

# FUNDING APPLICATION

## GENERAL INFORMATION

### Organization Information

<b>Legal Name:</b> Young Life		<b>Federal Tax ID#:</b> 84-0385934		<b>Are you a 501(3)(c) charity?</b> Yes	
<b>Address:</b> P.O. Box 12226		<b>City:</b> San Antonio		<b>State:</b> Texas	
				<b>Zip Code:</b> 78212	
<b>Website:</b> <a href="https://sanantonio.younglife.org/">https://sanantonio.younglife.org/</a>			<b>Fax:</b> (210) 287-4876		

### Head Of Organization

<b>Name:</b> Annie Mays		<b>Title:</b> San Antonio Metro Director			
<b>E-Mail Address:</b> anniemays25@gmail.com		<b>Phone:</b> (210) 287-4876			

### Application Contact

<b>Name:</b> Annie Mays		<b>Title:</b> San Antonio Metro Director		<b>E-Mail Address:</b> aschsyd@gmail.com		<b>Phone:</b> (210) 393-8459	
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**Previous funding received from The Gordon Hartman Family Foundation**

Year	Funding \$
2007	\$1,000
<b>Total</b>	\$1,000

**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 \$:
\$12,000	\$124,261	\$420,335

**Mission Statement:**  
The mission of Young Life is to introduce adolescents to Jesus Christ and help them grow in their faith.  
Young Life serves every type of young person, including those with IDD through Capernaum Young Life.

**PROJECT INFORMATION**

**Program / Project Title:**  
Increasing Impact Initiative - San Antonio Young Life Capernaum

**PROJECT TIMELINE**

Start Date	End Date
10/01/2020	09/30/2021

**Program / Project Description:**  
Capernaum--a ministry within the greater Young Life organization--provides community to young people with intellectual disabilities (ages 14-22) through mentorship and faith-based programming that promotes dignity and inclusion in order to set participants on a trajectory of healthy integration into the community. We serve the whole person, and by proxy, their families/guardians, and those who provide services when possible. In the next fiscal year, we seek to elevate the impact of our ministry, by strategic growth and by promoting awareness and education within the local branch of our organization.

**PHILOSOPHY AND VISION**

Young people want a place where they're accepted, can have meaningful friendships, and can experience fun, adventure, and joy. They also want to discover their purpose in the world. Capernaum staff and volunteers develop relationships with teenagers with disabilities where all are invited, celebrated, and needed. Those who need assistance can and should participate fully in activities that build self-esteem and challenge their limits. We minister to the whole person, and respond to each individual's needs--physical, mental, relational, spiritual, and emotional.

The vision of Capernaum is to build relationships with and provide activities through which young people with disabilities have the opportunity to experience God's love and explore a personal relationship with Jesus Christ--an opportunity largely denied to individuals with disabilities. We also seek to be a bridge that restores the broken relationship between society at large and the members of our community who are differently-abled. As Kevin Timpe writes in his book, *Disability and Inclusive Communities*, "We all live better lives when we structure our communities in ways that include rather than exclude...we improve our communities."

Spirituality is part of a holistic approach toward a good quality of life. Every person deserves the opportunity to choose how they respond to, engage with, and express their spirituality. Unfortunately, inaccessibility hinders involvement in faith communities because it often portrays an intolerant rather than welcoming environment.

Capernaum exists under the international organization of Young Life, founded in 1941 by a youth pastor who believed every kid had the right to hear the message of Jesus Christ and decide how to respond. Annually Young Life reaches over 2.5 million kids (age 11-22) from all backgrounds, abilities, and circumstances, including teens with disabilities and teen moms. Participation is not contingent upon response to faith--all are welcome regardless of faith background or spiritual expression.

Local expressions of Young Life--called 'Areas'--exist wherever a community invites Young Life and supports our work. Areas may include one or more ministry type (high school students, students with disabilities, teen moms, etc.) that addresses and reflects the unique needs of its community.

San Antonio currently has nine distinct Young Life Areas representing twenty-five individual ministries and impacting over 1,500 students weekly. Two of these Areas--Northwest and South--reach students with disabilities through their Capernaum programs.

In Capernaum we intentionally focus on relationships by mentoring youth. We offer activities that promote life to the full and small groups for kids who wish to learn more and grow in their faith.

Capernaum also promotes leadership development for kids through service opportunities. We encourage students to take ownership of events, and we provide avenues in which they serve their peers as well as the broader community.

We aim to successfully launch kids into adulthood as engaged participants and leaders within their communities and a local church body (if they chose). This applies as much to our friends with disabilities as it does to anyone else involved within the ministry of Young Life.

#### CAPERNAUM IN SAN ANTONIO

San Antonio's two Capernaum ministries on the northwest and the south sides are unique to the local communities they serve.

San Antonio Northwest Capernaum (est. 2015) reaches sixty-one teens with IDD from Helotes to Alamo Heights, and Leon Springs to Balcones Heights, with an average of thirty students attending events and Bible studies. Several of the Capernaum alumni have graduated from our adult volunteer leader training program and are actively serving the ministry. Since March the Northwest Capernaum ministry has successfully pivoted to virtual outreach and, when safe, small-group interaction. In lieu of summer camping, they hosted a virtual three-day "camp" experience for twenty-eight students!

San Antonio South Capernaum (est. 2019) serves students within Harlandale ISD. We have a healthy and collaborative relationship with Mission Road Ministries and host our weekly evening event on the campus of Mission Road Development Center for their thirty-five residents. This summer, we continued our regular weekly outdoors and separated by a fence to limit exposure to COVID-19. This year, our first Capernaum alum will go through our adult volunteer leader training program to be placed as an adult volunteer.

While our ministries are healthy and thriving, we recognize our responsibility to build bridges between able-bodied kids and differently-abled kids that improve the lives of all our participants by exposure and education to promote the dignity and celebrate the value of kids with IDD. We also believe we need a strategic ministry expansion plan to better serve our current and future participants.

#### PROJECT GOALS

Our first goal is to create more inclusive spaces within other non-disability-focused Young Life ministries. We will educate all Young Life staff and volunteers about ableism and train them in best practices of disability ministry. The ideal outcome is that individuals with IDD who would be better served in a "typical" Young Life ministry environment are reached, appropriately supported, and welcomed in non-Capernaum spaces.

The second goal is to build a bridge between neurotypical students and their peers with disabilities. This bridge must begin with intentional exposure for typical students--through awareness, education, eradicating prejudice, and service--and result in mutual respect between the two groups and lifelong practices of inclusion and advocacy.

Our third goal is to grow our impact by identifying new opportunities for expansion within the northwest and south ministries. We will do this by re-evaluating the physical boundary of influence of Northwest Capernaum, and by recruiting and training more volunteers in both Areas.

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**Evaluation Plan:**

The overall goal of this project is to expand the impact of Capernaum in both Areas through three goals listed below. Quarterly evaluation will document success in meeting objectives and milestones, and will assess project impact on the two Areas, including participants, Staff, and volunteers.

The evaluation will ensure that: a) implementation is systematically and consistently monitored, b) specific progress measures are used to accurately assess quality and completeness of activities; c) necessary modifications will be made to ensure success.

The South and Northwest Capernaum Coordinators implement the project. The Regional Capernaum Coordinator provides objective evaluation services: monitors progress, analyzes data, develops quarterly reports, and assesses project success. They report findings quarterly to the Area Directors and Divisional Capernaum Coordinator--opportunities to assess project success, allowing for modifications if necessary.

Upon successful project completion, all Capernaum Coordinators will modify (if necessary) and disseminate project plan and evaluation to other Capernaum ministries throughout the region.

Goal #1: Promote inclusion within all Young Life ministries in both areas.

Purpose: Young Life is not complete without participants with disabilities.

Objective:

- o All staff and volunteers in both areas will

- receive training on ableism and best practices of disability ministry, regardless of ministry focus

- identify and process prejudices, and work toward personal and group growth in this area

Activities:

- o Annual Supplemental disability training day for Young Life Staff and volunteers from both Areas participating

- Bi-annual meeting with Area Directors and Capernaum Coordinators from each area to 1) assess attitudes of staff and volunteers, and 2) identify additional training needs if necessary

Measure of Success:

- o All staff and volunteers trained

- o Personal prejudices altered

- o Staff and volunteers actively welcome students with IDD

Goal #2: Build bridges between neurotypical students and their peers with disabilities.

Purpose: Encourage respect for and intentionality toward students with disabilities, which promotes positive attitudes toward people with disabilities.

Objective:

- o Expose typical students to their differently-abled peers through offering opportunities to serve each other and serve together

- o Include students as equitable participants in all ministry events

Activities:

- o For each area:

- Two service opportunities quarterly

- One accessible/inclusive event each quarter

Measure of Success:

- o Goals for service and inclusive events met

- o Increased number of students participating

- o Personal prejudices altered

- o Friendships formed between both groups

Goal #3: Elevate the impact and expand the reach of both Capernaum ministries.

Purpose: Continue our ministry mission and vision by reaching more kids.

Objective:

- o Grow our volunteer base in both areas to serve more kids well

- o Expand ministry impact:

- in Northwest by launching a second Capernaum ministry in the area by September 30, 2021

--in South by reaching HISD students living outside the Mission Road Development Center campus

Activities:

- o Recruit and train at least two more adult volunteer leaders in each area
- o Evaluate the existing boundaries of Northwest Capernaum
- o Create and immediately execute a comprehensive ministry launch plan for the second Capernaum ministry in northwest San Antonio

Measure of Success:

- o Four new trained volunteers
- o Ministry launch plan executed
- o Deadlines met for plan
- o More kids reached

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**Plans to sustain project beyond the term of this request:**

In order to sustain this project beyond this fiscal year (October 2020 - September 2021), we plan on pursuing the following goals, many of which are typical functions of sustainability we implement in our organization. The first two categories are permanent strategies that we have always utilized for ministry sustainability. The last category--Internal organization and communication--is new and unique to the project, as shown by two astrisks (\*\*) before the category title.

**ONGOING FUNDRAISING** We will continue to seek funding from foundations and private funds, businesses to sponsor fundraising events, and individual donors. Strategies include:

- o Hosting fundraising banquets and events
- o Online giving campaigns
- o Inviting individual donors to give, and inviting potential and current donors to a Capernaum event to understand our work and experience the impact for themselves
- o Maintaining relationship with funding sources above by:
  - Monthly email updates on general progress of ministry through emails (different update from the quarterly internal project report), hand-written notes, phone calls, and in-person meetings. Updates to foundations will follow foundation guidelines.

**PROGRAM SUSTAINABILITY:** Our goal is never to address every issue and need within the disability community. We have a specific ministry focus, and we acknowledge the value that other organizations provide to the disability community. We know we are better together, so we will continue to:

- o Partner with other groups that provide services to the disability community to
  - share knowledge and resources
  - avoid duplication of efforts between groups
  - create a broader and more holistic network for good that benefits recipients of services as well as the individual organizations. Both Capernaum ministries in San Antonio have worked together to initiate partnerships with several organizations, including 1) local high schools and post-secondary programs (teachers, aids, life skills directors, etc.), and 2) nonprofit organizations around the city, including: Mission Road Ministries, The Arc of San Antonio, The Believe It Foundation, disABILITYsa, ProjectMEND, and several churches around San Antonio.
- o Identify and add at least one key stakeholder representing the disability community to each area's Committee. Committee is a critical component of every Young Life Area, comprised of an average of ten local adult advocates and supporters of Young Life (regardless of donation status). Committee members serve area staff by providing accountability for Area goals, fundraising, event planning, donor recruiting, and financial oversight support.

**\*\*INTERNAL ORGANIZATION AND COMMUNICATION:** We will implement new working relationships between Regional Capernaum Coordinator, local Capernaum Coordinators, and Area Directors to insure long-term implementation of the plan.

- o Regional Capernaum Coordinator will provide long-term support (to local Capernaum Coordinators) such as 1) providing annual supplemental disability training for Young Life staff and volunteers, 2) helping to identify opportunities for integration, 3) providing resources to Coordinators to support their local ministries, and 4) identifying further goals to build upon the original project plan.
- o Capernaum Coordinators in the northwest and south areas will work closely with their supervisors--Area Directors--to continue implementation of project efforts and sustainable ministry growth

**Line item Budget:**

<b>Line Item Description</b>	<b>Total Project Funds Allocation</b>	<b>Gordon Hartman Funds Allocation</b>
Staff Compensation	\$75,511	\$7,551
Staff Travel & Training	\$6,000	\$600
Youth Programming	\$12,000	\$1,200
Communications	\$3,000	\$300
Events & Fundraisers	\$6,000	\$600

Leadership Meetings	\$2,250	\$225
Insurance, Payroll, HR, Tech Support	\$19,500	\$1,950
<b>TOTAL:</b>	<b>\$124,261</b>	<b>\$12,426</b>

## **BOARD OF DIRECTORS**

### **LIST OF BOARD DIRECTORS**

<b>Name &amp; Office Held</b>	<b>Corporate Affiliation</b>
Mark Carvajal, Chair (San Antonio South)	Carvajal Pharmacy
Jenny Hernandez, Taking Donors Seriously Chair (San Antonio South)	Hernandez Construction Co.
Annie Mays, Finance Manager (San Antonio South)	Young Life
Sean Segovia, Capernaum Liaison (San Antonio South)	Harlandale Independent School District
Victor Martinez, Prayer Coordinator (San Antonio South)	Redeemer Presbyterian Church
Jeanie Martinez, Leader Care (San Antonio South)	n/a
Daniel Torres, Area Director (San Antonio South)	Young Life
Chris Butler, Chair (San Antonio Northwest)	Leja Luxury Real Estate
Brittany McCanlies, Taking Donors Seriously Chair (San Antonio Northwest)	n/a
Terry Smith, Events Coordinator (San Antonio Northwest)	Retired
Scott Greenbauer, Donor Care (San Antonio Northwest)	Perf Sealers
Emilio Lira, Donor Care (San Antonio Northwest)	Waddell & Reid
Laura Llana, Events (San Antonio Northwest)	n/a
Jacob McCanlies, Finance Manager (San Antonio Northwest)	Finance Specialist
Philip Gose, Events (San Antonio Northwest)	Jefferson Bank