voice to the table in conversations around decisions and policymaking concerning transportation, socialization, housing, healthcare, employment, and education. Finally, we work to connect people with liabilities with the opportunities to have a voice for change through discussions, citizens to be heard opportunities, community surveys, and more.

IMPACT:

disABILITYsa, through its programs and services, is impacting the disability community in a prolific way by helping to remove systemic barriers and by opening a multitude of newfound possibilities and opportunities for access and inclusion. In conjunction, the community and general public reap the benefits of this impact because the disability community is full of rich ideas, fresh perspectives, and valued voices that need and deserve to be heard. This cannot happen if structural and institutional barriers exist that limit full participation.

Evaluation Plan:

We aim to strengthen the Senior Leadership of disability service organizations in San Antonio through our Food for Thought program. Program results are measured through pre- and post-surveys which are conducted to determine the increase in implementation of knowledge and skills that were learned in the bi-monthly program. disABILITYsa also individually tracks the leadership roles program participants hold within the community.

Through the Conversation 360 program, disABILITYsa facilitates forums for conversations that increase understanding and acceptance between people with and without disabilities. The impact is measured through a post-survey and follow-ups to track specific changes that occurred as a result of the conversation.

Through the Fiesta Especial(R) Royal Court program, disABILITYsa strives to increase the community awareness of the leadership capabilities and community contributions individuals with disabilities bring to our community. The success of this program is evaluated and reflected by increased media coverage and invitations for Royal Court members to participate in events where they are given visibility and recognition for their achievements. We also measure the success of the Royal Court in the number of organizations that elect to participate in the contest each year. The educational benefit is measured by increased attendance and participation of local school special education programs.

Through our community advocacy programs, we strive to track changes in the community, increased participation in the civic engagement of individuals with disabilities, identifying an increased number of individuals with disabilities serving on city committees and commissions, increased inclusion of the perspective of people with disabilities with city planning and initiatives.

Plans to sustain project beyond the term of this request:

disABILITYsa has diverse revenue streams through foundation, corporate, and individual donations as well as program income. disABILITYsa hosts two annual fundraising events, the Purse-u-Ability Purse Auction & Bingo Night and the Fiesta Especial(R) Inclusion 5K. As a result of relationship building and community outreach, 30% of revenue is generated from Corporate Contributions by way of sponsorships for the AccessAbility fest and Fiesta Especial(R) Celebration Day; Individual Contributions comprise another 30% of revenue; and Program Income is steadily rising as a result of increased participation of exhibitors in our educational programs and our increased focus on a nonprofit membership program to help strengthen disability service organizations in our local community.

However, our Fiesta Especial(R) Royal Court, Food for Thought, and Conversation 360 programs continue to be underfunded. Therefore, disABILITYsa diligently seeks out individual contributions and grant opportunities from foundations that support people with disabilities, community inclusion, health and well-being, youth development, and education to support our operational expenses for these programs.

Line item Budget:

Line Item Description	Total Project Funds Allocation	Gordon Hartman Funds Allocation
Contract Services	\$2,550	\$0
Program Supplies	\$3,510	\$3,510
Office Supplies	\$75	\$75
Postage & Mailing	\$225	\$225
Printing & Copying	\$2,525	\$2,525
Facilities & Venue Rentals	\$362	\$362
Dues & Subscriptions	\$200	\$200
Training	\$450	\$450
Conferences & Meetings	\$35	\$35
Travel & Transportation	\$140	\$140
Meals & Entertainment	\$390	\$390
Marketing & Outreach	\$1,795	\$1,795
Activity Fees	\$1,190	\$1,190
Merchandise	\$500	\$500
Banking & Credit Card Fees	\$965	\$965
Salaries, Benefits & Payroll Taxes	\$46,320	\$12,638
TOTAL:	\$61,232	\$25,000

BOARD OF DIRECTORS

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Kierste Garcia, Chairman	Wells Fargo
Cynthia Hamilton, Past Chairman, Board Member	Autism Treatment Center
Sandy Liwang, Treasurer	Alcoa Electronic & Electrical Solutions
Isaac Shamas, Secretary	Linebarger Goggan Blair & Sampason, LLP
Pamela Kelley, Board Member	Community Volunteer
Ryan Markmann, Board Member	Transition Teacher, NEISD

Jane Paccione, Board Member	San Antonio Area Foundation
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