

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: Melanie Cawthon	Title: Executive Director	E-Mail Address: grants@disabilitysa.org	Phone: (210) 704-7262
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Previous funding received from The Gordon Hartman Family Foundation

Year	Funding \$
2017	\$10,000
2018	\$10,000
Total	\$20,000

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 \$:
\$14,000	\$19,670	\$246,533

Mission Statement:

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:**

Growing to Meet Our Mission Needs: New disABILITYsa Office

PROJECT TIMELINE

Start Date	End Date
09/01/2019	08/31/2020

Program / Project Description:

Since 2007, disABILITYsa has carried out a mission to educate the San Antonio about disabilities by sharing information, resources, ideas and support between people with all types of disabilities and the organizations that serve them; advancing public attitudes, awareness, respect and consideration for success of individuals with disabilities; engaging individuals with disabilities as active participants in their communities; and by strengthening organizations that provide services which benefit people with disabilities and their support networks. The programs and services at disABILITYsa bring together the disability service community to share information, learn about each other, and create a greater sense of awareness and understanding within our local community about disabilities.

For the first two years of operations, our team of staff and volunteers have been doing this work out of a small 10' X 10' cubicle in a co-working space facility that was provided at no cost to the organization. Within this working environment, we were limited to a maximum of two people in the cubical and were not permitted to leave dedicated volunteers and interns unattended. Our team made this work for awhile, but as our operations have increased and more volunteers are inspired to join in our mission, the tenant policies and space restrictions of this office began to impede growth and development. To help ensure that our staff and growing volunteer base have adequate space to work productively, comfortably, and safely, disABILITYsa could not longer sustain operations at our current location. Finding a new space that was low cost, accessible, and located on a public transit line was no small task. However, on September 1, 2019 disABILITYsa signed a lease on a larger office space in the Woodlawn Pointe Community Center.

We're celebrating the positive changes that come with the move to include increased office space to accommodate up to four individuals at once. disABILITYsa hosts 1-2 work study interns each semester to provide an educational experience in not only in skill set development, but we offer the opportunity to gain a better understanding of disabilities and reduce fears and assumptions about people living with disabilities that might currently exist in these students. We are thrilled to be hosting a work study Accounting Intern this semester who has Autism and are planning to strengthen our relationships with the disability access offices at each of our partnering Universities to explore the opportunity of increasing the number of work study interns with disabilities that might be placed within our organization. In addition, the organization is on the verge of adding a 2nd full-time employee onto the team in the 2020 year. At this time, we have a number of volunteers and contracted team members who rotate in and out of the office supporting the programs for the organization. Finally, this space provides access to a large meeting room and dining hall at no additional cost. We plan to utilize these amenities for our recurring training, programs and events in the future saving us the associated facility expenses.

With this much needed change also comes several new expenses: rent, additional furnishings, and accessibility renovations for a family restroom to be used by those associated with disABILITYsa. The building management has made a number of updates to an otherwise aging facility, but there is still room for improvement. A number of our suggestions have been accepted and the management is willing to incorporate them into plans. The finish-out of an accessible restroom and the addition of an adult changing station are two accommodations that would greatly benefit the operations of disABILITYsa while enhancing the inclusive spirit of this collaborative nonprofit environment. Our programs would not be possible without the equipment we have accumulated over the past 13 years, so there is a continuing need for storage to house equipment and supplies that are used in the successful operations of AccessAbility fest, abilitySTRONG Parade, and Fiesta Especial programs along with a number of other Special Events. As disABILITYsa continues to develop greater sources of funding for projects and operations, we expect to realize a more equitable balance in our income and expenses allowing us to meet future rent and storage unit expenses.

On average annually, disABILITYsa directly touches 14,000 individuals through programs and services to include children and adults living with a disability as well as those within their support networks through a variety of programs including AccessAbility fest, abilitySTRONG Parade, Conversation 360?, Food for Thought, Fiesta Especial Royal Court, Fiesta Especial 5K & Parade, Fiesta Especial Celebration Day or a wide array of advocacy efforts. From leadership training programs and action provoking conversations, to community celebrations and programs for connectivity; disABILITYsa's ripple reaches far beyond the individual lives that we directly in any of our one-day or recurring programs. Our team is constantly working to advance public attitudes, effecting changes in the way that people think about and define disability. With advocacy efforts to change the landscape of who is invited to the decision making tables in civic government to moving conversations to include adult changing stations in public places, we indirectly impact a great many more individuals that we have counted. This would not be possible without volunteer support from the community, and this facility growth, while only incremental, will enable disABILITYsa to better accommodate their time and service within our office.

Evaluation Plan:

In addition to maintaining the successful operations of disABILITYsa, our new office location will also result in: 1) increased engagement opportunities for children and adults living with disabilities and their support networks as they actively participate in programs and events at our new space, 2) greater engagement and collaboration with other nonprofits as we host events onsite to share resources and ideas and provide support, and 3) increased volunteer participation.

Plans to sustain project beyond the term of this request:

We have a one year lease agreement ending August 2020, at which time we will assess whether the space continues to meet the needs of our mission and staff and the associated cost is in alignment with our anticipated future growth.

Line item Budget:

Line Item Description	Total Project Funds Allocation	Gordon Hartman Funds Allocation
Office Rent (\$600/month)	\$7,200	\$7,200
Bathroom Rennovations	\$2,975	\$2,975
Adult Changing Station (30	\$2,565	\$2,565
Storage Unit	\$4,884	\$0
Office Supplies	\$320	\$0
Office Furnishings	\$1,264	\$1,260
Office Equipment	\$271	\$0
Paint & Paint Supplies	\$190	\$0
TOTAL:	\$19,669	\$14,000

BOARD OF DIRECTORS

LIST OF BOARD DIRECTORS

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