

Steadfast House

*FY 2017 Buncombe County Community
Funding*

Asheville Buncombe Community Christian Ministry

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Application Form

Project Name*

Name of Project
Steadfast House

Amount Requested*

Amount Requested
\$240,000.00

Service Area*

Which Commissioner Districts are served by this program?

Access a map of Buncombe County Commissioner districts [here](#).

District 1

Which county sustainability goal aligns best with the goals of this project?*

Based on the Buncombe County Sustainability Plan, select a Category, Goal & Objective that align with the focus of the project and the specific results that will be achieved.

Access the Buncombe County Sustainability Plan [here](#).

Community > Affordable, Green, and Liveable Housing > Work in partnership with other organizations to assist families in finding safe, affordable housing

If applicable, select a second sustainability goal that aligns with project goals.

Result 2 is optional - Select if project aligns with more than one Sustainability Category, Goal & Objective.

Economy > Workforce Development > Identify and reduce barriers to employment (e.g., childcare, transportation, housing, insurance)

If applicable, select a third sustainability goal that aligns with project goals.

Result 3 is optional - Select if project aligns with more than one Sustainability Category, Goal & Objective.

Economy > Workforce Development > Provide robust job training that fits present and anticipated workforce demand

Project Description

Project Description*

Description of Project

ABCCM requests \$240,000 and proposes to serve 20 women who are survivors of domestic violence (single or with children) in a transitional housing environment with case management, with therapeutic counseling, education and work with Work Readiness and job placement, life skills training leading to a living wage job with permanent housing. ABCCM will provide 20 beds at a per diem rate equal to \$1,000 per month per resident that is enrolled in the program. The program will serve victims of domestic violence referred by Helpmate from their emergency shelter or from the community. ABCCM will utilize its current successful transitional housing program to provide safety and stability, wellness and nutrition, life skills training with therapeutic training to assist women in achieving their goals for sustainable income and permanent housing. In addition, ABCCM will utilize its free clinic for the uninsured to provide primary care. ABCCM's licensed pharmacy will be able to provide medication assistance to assist in healing and/or chronic disease treatment. ABCCM's employment and training services will provide scholarships and work readiness training leading to short-term professional certification as well as completing degrees. Our job placement services will put women on the career path toward jobs in the \$12 to \$20 range. Stable income will lead to permanent housing or permanent supportive solutions that are sustainable. Our Follow-up Case Manager will provide supportive services for 1 year upon exit from the program to track and/or assist with stability.

With this level of commitment from the County, we will be able to provide beds after the 90 days of emergency shelter at Helpmate and empower these women with children to stay in Buncombe County rather than having to leave the area and uproot their children from school. ABCCM will increase its capacity to serve these highly motivated women with career level jobs that leads to permanent housing and stability.

How many people will this project serve?*

State the number of individuals or households in Buncombe County that will be served by this project. Also state the number of people that will experience the desired result. For example, if dropout prevention services are being delivered to 100 students, how many will successfully graduate from high school?

ABCCM will serve up to 100 domestic violence women and their children in a twelve month time-frame. There will be a specific enrollment process for these clients. Each participant will receive a contract for success, an individualized employment and training plan, and will be assessed on the Ruby Payne Resiliency Scale. Participants are tracked through the number of classes they participate in and the number of hours in those classes; through the hours of therapeutic involvement, hours in intensive case management, professional certifications completed, job placement, wage an hour tracking on a monthly basis, and tracking savings, hours participating with allies and community meetings; and type of placement into affordable housing. Our current outcomes indicate that 100% will be trained, 20% will be disabled and enrolled in SOAR, 75% will be placed into jobs and all discharged into permanent housing, leaving 5% who will choose to exit and every effort will be made to refer.

Describe the people this project will serve.*

Characterize the demographics of the project's target population in terms such as age, gender, income, race, ethnicity, geographic area, etc. Include information about method of referral/recruitment of the target population.

ABCCM's target population is homeless women and their children due to domestic violence. We currently serve 35 women, including 26 single women and 9 moms with children. We propose to serve a total of 50 women, including 20 moms with children. Most of these would be below 100% of the federal poverty level, but we will serve women with existing jobs up to 200% of the federal. ABCCM has a successful track record in providing remedial education that results in a GED, professional skills certification in 8 different career fields that result in jobs that pay between \$12/hr. to \$20/hr. In the last 18 months, we have had 122 women still on the job and making an average of \$13.20/hr. We have had 2 moms with health career jobs who exited our program in the last six months and were able to purchase their own land-home package. These women are talented, smart and motivated to provide a home for their family.

What key steps will you take to achieve the results of this project?*

Describe the core elements of your implementation plan, including milestones that will take place within the funding timeframe.

ABCCM's proposed service delivery plan is a comprehensive approach, based on its strengths in transitional housing, mentoring services, work readiness, job placement, and rapid rehousing that leads to permanent housing. The transitional housing model leads women through a five step program: 1) Healing of their esteem; addressing sexual trauma and violence due to domestic violence; 2) equipping through life-skills; 3) advancement through education, training and employment with remedial education; 4) reintegration skills including credit repair and financial training to purchase a vehicle, lease an apartment or buy a home; 5) the transitional phase utilizes the strengths of Our Circle "allies" as mentors and coaches. In addition, ABCCM Crisis Ministries are available for emergency assistance, and ABCCM's Clinic services can help sustain their health care, dental and pharmacy needs. Reports track progress throughout.

Describe the evidence of success that backs this project's approach.*

What evidence of success (i.e. evidence-based research, practice model, accreditation, industry standards, and/or other framework) are you using as a basis for your project design?

Economic outcomes: 100% of all participants will complete continuing Ed classes and/or professional certification training giving work readiness skills to acquire a career level job. We will place 75% in living wage jobs. Social outcomes: life-skills and social networking skills. Health outcomes: they will achieve a stable health; understand basic nutrition; complete one primary care visit within the first 30 days with a follow-up primary care visit after six mos. Participants will be expected to successfully complete their "contract for success" with documented barriers, goals and achievements. They will successfully complete their "individualized education and employment plan." They will achieve employment and occupy some type of permanent housing that is affordable and sustainable for at least six months upon exit. The outcomes will be monitored and reported on a monthly basis. Follow-up case management will be reported on a quarterly basis/12 mo.

Describe your data collection, tracking, and reporting procedures.*

Explain your methods for documenting project, service and client information. Include a description of any software or other tools utilized.

Data collection through our database system called Charity Tracker and through our file documentation with Contracts for Success, IEPs, Employment and Housing tracking. We utilize a Self-Sufficiency Scale to measure outcomes that reflects each individual's progress from survival to vulnerable to stable to thriving. This is a great self-evaluation tool and predictor of success across 16 areas of life. For homeless services, ABCCM participates in the HMIS (Homeless Management Information System). For primary health care,

ABCCM utilizes an electronic health record, Allscripts. ABCCM will document treatment of any health care issues. We will track chronic disease management in the area of diabetes, hypertension and asthma. We track participation in recovery programs for mental health and substance abuse.

Our accounting system and administrative capacity allows for individualized grant management and tracking of resources to specific client activities.

Explain your technological resources and capacity.*

Explain your current technological strengths and barriers and how this impacts your ability to track data and report outcomes. Who is responsible for adaptation and use of technology within your organization?

ABCCM has sophisticated technological resources and high speed fiber optics at all of our locations. ERC Broadband provides all the fiber connectivity and houses our servers with triple redundancy at their offices in the Federal Building; Electronic Office provides all maintenance and supportive services for our hardware, software, and networking; Crawley, Lee and Co. provide our Computer System Manager who handles all design, implementation, and backup systems for the Network, Databases, and Communication systems. ABCCM has invested in the Blackbaud database to integrate finances, grant management, donor and volunteer tracking. We utilize Charity Tracker for our case management and reporting and the NC Homeless Management Information System (HMIS) database. ABCCM has robust tracking and reporting capabilities that are flexible and have powerful analytic capacity.

Organizational Profile

How does the proposed project support your mission and strategic plan?*

State your mission and the date of your most recent strategic plan, and explain how the proposed project helps advance your organizational goals.

ABCCM's mission is twofold: to create opportunities for others to serve their neighbors in need; and, to fill gaps in the safety net that provide short-term and long-term solutions to sustain individuals and families. Just as the Veterans Quarters grew out of the 2006-2010 plan; Transformation Village was the next logical step in our 2011-2015 plan. We successfully took 25% of all homeless who were veterans and put together collaborative partnerships that has been recognized as a national best practice. Now that homeless women and families has grown from 10% to 25% of all homeless, we are poised to do it again. Our General Assembly of Churches, with its 277 members, adopted the plan as presented by the Board of Directors at our annual meeting in November. The Board also approves an annual strategic plan tied to the 5 year plan at the annual meeting. In the last 10 years our operating budget and support grew from \$2.1 million to \$6.5 million. We added 80,000 sq.ft. of facilities.

What expertise/accomplishments do you have that are relevant to the proposed project?*

List your organization's strengths as well as accomplishments from the past 3 years that position the organization to be successful with the proposed project.

ABCCM has an outstanding track record over the past fifteen years which has resulted in multiple awards and levels of distinction as already stated. Even though ABCCM has a broad array of services under its umbrella, we also effectively collaborate through the various coalitions and other supportive service

providers in accomplishing our poverty remediation services. ABCCM currently has the support of about 300 churches, 5,000 volunteers and manages a cash budget of \$6.5 million dollars and an in-kind budget of about \$12 million annually. ABCCM currently manages eleven different federal, state and county contracts for services. Our accounting system and administrative capacity allows for individualized grant management and tracking of resources to specific client activities. ABCCM has received numerous awards, being recognized by the VA in 2008 as a "best practice," and in 2012 by the Dept. of Labor as one of the four best practices in employment and training services.

Describe partners that are critical to the success of your organization.*

List any external partners, intermediaries or advisors important to your success, and describe their role and evidence of their commitment. Describe successful collaborations with these people or groups.

ABCCM is the lead agency providing transitional housing with referrals from the lead domestic violence agency being Helpmate for intensive case management services All Souls and Pastoral Counseling Center for therapeutic services.

Mountain Credit Union will provide supportive services for financial literacy training, credit repair, leasing an apartment, purchasing a vehicle or home.

Genesis Alliance has contributed \$35,000 for scholarships for short-term professional certification

Our Circle will provide cultural and work-readiness training classes

ABCCM Medical Ministry will provide primary care with those who qualify for the MAHEC teaching clinic services.

Domestic violence services will be supported by Changing Together.

Other supportive partners in the community: Asheville Housing Authority, Pisgah Legal Services, BEACON agencies, Homeless Coalition providers and safety net for health care providers.

ABCCM Crisis Ministries are available for emergency assistance

Financial Information

Nonprofit financial assurance requirements:

Financial statements, prepared using a recognizable basis of accounting (i.e., modified accrual) and IRS Form 990s must be submitted to Buncombe County annually.

- Organizations with annual revenues of \$300,000 or greater must submit financial statements audited in accordance with generally accepted auditing standards.
- Those with revenues between \$100,000 and \$300,000 must submit financial statements reviewed in accordance with SSARS 19.
- Those with revenues of less than \$100,000 must submit non-disclosure financial statements compiled in accordance with SSARS 19.

All financial statements must be reported on by a certified public accountant and include a full balance sheet, income statement, and cash flow statement.

These requirements are considered minimum requirements. Organizations may submit a higher level of assurance than is required.

IRS Form 990 - Upload Here

Click Choose File to upload a copy of the 990 form you most recently completed.

Audit+2014 and 2013.pdf

If your organization does not have a 990, briefly state the reason.

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

ABCCM is exempt from filing a 990 by the IRS. We have uploaded our latest audit which is already on file with DHHS.

Financial Statements - Upload here

Click Choose File to upload a copy of the most recently completed financial statements (audit, compilation or review).

ABCCM Dec 2014 compiled statements.pdf

If your organization does not have financial statements, briefly state the reason.

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

Complete Budget Worksheet - Upload Here*

Download the budget form [Here](#).

Complete the budget form for this project/program and the overall agency. Save it to your computer, then upload it by clicking Choose File.

fy17 - community-funding-budget-SH Operations.xlsx

Budget Narrative*

Describe all differences between current year and proposed year. List all pending funding sources with expected date of notification. Please detail any other information that may help clarify the budget.

Steadfast House – Operations

The proposed year program budget is for the operations of the new Transformation Village facility. The prior year and current year program budgets are for the operations of our Steadfast House ministry, which will be absorbed into Transformation Village upon its opening. The grant request is for 20 beds in the new

facility at a cost of \$1,000 a month. The proposed year program budget includes additional costs to accommodate the needs of the larger facility and to cover interest and debt service expenses.

What (if any) portion of requested funds will be used to support capital expenses?*

Capital projects are defined as those used to acquire or upgrade physical assets such as property, buildings, or equipment. Please detail.

none

Employee Wages

Please provide information about the wage breakdowns of your employees. Living wage for Buncombe County has been identified as \$11.00 per hour for employees with employer-provided health insurance and \$12.50 per hour for employees without.

Employees with employer-provided health insurance*

List the number of employees in your organization with employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

\$7.25 - \$10.99 per hour

\$11.00 - \$14.99 per hour

\$15.00 - \$19.99 per hour

\$20.00 - \$24.99 per hour

\$25.00 - \$29.99 per hour

\$30.00 - \$34.99 per hour

\$35.00 - \$39.99 per hour

\$40.00+ per hour

All full-time employees over 1000 hours a year have employer-provided health insurance.

\$7.25 - \$10.99	1
\$11.00 - \$14.99	12
\$15.00 - \$19.99	20
\$20.00 - \$24.99	7
\$25.00 - \$29.99	3
\$30.00 - \$34.99	1
\$35.00 - \$39.99	0

\$40+	4
Totals	48

Employees without employer-provided health insurance*

List the number of employees in your organization without employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

- \$7.25 - \$12.49 per hour
- \$12.50 - \$14.99 per hour
- \$15.00 - \$19.99 per hour
- \$20.00 - \$24.99 per hour
- \$25.00 - \$29.99 per hour
- \$30.00 - \$34.99 per hour
- \$35.00 - \$39.99 per hour
- \$40.00+ per hour

All employees who work less than 1000 hours a year are not provided health insurance.

\$7.25 - \$12.49	46
\$12.50 - \$14.99	4
\$15.00 - \$19.99	6
\$20.00 - \$24.99	5
\$25.00 - \$29.99	0
\$30.00 - \$34.99	1
\$35.00 - \$39.99	0
\$40+	1
Totals	63