

**FUNDING PROPOSAL
CITY OF SPRINGFIELD, MISSOURI
COMMUNITY DEVELOPMENT
BLOCK
GRANT PROGRAM**

PROJECT REF NO. :	
NEW PROJECT: Yes	No
ELIGIBILITY:	
NATIONAL OBJ:	
MATRIX CODE:	
(For CD Office use only)	

**SECTION ONE – PART I
PROJECT CRITERIA**

PROJECT NAME:	Isabel’s House Staff Salaries		
SPONSOR:	Isabel’s House		
ADDRESS:	2750 West Bennett, Springfield, MO 65802		
CONTACT PERSON(S):	XXXX	Phone: 417-865-2273	Email: XXX@isabelshouse.org
AMOUNT OF CDBG FUNDS REQUESTED:	\$24,900.00		
Funds request is \$25,000 maximum	Tax ID #: XXXX	DUNS #: XXXX	
Does the organization receive at least \$500,000 total in Federal Grants annually?: Yes	X	No	
SUBMIT LATEST AUDIT Attached is our 2008-2009 audit.			
CONFLICT OF INTEREST STMT: Yes	No	X	See definition: If yes, explain:
<p>Definition: <i>(b) Conflicts prohibited. The general rule is that no persons described in paragraph (c) of this section who exercise or have exercised any functions or responsibilities with respect of CDBG activities assisted under this part, or who are in a position to participate in a decision-making process or gain inside information with regard to such activities, may obtain a financial interest or benefit from a CDBG-assisted activity, or have a financial interest in any contract, subcontract, or agreement with respect to a CDBG-assisted activity, or with respect to the proceeds of the CDBG-assisted activity, either for themselves or those with whom they have business or immediate family ties, during their tenure or for one year thereafter. For the UDAG program, the above restrictions shall apply to all activities that are a part of the UDAG project, and shall cover any such financial interest or benefit during, or at any time after, such person’s tenure.</i></p> <p><i>(c) Persons covered. The conflict of interest provisions of paragraph (b) of this section apply to any person who is an employee, agent, consultant, officer, or elected official or appointed official of the recipient, or of any designate public agencies, or of subrecipients that are receiving funds under this part.</i></p>			

**PROJECT DESCRIPTION
& USE OF CDBG FUNDS:**

We first and foremost want to thank you for the past generosity of the Community Block Development Grant. With that grant, we were able to create a new, vital role of the Family Advocate at Isabel's House. Enclosed are activity reports where you can see evidence of how successful Isabel's House has been in utilizing your grant funds to manifest and accomplish the complex and crucial work of our family advocates.

According to the National Family Safety Foundation, an advocate is a "supporter, believer, sponsor, promoter, campaigner, backer, or spokesperson." An effective advocate is someone our clients can trust who is willing to act on their behalf to guide them through a crisis with health and mental education, care, and guidance. Our family advocates have overseen over 1,000 cases since Isabel's House's inception in 2006 serving as a liaison between doctors, nurses, service plans, developmental assessments and a 12 month post crisis follow up in an effort to protect our children from abuse and neglect.

Our Family Advocates continue to create service plans for the caregiver and for the child that is in our care. This essential role was created with your support and we thank you for that, however, we are reaching out to you again so that we may enhance their role by adding parent counseling to their duties, which will also add two assistant family advocate positions to Isabel's House increasing job opportunities and sustainability of staff. The assistant family advocates will be trained to respond to inquiry calls, and conduct intakes and discharges. This will provide the family advocates the time needed to provide parent counseling at the Missouri Hotel and other locations for our parents as follow up during the 12 months that we try to stay in contact with the parent after using Isabel's House services.

The additional staff members are needed because of our growth. The additional staff also helps to provide job opportunities in Springfield and the positions help with succession planning at Isabel's House. Succession planning helps with job retention and promotional opportunities as well as developing analytical and problem solving skills for staff to become future leaders to support the City's goal to retain college students after they graduate from the local colleges.

Almost 50 percent of our staff are recent graduates from the local colleges or displaced workers hired through Missouri Career Center. Though we may be small in numbers, we do provide jobs for local residents while providing the only preventative service to address the red flag issues of child abuse, child neglect and poverty. As you know, it is a critical time for non-profits. We are losing part of our state funding while grants are becoming more extinct due to the current state of our economy. In addition to seeking salary assistance for our Family Advocate, we are in need of hiring more Direct Caregivers.

Isabel's House has almost doubled our daily average number of children that stay at Isabel's House since our opening. Five of the last six months, we have exceeded our daily average number of children compared to the same timeframe for the past three years. The last few days of December we had a waiting list because we did not have enough staff available to work extra shifts. With much regret Isabel's House had to turn children away for a few days until other children were discharged, putting these children in situations where abuse or neglect could have occurred. We are in need of your support to maintain and increase our staff to continue to support our community.

40-50% of the caregivers that place their children at Isabel's House have physical or mental health issues. We cannot turn these children away. This requires our Family Advocates to be very detailed in the customized service plans for the caregiver to ensure that the issues that required the use of Isabel's House are addressed not only during the period of time that the child is at Isabel's House but also during the 12 month follow up that takes place with caregivers after the child is discharged and hopefully a

lifetime. The addition of our parent counseling will provide more one-on-one interactions with the parents after discharge that are needed other than just the telephone calls.

We have determined that 60-75% of the children placed at Isabel's House are on prescribed medicines when they are admitted to Isabel's House or placed on prescription medicine during the stay of the child. We have also seen an increase in children with disabilities that stay at Isabel's House, which requires complete medical plans as part of the service plans for the children. Our Family Advocates are spending more time with the parents to write the individualized service plans.

Our Family Advocates who promote physical and mental health education through personal service plans for the parents or caregivers as well as the children placed at Isabel's House are the key staff members that are moving us closer to filling all 20 beds a day with children in need. Just to give you an example of one of the children we have served, please read further:

Children's Division informed Jessica's mother that she had three days to clean her house and make it more livable for Jessica. Children's Division brought Jessica and her mom to Isabel's House for a three-day stay. The child's mother had kept a home filled with dirt and trash-conditions unsuitable for a family to survive in, let alone thrive. Our Family Advocate received "Jessica" who was covered in a thick layer of dirt. It was unknown as to the last time she had been exposed to soap and warm water. "Jessica's" skin was so dry that it was cracking in some places. She lacked shoes and socks. "Jessica" arrived barefoot. It took our Direct Care Team Member three baths to scrub away the dirt of neglect left on "Jessica's" body. Yet, this precious little girl arrived to a place that was clean, where she could bath, have warm meals, clothing and even pick out her very own new blanket and stuffed animal.

She arrived to a place she could call home for three days. During the intake process, the Family Advocate provided referrals to the mom for parenting skills, dealing with depression, and other helpful resources. A Nurse Practitioner was called immediately to assess the health of the child. By using Isabel's House, the parent/child medical issues were addressed immediately, parent/child bond was strengthened and the family stayed together.

This is one of many stories of a family in crisis who is in dire need of the assistance at Isabel's House. Fortunately, Isabel's House exists like a beacon of light and hope to uplift, support, and guide these families in need to address physical and mental health issues as well as other types of emergency situations. Isabel's House is a center-based model crisis nursery facility. The federal legislation defines crisis nursery care as "temporary care for children who are at risk of abuse and neglect or who have experienced abuse or neglect."

Isabel's House provides a temporary crisis care emergency shelter to protect children by providing a safe environment before abuse/neglect can occur. Caregivers voluntarily request and arrange this service directly with the crisis nursery. Residential child care is offered free of charge 24 hours a day, 365 days a year for a maximum of 30 days in a fiscal year. Isabel's House accepts children at any time, day or night, in order to provide relief for a parent or caregiver when there is an emergency in the family.

Children age birth through twelve years old may stay at Isabel's House. The criteria for admission are parent(s)/guardians who are experiencing overwhelming stress and crisis. Some examples of admission range from fear of abusing their child, homelessness,

birth plan, short term incarceration and other related needs. All children and families regardless of gender, race, culture and religion are welcomed at Isabel's House.

The primary goal of Isabel's House is to prevent child abuse and neglect in Springfield and the surrounding communities. Isabel's House has been successful in building and strengthening a program that supports a safe environment for the children as well as providing parents with the resources needed to meet their children's needs. There are a large number of families with limited infrastructures and resources for coping with a crisis. The staff of Isabel's House meets that need by caring for the children and providing the families with resources and tools to address their crisis. For example, we may provide the parent a daily schedule that was used with the child while the child was at Isabel's House. This helps the parent to become less stressed and set boundaries at home. It also helps the parent to become more engaged with their child.

Southwest Missouri has the highest incidences of child abuse and neglect in the entire state of Missouri. Until Isabel's House opened its door in June 2007, a program offering temporary, respite care in a time of crisis did not exist in the Springfield community for children birth to 12 years of age. The Springfield region has many agencies that help children who have already been victimized or neglected. Isabel's House offers respite for families facing overwhelming stress and provides a safe haven when caregivers are unable to care for their children. It also offers support to help resolve issues that create the stress, help build stronger families and prevent abuse and neglect from ever happening.

Isabel's House provides crisis care services in Springfield and the surrounding area that primarily includes minority and low-income families with limited resources and support systems for coping with a crisis. Many of our children find solace at Isabel's House from impending homelessness. Isabel's House is located within the city's defined area of need based on documented domestic violence calls placed to local law enforcement. The nursery is also located on the city bus route for easy access/utilization for low-income families.

Since we are aware of the parents' challenges, the ability to conduct counseling with the parents immediately rather than referring them to another entity can bring about greater success – this is what we help to determine during the pilot for six months as well as the ongoing service that we will provide to the Missouri Hotel. Missouri Hotel receives over 505 of our referrals when a parent or caregiver is homeless. Parents are linked with parenting classes and mentoring programs to provide long-term support as well as provided with the opportunity to engage with other familiar in similar situations.

The staff conducts developmental assessments and makes multiple referrals for the children while they are staying at Isabel's House. A primary goal is to link the children with a primary care physician to support consistent medical care. Isabel's House staff works closely with the local schools to ensure continuity in education. Children have been referred to local agencies such as First Steps, Head Start, Burrell Behavioral Health, and other support systems to provide much needed care and services. Isabel's House continues to have the support of our partners; Burrell Behavior Health, City of Springfield, Community Partnership of the Ozarks, Cox Health, Missouri State University, Springfield-Greene County Park Board, St. John's Health System, Drury University and United Way.

The funding support of the Family Advocate positions, allows us to divert funding to the Assist Family Advocate positions and the Direct Care staff positions due to the need for the Family Advocates focus on parent counseling to better serve our clients.

<p>ANTICIPATED ACCOMPLISHMENTS: <i>(Quantify: see letter for instructions)</i></p> <p>Include estimate number of beneficiaries:</p>	<p>Having served over 1,000 youth and households in need in just three years, Isabel’s House anticipates protecting and serving even more households and people. We may only meet this accomplishment if we have the funding to maintain our 1 caregiver to 4 youth state mandated ratio. At Isabel’s House we have the capacity to house 20 youth; however, oftentimes those beds remain empty because we do not have enough caregivers to fulfill our ratio to take in more youth. Adding additional caregivers will also help to enhance our community outreach program. We anticipate providing parent counseling for 25% percent or more of the people that use our services. We are currently staffed for 12 youth a day and plan to hire additional staff to provide services for 16 youth a day.</p> <p>In continuing with Isabel’s House 2010 Outreach Strategic Plan, we recently started a door-to- door campaign in an effort to bring greater awareness of our services to the community. This campaign includes sharing the characteristics of someone who abuses or neglects children with the families that we meet when we are going door-to-door. Our staff created a door hanger that is left on a door knob if no one is home or the door hanger is used for talking points when someone answers the door.</p> <p>With information provided by one of our community partners, Court Appointed Special Advocates, we have been targeting parts of the 65802 zip code area. Some of the areas in this zip code have been identified by law enforcement and the fire department as having higher rates of reported domestic violence. We also appreciate the safety tips provided by the Springfield Police Department and Fire Department for conducting our door-to-door campaign.</p> <p>One of our Direct Care Givers, Joyce, reported her most recent experience with the door-to-door campaign. Joyce spoke with a woman whose house is about to be foreclosed upon and that will leave her and her two children homeless. She was thankful to be made aware of Isabel’s House and was able to breathe a sigh of relief that should this happen, her children will have a safe place to stay while she makes other living arrangements. From this campaign it is evident that the increase in staffing will also allow us to cover more territory within Springfield and be present within the community on a more consistent basis.</p> <p>Our Family Advocates have made 475 follow-up calls over the past six month period. We currently follow up with 64 families. The average number of parents we will see at the Missouri Hotel will be in flux on a month-to month basis, but current estimates project 5-7 families. We want to measure the success of the program to see if patterns that may lead to neglect or abuse have changed.</p> <p>Enclosed are our Family Advocate’s activity reports that detail and demonstrate our success from your prior grant. As part of our protocol here, we will continue to track the work we do in an effort to demonstrate our effectiveness with your support.</p>
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1. APPLICABLE PROGRAM ELEMENT: (check only one)	
X	Planning or Administration
	Housing
	Economic Development
	Public Works & Facilities
	Public Services
	Historic Preservation

2.	MEETS STATUTORY OBJECTIVES: (check only one)	
<input checked="" type="checkbox"/>	Principally benefits low & moderate income persons/families	
<input type="checkbox"/>	Eliminates slum & blight	
<input type="checkbox"/>	Addresses an immediate threat to health & safety	

3.	MEETS LOCAL OBJECTIVES: (check as appropriate & for each item checked provide a brief description on attached page)	
<input checked="" type="checkbox"/>	Leveraging	
<input checked="" type="checkbox"/>	High degree of benefit to cost	
<input checked="" type="checkbox"/>	Targeting strategies	
<input checked="" type="checkbox"/>	High degree of citizen involvement	
<input type="checkbox"/>	Self-Sufficiency (income return to CDBG program)	

4.	WILL CDBG FUNDING FOR THIS PROJECT LESSEN OR SUPPLANT EXISTING LEVELS OF LOCAL FINANCIAL SUPPORT?		
Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/> If Yes, provide additional explanation on reverse side of this page.

5.	LOCATION OF PROJECT: (Street address, blocks of street, other)	2750 West Bennett, Springfield, MO 65802
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6.	AREA SERVED BY PROJECT: NEIGHBORHOOD Zip code 65802	<input checked="" type="checkbox"/>	CITYWIDE	Greene County
IF NOT CITYWIDE, CENSUS TRACTS TO BE SERVED: <i>(see attached map)</i>				

LOCAL OBJECTIVES

From the items checked on Section One – Part I, Item 3, provide a brief description of the project as it relates to the appropriate objectives.

LEVERAGING: Isabel's House has been successful in securing grants from the Missouri Foundation of Health and the Neighborhood Assistance Program for past Family Advocate Salaries. However, due to new tax provisions and focus, the Neighborhood Assistance Program has placed a greater focus on projects with new jobs. We will provide new jobs, however, not to the magnitude that the NAP needs (based on a letter received from NAP). The CDGB grant would ensure the sustainability of these pertinent positions and we can ensure that the grant funds will be spent locally to address one of the red flag issues. (This was in the last grant in this section that I thought I would add and tweak).

We will be able to improve and enhance our community outreach program if we are able to hire more Direct Care staff. With an increased number of caregivers, we will be able to provide our services to more community members. We will have the power to continue to be both effective and successful if we do not lose these crucial roles due to the inability to attract and maintain salaries.

Parent counseling identify patterns that can lead to neglect or abuse and reverse by leveraging with MO Hotel and past clients. We can also identify systemic issues through more involvement with the families and thereby enhance the counseling program.

COST/BENEFIT: With your generous support of \$24,900.00, you will allow us to maintain our salary fund to add additional jobs and maintain current, pertinent positions at Isabel's House. As indicated by the Greene County Health Department, this specific neighborhood (zip code 65802) showed the highest amount of domestic violence cases reported in the Springfield area. There is a direct relationship between domestic violence and increased probability that a child will suffer abuse and neglect. 90 percent of families and children served at Isabel's House are from the city of Springfield as well as 10 percent from outlying towns such as Branson, Nixa, Rogersville and others areas in Southwest Missouri. No one is turned away based on income guidelines or place of residence. Isabel's House has been successful in working with other community agencies that include but are not limited to: Family Violence Center, Missouri Hotel, The Kitchen, Forest Institute, Victim's Center, hospital social workers, local case managers and many other partners. We hope to continue to provide positive benefits to our community. Your support will allow us to not only survive, but thrive to help even more children and families in need.

TARGETING: We are targeting the parents we refer to Missouri Hotel and the parents that use our services for 12 months after services are rendered. We will have clear data to report our anticipated success. In echoing what we have mentioned above, our new strategic community outreach program is a targeting strategy to make Isabel's House visible and promote awareness within our community. We realized that many low-income and at risk families are unaware of our existence. However, due to our new strategic program, we are going door to door to educate and promote our services.

Parent Counseling

Isabel's House firmly believes in giving a "hand up" not a hand out. Parents are given resources so they are aware that people and organizations in the community that will help them again if they are in a crisis. The goal of Isabel's House is to strengthen the family and to make them self sustaining while identifying issues that can lead to child abuse or neglect by counseling parents sooner.

The Family Advocates at Isabel's House supports families by giving them encouragement, resources, and the tools to resolve their crisis. During the initial inquiry call, the parent is supported in their decision to use Isabel's House in keeping their child safe. At the intake and throughout the child's stay, a parent is supported by contacting necessary resources. Parents are also given encouragement. While using Isabel's House services, the Family Advocates are able to explain the importance of community resources to families and help them find the resources that best fit resolution of their crisis. The support of a parent does not end after the child's stay, the Family Advocates continue to check on the families and provide tools and resources through Family Follow-ups for up to one year after their stay, the parent counseling will become a key part of the follow-up.

CITIZEN INVOLVEMENT: Isabel's House is currently in the works to partner with another local non-profit, Experience Works. Experience Works is a national, charitable, community-based organization that helps older adults receive the training they need to find jobs in their communities. For more than 40 years Experience Works has devoted themselves to helping people break out of poverty and reclaim their lives and dignity through work.

Isabel's House is consistently looking for a means to give back to our community as well. We will be fulfilling other job positions that include but are not limited to cooking and janitorial work through Experience Works. Thus, demonstrating citizen involvement to meet our needs, but other citizens' needs within our local community.

We also partner with Community Partnership of the Ozarks, Missouri Hotel and Kitchen, Rare Breed, Springfield Public Schools, St. John's and Cox hospitals, along with the police and fire departments to demonstrate high degree of citizen involvement. In addition, we host a community tour day with the Junior League of Springfield twice a year and participate in community events that are sponsored by various non profits in the community that support the families we serve.

SELF-SUFFICIENCY: N/A

SECTION TWO: COMMUNITY DEVELOPMENT PLAN SUMMARY

Describe the Community Need for this Project

The Community Focus Report Card identified child abuse and neglect as one of the red flags in the Springfield Community. It is alarming that child abuse rates in Greene County far exceed the state average. According to the 2005 Kids Count Report, Greene County had 63.4 substantiated Child Abuse and Neglect cases per 1000 children, compared to 41 for the state average in 2004. In Greene County 901 children were removed from the home with the prevalent reasons being neglect, parental involvement with drugs and alcohol, inadequate housing, physical and sexual abuse, and incarceration of the caretaker.

The 2007 Community Focus Report Card reports that substantiated child abuse and neglect decreased in Greene County but were still higher than state numbers; 11.5 per 1,000 children in Greene County as compared to Missouri at 5.7 (birth – 18 years old). Furthermore child abuse/neglect fatalities increased in Greene County, while state numbers decreased. Child abuse/neglect is a nationwide epidemic, however is it 100% preventable, no child ever needs to suffer.

Until Isabel's House opened its door in June 2007, a program offering temporary, respite care in a time of crisis did not exist in the Springfield community for children birth to 12 years. The Springfield region has many agencies that help children who have already been victimized or neglected. The goal for Isabel's House is to build stronger families and prevent abuse and neglect from ever happening.

Address How this Proposed Activity Will Meet the Identified Need

As mentioned, having served over 1,000 children and families in need in just three years with 91% of the families reporting a reduction in stress after using our services, Isabel's House anticipates protecting and serving even more families. With parent counseling, we can stay better connected to those who have used our services and we have the insight since their children were with us and the parents had to complete our service plans. These activities will help to address the need because we not only address potential child abuse and neglect, but we also address unemployment that will impact the poverty levels in Springfield when the parents become employed. Our outreach efforts will bring greater awareness in the community and we should receive more self-referrals. When parents know they have safe place to bring their children and they keep custody of their children, referrals will increase, stress will be reduced and parents will have a better awareness of events that can lead to abuse and neglect as well as who they should and should not allow in their child's life, which is sometimes an indicator of the abuser – this is all part of our service plans but more time can be provided with the parent through counseling.

We anticipate providing parent counseling for 25% percent or more of the parents that use our services. We are currently staffed for 12 children a day and plan to hire additional staff to provide services for 16 children a day to prevent turning a family away.

Provide a Description of the Sponsor's Capacity to Carry Out the Activity

Our Family Advocates and Assistant Family Advocates are required by State licensing to have a BA or Master's Degree to perform the work. Our Family Advocates have experience in performing the duties as well as the book knowledge. We have a very active Board that gives us the support, guidance and additional experience that is needed to give us the capacity to carry out these activities as well as the financial reserves needed through our efforts of growing our endowment to become self-sufficient in the future.

As mentioned prior, our Family Advocates have made 475 follow-up calls over the past six month period. We currently follow up with 64 families. The average number of parents we will see at the Missouri Hotel will be in flux on a month-to-month basis, but current estimates project 5-7 families a month. We want to measure the success of the program to see if patterns that may lead to neglect or abuse have changed.

Enclosed are our Family Advocate's activity reports that detail and demonstrate our success from your prior grant. As part of our protocol here, we will continue to track the work we do in an effort to demonstrate our effectiveness with your support.

SECTION THREE: BUDGET REQUEST

PROJECT NAME:	Isabel's House Staff Family advocate Salaries
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Activity Delivery Costs: (directly providing a service or carrying out an activity)		Total Cost	CDBG Cost
1.	Personnel (including benefits)	\$63,600	\$24,900
2.	Supplies		
3.	Mileage		
4.	Consulting Services		
5.	Other (specify below)		
	a.		
	b.		
	c.		
	d.		

Land Acquisition		
Rehabilitation		
Construction		
Property Maintenance & Disposition		
Other (specify below)		
	a.	
	b.	
	c.	
	d.	

TOTAL PROJECT COSTS	\$63,600	\$24,900
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Please outline your time frame for beginning and completing your project:			
Begin Date:	07/01/2011	Completion Date:	12/31/2011

*Indicate funding sources other than CDBG (if any) for this project on the next page. Please designate the source of the other funds by name and insert the amount of those funds in the appropriate column:

Isabel's House does not currently have funding for the Family Advocate position.

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BUDGET LINE ITEM AND COST BREAKDOWN	TOTAL PROJECTED COST
Salaries House Manager \$10,000 Assistance House Manager \$10,000 Family Advocates \$10,000 9 Direct Care Staff \$90,000	\$120,000

The Community Block Development Grant will allow us to continue to provide a safe haven for children in crisis. Isabel’s House is: a warm jacket, a hot meal, a clean bed, caring staff, medical attention, education. Please help Isabel’s House continue to serve and protect Springfield’s children and help us build a stronger and healthier community.