

## Hominy child care

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*RFP for Coronavirus State and Local Fiscal Recovery Funds*

### ***Hominy Baptist Church***

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# Application Form

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## Question Group

Buncombe County requests proposals for projects to help the community recover from and respond to COVID-19 and its negative economic impacts.

Buncombe County has been awarded \$50,733,290 in Coronavirus State and Local Fiscal Recovery Funds (Recovery Funding), as part of the American Rescue Plan Act. To date, Buncombe County has awarded projects totaling \$23,093,499, leaving a balance of \$27,639,791 available to award.

Visit <http://www.buncombecounty.org/recoveryfunding> <http://www.buncombecounty.org/recoveryfunding> <http://www.buncombecounty.org/recoveryfunding> <http://www.buncombecounty.org/recoveryfunding> <http://www.buncombecounty.org/recoveryfunding> <http://www.buncombecounty.org/recoveryfunding> <http://www.buncombecounty.org/recoveryfunding> for details.

This infusion of federal resources is intended to help turn the tide on the pandemic, address its economic fallout, and lay the foundation for a strong and equitable recovery.

Buncombe County is committed to investing these funds in projects that:

- Align to county strategic plan and community priorities
- Support equitable outcomes for most impacted populations
- Leverage and align with other governmental funding sources
- Make best use of this one-time infusion of resources
- Have a lasting impact

Proposals shall be submitted in accordance with the terms and conditions of this RFP and any addenda issued hereto.

Click here for the full terms and conditions of the RFP

## Organization Type\*

Nonprofit

## Nonprofit documentation

If nonprofit, attach IRS Determination Letter or other proof of nonprofit status.

## Name of Project.\*

Hominy child care

## New/Updated Proposal\*

Is this a new project proposal or an updated version of a proposal submitted during the earlier (July 2021) Recovery Funding RFP?

Updated version of previously submitted proposal

## Amount of Funds Requested\*

\$181,000.00

## Category\*

Please select one:

- Affordable Housing
- Aging/Older Adults
- Business Support/Economic Development
- Environmental/Climate
- Homelessness
- K-12 Education
- Infrastructure and/or Broadband
- Mental Health/Substance Use
- NC Pre-K Expansion
- Workforce

Small business and non-profit support

## Brief Project Description\*

Provide a short summary of your proposed project.

Hominy Baptist Church has served Candler and Buncombe County since 1812. Hominy child care is a direct ministry of the church, serving 150 children per year. Our five star center directly provides social/emotional learning opportunities, kindergarten readiness, which goes directly to Buncombe counties strategic plan, physical fitness, enrichment, and especially in the past fifteen months direct support for learning loss. Hominy child care wants to increase early education access, kindergarten readiness, retain/attract high quality EC teachers, as well as increase the number of children we are serving at our high quality child development center. Hominy child care is proposing increased access by opening a newly remodeled room for 12 children 12-16 months, increasing our staff by adding two teachers, providing equipment and activities to all student 0-12 years old, a retention bonus for staff who have worked all 15 months of the pandemic, a refurbished bus for our older students.

## Project Plan\*

Explain how the project will be structured and implemented, including timeframe.

1) Hominy proposes the following: upgrade, remodel, and equip an additional classroom for 12 children 12-16 months of age. This will also open up at least 6 additional spots in our traditional toddler room. An increase in access to high quality child care for 18 children overall. We need to add at least two sinks, fire system upgrade, remove/rebuild a retaining wall on the playground, install new fencing, ground resurfacing,

and equipment for the room, as well as new/enhanced windows. Additional playground equipment would be purchased/installed. Hominy is requesting funding for two new teachers for six months until enrollment is at 100%. This funding increases employment, and will attract and retain new EC teaching staff. Overall, this will help these 18 children with kindergarten readiness, a Buncombe strategic goal.

2) Purchase a refurbished school bus (\$5000) (wrap it as well \$5000) for 63 school age students. Hominy child care never closed in March of 2020. We provided a virtual learning program for 15 months for 63 school aged students, who desperately needed virtual learning, social emotional learning, physical fitness, and enrichment. We delayed a bus purchase last year as we were afraid of utilization. This one time purchase will serve 63 students per year for 15 years.

3) Again Hominy never closed when the pandemic started. Teacher retention has been critical. We have not had one positive child case based on our health and safety protocols. We have had some staff get sick, miss time with families, and put themselves at risk. We are proposing a \$2,000 retention bonus money per our 21 staff (\$42,000). They deserve it as they stepped up and worked the entire time, are still here, and dedicated to high quality early childhood education for our 150 kids. We serve hospital, utility, first responders, and a variety of essential workers who never quit working. Where would their kids have gone without these teachers?

4) Overall the center has not spent the money center wide on equipment, toys, activities, over the past 15 months as we made sure we stayed in business and viable. We propose \$3,000 per our five early childhood classrooms, and \$3,000 four afterschool enrichment activities and equipment. (\$18,000 total). This speaks directly to numerous priorities listed with Buncombe's strategic goals.

5) Hominy does request assistance with direct revenue loss during the months of March, April, and May of 2020, as we did not close, put many parents were put out of work with a funding request of \$35,000. We have been back on track after those first few crucial months, but that revenue loss affected many things, equipment, teacher pay, scholarships, the bus, activities, and the like.

6) Most of these items we can do immediately as a one time purchase. We could have the classroom up and running by late winter to early spring of 2022. The bus, equipment, retention bonus would be immediate with 30 days of award.

## Statement of Need\*

Describe the need that this project will address. Include data to demonstrate the need, and cite the source of the data.

Hominy child care prepares children for kindergarten. Hominy works closely with the Buncombe Partnership for children, as well as NCDCDEE to address increased access to early childhood education. We have previously discussed and agreed with NCDCDEE about the critical need identified for additional classrooms for children 12-16 months of age, which in turn increases or slots for children 16-24 months of age. This is a critical need as cited by Buncombe Partnership, NCDCDEE, NCDHHS, and news outlets all over the state. The first 1000 days of a child's life are critical to how they develop, learn, grow, and become ready for kindergarten. We know from The Journal of Pediatric Medicine and other sources children who are well cared for, who develop social/emotional learning skills, and who have access to stimulating enrichment activities early thrive. Children who thrive have a greater chance of success in school, life, their community. This helps tremendously with the development of a healthy, happy, productive member of society. Hominy put many things aside in March of 2020. We did not close for one day, not one day. We came up with a plan in 24 hours to serve our diverse children and staff. About 20 families lost their jobs. We were overwhelmed with requests from essential workers. Hominy with NCDCDEE expanded our license from 79 to 140 children in late July of 2020. We doubled in service capacity and access to affected families during the pandemic. Quality Early Education and Child Care From Birth to Kindergarten: Elaine A. Donoghue: COUNCIL ON EARLY CHILDHOOD: Pediatrics August 2017. We can also simply look to the Buncombe County data card from NC Child to see to the numbers of children living in poverty, the number of children without access to high quality care, the struggle of the industry to attract and retain high quality teachers. Our turnover has been low on teachers, we want to keep them, we want to expand access. We want to do more.

## Link to COVID-19\*

Identify a health or economic harm resulting from or exacerbated by the public health emergency, describe the nature and extent of that harm, and explain how the use of this funding would address such harm.

Hominy child care as a business was significantly affected by the pandemic, even though we were deemed an essential business under executive order, and we chose to never close for the good of our children. From day one we had 20 families lose their jobs, and additional 40 families chose to work from home. We lost \$35,000 in revenue March-May of 2020. Since we were open essential workers flocked to us and we rebounded by June of 2020. Day one we opened a virtual school age program for children, who were displaced and traumatized by the closing of schools. Our teachers and staff were terrified, and for a time worked reduced schedules, thus reducing their wages. We reduced tuition for families' modified schedules. We implemented costly health and safety protocols while the state disappeared from the radar. No professional help was available to us for on site consultation or even phone consultation. We researched and implemented protocols ourselves. We never had one positive child case associated with our facility. Families, students, teachers, and staff worked together to ensure every child had what they needed. This took a significant toll on teachers, and children. We got through it. We spent money we did not have to ensure virtual learning occurred for every student that needed it from the Enka district and Buncombe county. We did what the state requested and doubled our licensed capacity after four months as the state and county was desperate for child care spots. We put ourselves on the line to ensure stability, social/emotional learning, combat learning loss, and ensure enrichment activities were in place. I have worked in the field for 33 years, and the commitment, dedication of our community of parents and teachers is unmatched. We put ourselves on the line to serve families, who serve Buncombe County and NC. Our request for retention bonus, revenue loss, equipment, a bus, and a new room, is very reasonable. Half of our teachers got Covid.

## Population Served\*

Define the population to be served by this project, including volume and demographic characteristics of those served.

1) Currently we have 140 licensed spots for children 0-12 years of age. Our current enrollment is 145 based on both full/part time slots. This request would increase our licensed capacity to 152. Overall it would create 18 new spots for children 12-24 months, with the focus of a newly opened room, as well as backfilling transition spots to the new room. We are focusing on this age group as both Buncombe Partnership & NCDCCDEE stating this is a critical need.

2) The bus and bus wrap would be a one time cost to help 63 school aged students for over a decade at least. These students have been decimated by learning loss, social/emotional loss, trauma, loss of friends, and in general their life being turned upside down. So far they are having a great summer engaged in both physical activities, educational activities, and activities helping them to just be K-6th grade kids.

3) The equipment request would serve all 152 children 0-12 years of age. We spent money we did not have based on hope, need, and faith. We did it for the kids. We are ok but new equipment money is sorely needed for all kids.

4) Making up for the revenue loss from March-May of 2020 would significantly help all 152 children.

5) Teacher retention bonus money at \$2000 per teacher would be a miracle for teachers and staff they put themselves on the front line.

6) Currently we serve 145 kids full and part time with our licensed capacity of 140 spots. Approximately 45 of those slots are dedicated to children on subsidy. We have a wide range of incomes at our facility with parents being in medical, utility, education, first responders, construction, and sales industries. We have 13 children who identify as Hispanic, 122 who identify as Caucasian, 9 who identify as African American. When I arrived at Hominy 4 years ago there were only 20 children in the program total, and as I remember we had 1 Hispanic child here, who is still here, and no other minorities represented. + progress.

## Results\*

Describe the proposed impact of the project. List at least 3 performance measures that will be tracked and reported. If possible, include baselines and goals for each performance measure.

1) The one time immediate impact of obtaining, servicing, an wrapping a bus would benefit 63 school aged students with social/emotional learning, learning loss, enrichment, physical/educational activities, and social opportunities with their peers. This can easily be measured by the number of children transported to and from these activities in the community.

2) An immediate impact of a one time fund for teacher and staff retention money, impacting 21 staff. This is easily measured by the retention of 21 staff at a program serving 152 children, all of whom have been through the most difficult 15 months. They did this on a face to face basis, putting themselves, and their families at risk. No complaints, they just did their job for Buncombe County, and NC. They are heroes.

3) A new room for little folks 12-16 months of age, a new playground, new equipment, new sinks, new fencing, new retaining wall, new playground surfacing, new tables, chairs, changing tables, activities, the works. Also this opens new spots for our 16-24 month old children, reduces our waitlist and flat increases access to high quality early education, and kindergarten readiness. We can easily measure this one time funding by the number of smiling children served.

4) One time funding for 6 months of salary at \$36000 can easily be measure by the hiring and retention of two new teachers, with two weeks of vacation, 75% of health insurance paid, 12 sick days, and paid holidays. Our pay range for a lead teacher with an associates is \$16/hour, and \$14/hour for a teacher assistant who would have credentials plus an additional 6 EC credit hours.

5) One time funding for \$18000 in new equipment across 5 classrooms and afterschool is easily measured by purchased equipment through invoice. This will serve all 152 children.

6) One time funding for revenue loss is measured by staying in business, expanding access, quality, and serving the children of Buncombe County, who have been affected.

## Evaluation\*

Describe the data collection, analysis, and quality assurance measures you will use to assure ongoing, effective tracking of contract requirements and outcomes.

Our finance manager and I will develop a tool for oversight, review, and tracking of all revenues coming from this grant through a special account for AR and AP. A detailed report can be sent to Buncombe County on all data collected, children served, monies spent, increased access, contract compliance, equipment, bus, and staff salaries, bonus money, and payments to construction vendors. From a qualitative standpoint any grant monies awarded would be put to good use for a high quality five star facility, with a 98.5% state compliance rate for license visits. We will continue to increase access and kindergarten readiness for all our children, and providing opportunities for our school aged children. When I arrived four years ago this was a three star facility. Very quickly we moved it to five stars. There were only 5 employees, now there are 21 employees. There were only 20 children when I arrived, now there are 144. Only 3 children utilized subsidy, now 45 children do. The compliance score was in the 70's, now is is 98.5 percent. Point being we can provide qualitative scores all day on well spent grant money for the children in the Enka district. Hominy Baptist has been here since 1812. We are not going anywhere. Hominy child care is a direct ministry of the church, and is a major resource for the Candler area and Buncombe County. The child care portion of our church is well supported by our Deacon body. Everyone is amazed at how much we help the community around us. We will provide and be good stewards of any grant monies awarded and will provide whatever reports are necessary. Unfortunately as this is a competitive grant process it is of note many of the other well know child care centers in Buncombe are on or recently have been on administrative action. I suppose it is a question of who you can trust. Hominy child care is well regarded in the community and specifically for the quality outcomes we have and will continue to produce.

## Equity Impact\*

How will this effort help build toward a just, equitable, and sustainable COVID-19 recovery? How are the root causes and/or disproportionate impacts of inequities addressed?

Hominy Baptist and Hominy child care represent the Candler community in Buncombe County. Hominy is a hub for the community. We serve everyone through our work with children, ABCCM, Daily Bread meals to the elderly, blood drives, our adult day activity program, youth and adult worship, Boy and Girl scouts, youth sports with our gym and softball field, meeting spaces for community groups, Room at the Inn, addiction recovery meetings, and the list goes on and on. People in Western Buncombe county desperately need these services, as well as the one requested in this grant. Grant monies for Hominy child care free up other church revenues to fund and do these other vital community functions as life gets back to normal. Bottom line is there is not a lot of service delivery in Western Buncombe. What services that are offered come through our community hub at Hominy. We serve a diverse demographic through our various services. We wish it was more diverse but given the demographics of the immediate area we do pretty well across community groups. We have been here for the community. We will continue to be here for the community. Any help we get goes straight back out to the Candler area. Children, youth, the elderly, rich, poor, all have access here. We want to do more. We have great health and safety protocols in place to address the pandemic, and that is shown by few to no cases. We did have a few teachers get sick at Thanksgiving/Christmas when everyone was indoors. Families have been so blessed by our being open, doubling our capacity, and taking in more essential workers. We did everything that was asked by the state, county, and Washington. We stepped into the breach.

## Project Partners\*

Identify any subcontractors you intend to use for the proposed scope of work. For each subcontractor listed, indicate:

- 1.) What products and/or services are to be supplied by that subcontractor and;
- 2.) What percentage of the overall scope of work that subcontractor will perform.

Also, list non-funded key partners critical to project.

- 1) NC Department of public instruction for purchasing a refurbished school bus.
- 2) NCDCDEE non paid license advice, approval, consultation, coordination, technical assistance.
- 3) Buncombe Partnership non paid consultation, coordination, technical assistance.
- 4) Best bid on a general contractor for room remodel/upgrade, windows, sinks, fencing, retaining wall, etc....
- 5) Infinity systems for fire alarm upgrade for remodeled room.
- 6) Non paid consultation with health department/inspector, and fire marshal.
- 7) Discount School Supply and Kaplan School supply for equipment, materials, educational toys, enrichment activities, etc...

## Capacity\*

Describe the background, experience, and capabilities of your organization or department as it relates to capacity for delivering the proposed project and managing federal funds.

My expertise is in federal, state, and county funding. I have dealt with everything from grants, subsidy, endowments, fundraising, special funding for essential workers, expanded subsidy, ICF funding, therapy funding, Medicaid, Medicare, food stamps, NC Hope, county budgets and funding streams. Basically about anything you can imagine financial wise for early education, public education, MH/DD/SAS, subsidy on down the line. My masters is in public administration, with undergrad degrees in social work, public administration, and education. I have 33 years experience with county, state, and federal funding sources. My board chair is a retired superintendent of public schools for NC, and our finance director has 25 years

experience in public funding, revenue reporting, and analysis. I and my team are very used to complex restructuring and expansion. This is actually not a huge or complicated project for my team. We have done this many times over the years.

### Budget\*

Provide a detailed project budget including all proposed project revenues and expenditures, including explanations and methodology. For all revenue sources, list the funder and denote whether funds are confirmed or pending. For project expenses, denote all capital vs. operating costs, and reflect which specific expenses are proposed to be funded with one-time Buncombe County Recovery Funds.

Download a copy of the budget form [HERE](#). Complete the form, and upload it using the button below.

Recovery-Funds-budget-template (1).xlsx

### Special Considerations\*

Provide any other information that might assist the County in its selection.

When the pandemic hit in March of 2020 Hominy child care could have closed for a while and saved a lot of money by laying off staff. The end result would have been staff losing everything they had in life. Our families would have been without care and would not have been able to work thus affecting many frontline industries. The families that flocked to us would not have been able to if we had not been open. We filled a huge need for Buncombe as one of only handful of places that was open for families and children. Our school aged children literally had nothing. We created a five-star virtual program for them for a year. We never had one positive child Covid case as we immediately put in health and safety protocols without input from anyone as all state operations shut down. Our point is this, we stepped into the breach. We stepped up for our children, families, and Buncombe. We would love to move forward with all these projects with your help. We feel this is a worthwhile and well deserved request to help a lot of kids over the years. There is not a lot of available services in far western Buncombe. Help us help the kids out here. We appreciate all the time and attention the committee is putting into this request.



# File Attachment Summary

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## *Applicant File Uploads*

- Recovery-Funds-budget-template (1).xlsx

## Coronavirus State and Local Fiscal Recovery Funds Proposed Project Budget

<b>Organization Name:</b>	<b>Hominy Baptist Church: DBA Hominy Child Care</b>
<b>Project Name:</b>	<b>Hominy Child Care</b>
<b>Amount Requested:</b>	<b>181,000</b>

Proposed Project Revenue Funder	Amount	Confirmed or Pending?	Notes
Proposed Buncombe COVID Recovery Funds	\$ 181,000.00	Pending	This funding will accomplish multiple projects for Hominy Child Care. 1) One time staff retention bonus. 2) One time purchase and wrapping of a bus for 63 school aged students. 3) Upgrade, repair for a new waddler room, increasing access to the community. Renovation of the classroom, playground, fire system, fencing, windows, and points of egress. 4) Six months of staffing, benefits costs for the 2 new teachers in the waddler room. 5) One time revenue replacement from March-May 2020, where we did not close but were significantly affected, thus delaying/canceling many of these projects. 6) Equipment for 152 children across programs.
<b>Total</b>	<b>\$ 181,000.00</b>		

Proposed Project Expenses	Proposed Recovery Funds	Other Funds	Total	Capital or Operating Expense?	Notes
One time retention bonus for 21 teachers/staff	\$ 42,000.00		\$ 42,000.00	Operating	For staff who have worked the entire pandemic, as we did not close for one day. We will utilize this money as a one time operating revenue and expense. Teacher retention is critical across NC right now.
One time refurbished bus and wrapping of bus for 63 school aged children.	\$ 10,000.00		\$ 10,000.00	Operating	We did not buy a bus last year, due to Covid, as we struggled to stay in business. This bus will last more than a decade and serve 63 school aged children per year.
New waddler room (12-16 months of age) upgrade	\$ 40,000.00		\$ 40,000.00	Operating	Upgrade an existing Sunday school room to create a new licensed room for 10-12 children (12-16 months of age). Additional sinks, new windows, new equipment, as well as redoing the attached playground with a new retaining wall, new surfacing, equipment, fencing, lighting, etc...
Six months of start up staffing costs/benefits.	\$ 36,000.00		\$ 36,000.00	Operating	Defraying the costs of staffing, insurance, benefits for six months as new children are enrolled and access is expanded.
Revenue loss for March-May 2020	\$ 35,000.00		\$ 35,000.00	Operating	The revenue loss we suffered, as we never closed, was significant for us and delayed/cancelled all of these projects. We recovered by June 2020 as one of the very few programs that never closed.

One time equipment for 152 children across programs	\$ 18,000.00		\$ 18,000.00	Operating	This equipment, toys, materials, will make a significant difference in the lives of children over a decade.
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		<b>Total</b>	\$ 181,000.00		