

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
2019	\$14,000
2020	\$10,000
2023	\$10,000
Total	\$54,000

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 \$:
\$25,000	\$110,000	\$399,000

Mission Statement:
To educate, advance, and engage people with disabilities by building connections, exchanging information, creating opportunities, and strengthening our disability community in the greater San Antonio area.

PROJECT INFORMATION

Program / Project Title:
Building Capacity for Service

PROJECT TIMELINE

Start Date	End Date
01/01/2024	12/31/2024

Program / Project Description:
Since its founding in 2016, disABILITYsa has grown significantly beyond its historic annual Fiesta Especial program and AccessAbility Fest resource festival. Through a robust network between individuals within the disability community, community leaders, health experts, and over 100 other disability service providers, disABILITYsa serves as a catalyst for mobilizing and educating people about barriers to access and inclusion for the disability community; and we serve on dozens of committees, teams, and collective impacts to enact change in policy and practices at community planning tables. Most recently developed programs include the Disability-friendly Healthcare Provider Training, the Community-based Participatory Research program, and the Mobile Changing Unit program, one of the first of its kind in the US. disABILITYsa directly serves over 13,500 people annually and works to remove barriers for people living with disabilities throughout San Antonio through collaboration and innovation in technologies, policies, and practices - to cultivate a greater sense of belonging for all. disABILITYsa respectfully requests a grant of \$25,000 to support organizational capacity-building efforts. With the increase in the programs offered and participation in community planning initiatives, disABILITYsa needs to increase staff from a 4-person to a 6-person team full-time team. Current staff provide program and administrative assistance; however, we need to onboard a Program Director to manage our direct service programs, and a Director of Development to cultivate philanthropic relationships and oversee efforts to generate \$500k in contribute revenues annually to support and sustain disABILITYsa's work in the greater San Antonio Area.

Evaluation Plan:

To evaluate the impact of our 2024 program year and organizational success, we will:

1. Document the implementation of programs, summarizing program activities, number of participants, and results of surveys where they are utilized.
2. Document participation of community planning committees, maintaining records of agendas and minutes from meetings in which disABILITYsa serves, and a library of documents published by agencies in which disABILITYsa contributed to the development of policies, practices, guidelines, and other advances.
3. Monitor our ability to Increase staff capacity by two full-time staff members, a Program Director and Director of Development, to successfully implement programs and secure \$500k in contributed revenues to build program and operational sustainability.

Plans to sustain project beyond the term of this request:

Investment upon the part of the Gordon Hartman Family Foundation of \$25,000 will be allocated toward the first 5 months' salary of a Director of Development, providing a competitive salary to hire and retain qualified talent. A full-time Development Director will grow our capacity to cultivate philanthropic relationships and oversee efforts to generate revenues to support and sustain disABILITYsa's programmatic work in the community, including our ability to hire a qualified full-time Program Director. The Director of Development will also alleviate fundraising oversight efforts on the part of the Executive Director, enabling the Executive Director to devote time to cultivating relationships that lead to partnerships and collaborations, and deepen community impact. Through deeper impacts we build value in our efforts, leveraging our ability to secure additional investment in our programs and mission.

Line item Budget:

Line Item Description	Total Project Funds Allocation	Gordon Hartman Funds Allocation
Director of Development Salary	\$60,000	\$25,000
Program Director	\$50,000	\$0
TOTAL:	\$110,000	\$25,000

BOARD OF DIRECTORS

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Jane Paccione, Chairman	Managing Director of Collective Impact, San Antonio Area Foundation
Sandy Liwang, Vice Chairman	Alcoa Electronic & Electrical Solutions
Marissa Gonzalez, Treasurer	The Fuentes Firm, P.C.
Ryan Markmann, Secretary	Transition Teacher, NEISD
Albert Sawyer	X8, LLC
John Heard	Heard & Smith, LLP
Claudia Diaz	United Healthcare