

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: SA Life Academy	Federal Tax ID#: 20-5613727	Are you a 501(3)(c) charity? Yes	
Address: 722 Robinhood Place	City: San Antonio	State: Texas	Zip Code: 78209
Website: www.salifeacademy.org	Fax: (210) 382-1247		

Head Of Organization

Name: Cindy Boynton	Title: Executive Director
E-Mail Address: cindy@salifeacademy.org	Phone: (830) 444-8506

Application Contact

Name: Laura Leach	Title: Associate Director	E-Mail Address: laura@salifeacademy.org	Phone: (830) 444-8506
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Has the organization applied to the Gordon Hartman Family Foundation in the past and been declined?

Yes
SA Life Academy (formerly Texas Special Needs Foundation) submitted a letter of inquiry (LOI) requesting funding in the amount of \$17,500 towards the Music and Art Therapy programs in May 2018.

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$10,000	\$76,770	\$443,098

Mission Statement:

The mission of SA Life Academy is to provide exceptional learning opportunities to help individuals with intellectual or developmental disabilities live full and active lives.

PROJECT INFORMATION

Program / Project Title:

SA Life Academy Program Expansion

PROJECT TIMELINE

Start Date	End Date
01/01/2020	12/31/2020

Program / Project Description:

SA Life Academy (SALA) is requesting funding in the amount of \$10,000 towards the expansion of our year-round continuing education program that serves 38 high-functioning individuals with intellectual and developmental disabilities (IDD) ages 18 and older. The program expansion, which will occur in January 2020, includes the addition of a third class of 12 students per day and 20 students per week. As detailed in the project line item budget, SALA is requesting \$7,500 in funding for program activities and curriculum costs. Program activities include weekly community outreach and recreational and educational outings. Curriculum costs include educational resources purchased by Program Directors that are tailored to meet the holistic needs of students. SALA is also requesting \$2,500 towards the salary of program staff. As SALA maintains a low student-to-teacher ratio, an Instructor and Associate Teacher will be hired as part of the program expansion.

The 52% increase in students and their families served meets a pressing need recently highlighted in a 2018 Assessment of Area Adults with Autism and Other IDD conducted by the Kronkosky Charitable Foundation on behalf of Autism Lifeline Links. The groundbreaking assessment found that 21,600 adults in Bexar County have autism or an IDD. Of these 21,600 individuals, only 10% were receiving formal service coordination as of 2017 through the Alamo Area Council of Governments. In addition, more than 80% of individuals were living at home with a family member serving as the caregiver. On a weekly basis, SALA receives phone calls from parents seeking a stimulating learning option for their child who has spent a majority of their time sitting at home upon graduating from high school. In Bexar County alone, there are 7,000 individuals on the 15-year long waiver waitlist to receive community-based support services aimed at preventing costly institutional care. Thus, the ability to serve more students and their families "for life" through our program expansion is critical.

In line with the mission of the Gordon Hartman Family Foundation, our program expansion equips SALA with the ability to provide exceptional learning opportunities that positively transform the lives of 20 additional students, their families and caregivers. This positive transformation is accomplished through a fourfold approach to our programming. First, we aim to create an environment in which students can securely develop meaningful relationships. Research has shown that social inclusion enhances the quality of life of individuals with intellectual disabilities (Hall, 2010). Individuals with intellectual disabilities, however, typically have fewer social networks and less genuine friendships than those without intellectual disabilities (Gilmore & Cuskelly 2014). To promote an environment of social inclusion for individuals with IDD, SALA students participate in weekly activities that foster relationship building such as cooking classes, volunteerism, and group outings to local venues such as Morgan's Wonderland. Secondly, SALA advances the health and wellness of students through educational classes, art, music therapy, fitness classes, and participation in the Special Olympics. SALA has also partnered with the YMCA Health Matters program which is specifically designed for adults with IDD and their caregivers who want to become better informed about their own health, nutrition, and fitness. Research has shown that when provided adequate training and support, individuals with IDD choose health-promoting behavior (Wullink, et al., 2009). Thirdly, SALA promotes integration into the community through volunteerism and weekly outings. SALA students volunteer 5-6 hours weekly at non-profits such as Meals on Wheels, the San Antonio Food Bank and Children's Hunger Fund. Volunteering encourages better community integration, builds self-esteem, and provides for skills development for individuals with IDD. (Brennan, 2015). Furthermore, full access into daily community life is recognized by the Office of the U.S. Surgeon General as critical to improving and sustaining the health and wellness of individuals with IDD (2005). Lastly, SALA strives to combat the low rates of employment experienced by individuals with IDD through life and job-skills training. While the Individuals with Disabilities Education Act (IDEA) requires schools to help students design transition plans and provide job training for their lives after graduation (Learning Disabilities Association of America, 2018), most individuals with IDD are unemployed or underemployed (Bureau of Labor Statistics, 2018). This year, SALA implemented a Ready to Work Program which utilized the Department of Labor's "Soft Skills to Pay the Bills" program, a proven model utilized in schools nationwide. As part of our program expansion, SALA will be partnering with Todd Foreman, Business Developer at Professional Contract Services, Inc., to become a service provider through Texas Workforce Solutions-Vocational Rehabilitation Services (TWS-VR). In addition to expanding our Ready to Work Program, we will also be offering additional "explore" classes such as social media entrepreneurship that allow students to discover their interests and work towards achieving life goals. Through strategic programming, we aim to transform the lives of not only our students, but their families and caregivers. As a SALA parent stated, "This program has positively changed all of our lives."

Expected results due to the program expansion include an additional 175 hours of collective community outreach hours logged throughout 2020 due to an increased number of students volunteering 5-6 hours weekly. Our current group of 38 students average 75 hours of volunteer hours per quarter. We also anticipate that the percentage of students able to perform job tasks without prompts will increase throughout the year, particularly due to the enhancement of our Ready to Work program. Program Directors use matrices that track job tasks such as serving food, setting the table, and vacuuming. This year, we have seen the number of students who can complete 100% of job tasks tracked without prompts increase by 33%. SALA also expects to receive a high satisfaction rating (7 or above out of 10) from families served through quarterly surveys. It is important that we understand the positive transformations happening not only at SALA, but at home. It is our hope, as one parent stated, that SALA be a beacon of hope for the future of our city and individuals in the special needs community.

Evaluation Plan:

SALA utilizes an innovative staffing model in which certified Special Education teachers also serve as program directors. As our teachers have a wealth of hands-on experience working with individuals with IDD, we rely upon their expertise to strategically design our programs. In doing so, program directors ensure the impact of each program is properly captured and timely adjustments are made to address any shortfalls and ensure continuous improvement. As stated in the program description, SALA anticipates that an additional 175 hours of collective community outreach hours will be logged, an increased number of students will be able to perform job tasks 100% of the time, and families and/or caregivers will be highly satisfied with the SALA program. To evaluate community outreach hours logged, SALA Program Directors will track weekly volunteer hours in Excel and provide a quarterly report that includes all volunteer hours completed for the month. Program Directors will also measure progress students have made on independent living and job skills through informal assessments such as observations and task analysis. Students' progress will be captured in a matrix created in Excel and updated quarterly. To evaluate the satisfaction of families and caregiver served, SALA will send out a quarterly survey that gathers anecdotal evidence pertaining to program effectiveness. Through this feedback, we can make timely adjustments and ensure continuous improvement in our program.

Plans to sustain project beyond the term of this request:

SALA plans to sustain the project beyond the term of this request through strategic planning that includes a targeted approach to fundraising and continued program growth. Our targeted approach to fundraising includes the construction of an annual development plan by our Associate Director who has 16 years of nonprofit development experience. The goal of the annual development plan is to ensure SALA raises sufficient funds to cover operational costs associated with the program expansion and beyond through grant proposals, fundraising events such as the Big Give and our annual gala. We also intend to continue to develop relationships with individual donors and corporations who have a vested interest in our mission. In 2019, SALA increased fundraising through the Big Give by 400% and this year, gala attendance is set to increase by 64%. The more individuals that are aware of the critical need we are meeting in our city, the more opportunities there will be to grow our program and expand our outreach.

Line item Budget:

Line Item Description	Total Project Funds Allocation	Gordon Hartman Funds Allocation
Program Instructors	\$59,000	\$2,500
Payroll Taxes & Benefits	\$5,370	\$0
Travel/Mileage	\$1,500	\$0
Marketing/Printing	\$1,000	\$0
Program Activities and Curriculum	\$7,500	\$7,500
Program Supplies	\$2,400	\$0
TOTAL:	\$76,770	\$10,000

BOARD OF DIRECTORS

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Kristine Clark, Board President	Sanofi (multinational pharmaceutical company)
Bryan Boynton, Treasurer	Ameriprise
Dr. Susan Mengden, Secretary	Esperanza Eating Disorder Center/Psychologist
William B. Kingman	Kingman Law
Ryan LeBlanc	Shirley Group
John Vollmer	Vollmer Products International
Dr. Michael Leonard	Alamo Neurological Institute

Nico LaHood	LaHood Norton Law Group
Amy Martin	N/A