

## COMPETITIVE GRANTS PROGRAM APPLICATION



## Organization Profile

Applying to which deadline: July 13, 2007		
Organization Name: Bobby Dodd Institute		
Organization Leader: Wayne McMillan, CAE		Title: President & CEO
Mailing Address: 2120 Marietta Blvd., NW		
Zip Code: 30318	City: Atlanta	County: Fulton
Phone: 678-365-2254	Email Address: wayne.mcmillan@bobbydodd.org	
Website: www.bobbydodd.org	Year Incorporated: 1989	Organization Budget: \$7.3 million
Tax ID: 58-1847107	Applicant pays one full-time employee or equivalent? Yes	
Board Chair: John R. Crenshaw	Phone: 770-956-1700	Email: jcrenshaw@wshpc.net
Program Area: Human Services		Population: Disabled

## Grant History

TCF Program	Year	Amount	Grant Purpose
<i>Example: Competitive Grants Program</i>	2002	\$15,000	<i>To support the salary of a case manager</i>
Competitive Grants Program	2005	\$14,000	Expand job placement program for homeless veterans with disabilities
Competitive Grants Program	2004	\$13,950	Seed money for enrichment program
Managing For Excellence	2004	\$15,000	Award
Competitive Grants Program	2002	\$10,000	Prepare people with disabilities for jobs
Competitive Grants Program	1998	\$8,000	Seed money for janitorial training & employment program
		\$	
		\$	

## The Request

1.1 Purpose: to expand BDI's Work & Progress enrichment program for individuals with severe disabilities by starting an additional class			
1.2 Request Contact: David Pass, CFRE		Phone: 678-365-2260	Email: david.pass@bobbydodd.org
1.3 Request Amount: 25,000	1.4 Total Budget: 100,000	1.5 Counties served by this request ( <i>choose one for each below</i> ):	
		Fulton	Cobb Gwinnett

1.6 What is the problem or opportunity you want to address? (1500 character limit)

According to the U.S. Bureau of Census, there are more than 200,000 working age people with disabilities who live in the metropolitan Atlanta area and they face an unemployment rate in excess of 65 percent, more than almost any other segment of the U.S. population. For those with severe disabilities, the unemployment rate reaches 80 percent. According to the 2004 Harris Survey of Americans With Disabilities:

- Of all working-aged people with disabilities, only 35% are employed full- or part- time, compared with 78% of working age people without disabilities, a gap of 43 percentage points
- Of those with disabilities who are unemployed, 73% would rather be working and 70% cite their disability as the primary reason why they are not working now
- People with disabilities are almost three times as likely as people without disabilities to have a household income of \$15,000 or less (26% versus 9%), a gap of 17 percentage points

For people with severe developmental and cognitive disabilities, these statistics are even more dire. However, BDI has demonstrated that with time and the development of better work and life skills and heightened self-esteem, these individuals can, in fact, find and be successful in a meaningful job. Due to the increased demand for its Work & Progress program, BDI has the opportunity to start a new class and is seeking funding to do so.

#### 1.7 Who will this request serve?

Age Group: Adults (19-63)	Race/Ethnicity: All
Gender: All	Income: Low Incomes
Other population characteristics (200 character limit) <i>(Use this space to expand on above selections or to note other diversity characteristics important to your request)</i> : people with severe cognitive and developmental disabilities; high school students with severe disabilities	

#### 1.8 Strategy: How would you use foundation funds to address this problem or opportunity? (1500 character limit)

With funding from The Community Foundation for Greater Atlanta, BDI would cover one-year expansion costs to add an additional class for its Work & Progress enrichment program for clients with severe cognitive and developmental disabilities. Work & Progress provides clients with work experience, educational and life skills development, and social enrichment opportunities. Participants spend a half-day in hands-on job training on BDI's shop floor and at companies in the community and the other half in enrichment opportunities ranging from classroom projects to community trips. The curriculum includes but is not limited to arts and crafts projects to develop motor skills; categorizing and sorting donations for the BDI store and running BDI's recycling program to refine cognitive/organizational skills; practicing reading and writing and learning sign language to enhance communications skills; developing resumes and completing job applications to practice for job search; learning proper behavior and dress for work to help fit in; counting money/budgeting to encourage financial independence; learning about nutritious cooking and exercise to promote good health; practicing household chores to build self-reliance; and volunteering at local nonprofits to build a sense of philanthropy and self-esteem. The program has been successful in raising people with severe disabilities' expectations for themselves as they realize that they can work and fully participate in the community.

### Organization Background

#### 2.1 Describe the mission and summarize the history of the organization. (1000 character limit)

Since 1960, Bobby Dodd Institute ("BDI") has helped individuals with disabilities and economic disadvantages in Atlanta secure economic self-sufficiency, independence, and integration into society. BDI annually serves 800+ individuals. When clients arrive, they meet with a certified vocational evaluator, who develops a customized career plan for them. Based on this, clients can be enrolled in one of BDI's training programs. When they have developed job skills to make them successful, trainees may accept positions in one of BDI's affirmative businesses or obtain a nonaffiliated position with the assistance of BDI's placement specialists.

#### 2.2 What are the organization's main activities or programs? (350 character limit each)

- Career Services – BDI provides vocational evaluations, work adjustment training, job sampling, computer hardware and applications certification preparation, resume development, job readiness classes, job placement and retention services, enrichment and life skills, and high-school-to-work transition.
- Employment - Through social enterprises, BDI offers employment in data entry, toner sales and service, janitorial, switchboard operation, mailroom management, and warehousing/fulfillment.
- Interfaith Disability Connection – educates and engages faith communities in cultivating mutually beneficial relationships with people with disabilities

### 2.3 Who does the whole organization serve?

Age Group: Adults (19-63)	Race/Ethnicity: All
Gender: All	Income: Low Incomes
Other population characteristics (200 character limit) (Use this space to expand on above selections or to note other diversity characteristics important to your request): people with all variety and severity of mental and physical, developmental and acquired disabilities; homeless veterans with disabilities	

### Proposed Results

#### 3.1 Based on your answer to Question 1.8, how does your request demonstrate success? (1500 character limit)

When BDI started the Work & Progress program in 2003, no one, including the families of those served, believed that any client in this program would be able to work. Since its inception, the Work & Progress program has served more than 60 people with severe cognitive and developmental disabilities, of which approximately 25% have been placed into jobs and retained them. Some employers of BDI clients have included Autotrader.com, Kroger, Publix, the Sandy Springs Library, and Panera Bread. The wages per placement have ranged from minimum wage to \$25,000 per year, and many have included benefits. For those who have not been placed into jobs yet, BDI has created opportunities for supported client teams to work on site for companies like Subaru. All program participants have made significant improvements in their life skills, which include hygiene, interpersonal skills, work productivity, proper dress, punctuality, and responsiveness to supervision in a work environment. The volunteerism component of the program has helped to improve our clients sense of dignity and self-esteem by transforming those who have traditionally been recipients of philanthropy into volunteers for organizations like MedShare International and the Atlanta Community Food Bank, further reinforcing that everyone, regardless of ability, has something to contribute to the community. When BDI has held focus/feedback groups of family members and caregivers, all reported significant positive changes.

#### 3.2 Give two indicators of success expressed as outcomes

1. 95% of program participants will improve their life skills, as measured by a comparison of periodic life skills test results and family member survey results.
2. 25% of program participants will become employed, as measured by documentation and periodic follow-up visits and calls.

### Finances

Total Project Expenses: \$100,000

Amount Requested: \$25,000



4.1 Financial Support: Indicate funds that are already committed to this proposal (Committed) and requests for support you have submitted and are under active consideration (Pending Requests).

Funding Source	Funds Already COMMITTED to this Project/Program	Funds Currently PENDING for this Project/Program
JBS Foundation	\$9,000.00	
Gertrude C. Ford Foundation		\$10,000.00
A Friend of BDI		\$25,000.00
State St. Global Advisors		\$10,000.00
Fitzgerald Foundation		\$25,000.00
Other (5 proposals)		\$10,000.00
<b>TOTAL</b>	9,000.00	\$80,000

4.2 Budget for this Proposal: Use this form for program or operating support requests. *If your request is for capital support, contact the Foundation to obtain a different expenses table.*

Budget Line Items	To be paid by CGP Grant	To be paid by other sources	TOTAL
Salaries & Wages	<b>\$17,700.00</b>	<b>\$46,300.00</b>	<b>\$64,000.00</b>
Benefits & Payroll Taxes		<b>\$14,000.00</b>	<b>14,000.00</b>
Staff Development		<b>\$500.00</b>	<b>\$500.00</b>
Consultants/Professional Services		<b>\$100.00</b>	<b>\$100.00</b>
Insurance		<b>\$3,000.00</b>	<b>\$3,000.00</b>
Marketing		<b>\$500.00</b>	<b>\$500.00</b>
Membership Dues		<b>\$500.00</b>	<b>\$500.00</b>
Office Supplies		<b>\$500.00</b>	<b>\$500.00</b>
Postage/Mailings		<b>\$250.00</b>	<b>\$250.00</b>
Printing		<b>\$500.00</b>	<b>\$500.00</b>
Program Supplies		<b>\$5,000.00</b>	<b>\$5,000.00</b>
Rent/Mortgage			
Building Maintenance		<b>\$2,000.00</b>	<b>\$2,000.00</b>
Rent & Maintenance of Equipment			
Technology/Computers		<b>\$500.00</b>	<b>\$500.00</b>
Telephone		<b>\$100.00</b>	<b>\$100.00</b>
Travel/Mileage		<b>\$1,500.00</b>	<b>\$1,500.00</b>
Utilities		<b>\$750.00</b>	<b>\$750.00</b>
Other (specify): Client Outings	<b>\$7,300.00</b>		<b>\$7,300.00</b>
Other (specify):			
<b>TOTAL PROJECT EXPENSES</b>	<b>\$25,000.00</b>	<b>\$75,000.00</b>	<b>\$ \$100,000.00*</b>

*\* This total should match your answer to Question 1.4.*

4.3 In-kind Support: Describe in-kind support for the project, including volunteer activities and contributions received for items such as office space, office equipment, program supplies, etc. (450 character limit)

More than 100 corporate and community volunteers support the program by serving as chaperones for community outings and as presenters and one-on-one mentors for program participants. BDI purchases

discounted event tickets through VSA and solicits the community for in-kind donations for the BDI Store, which provides work clothes and other items. In-kind printing and graphic design services are also provided by generous BDI board members.

**4.4 Future Funding:** The Competitive Grants Program does not commit to continued funding. Outline your plan to secure funding support for THIS project, once Foundation grant funds are expended. Be as specific as possible, including the names of particular institutional funders or foundations, and your history of mobilizing funds from these sources including funding amounts. *(450 character limit)*

BDI doesn't rely on a single source for more than 20% of its budget and operates social enterprises which generate significant earned income. BDI's annual fund has grown 10% annually over the past 3 years and supports operations. BDI will be adding 2 new switchboard contracts for Veterans Affairs Medical Centers in FY 2008. Anticipated continued growth in social enterprise and annual fund will sustain this program.

### Policies

The Executive Director and Board Chair have reviewed this application and understand and assure The Community Foundation for Greater Atlanta (TCF) that:

**The organization and the request meet eligibility guidelines.** The applicant has reviewed the 2007-2008 Competitive Grants Program Application Guidelines and both the organization and the request meet all of the eligibility guidelines. Go to page three of the Guidelines at <http://www.atlcf.org/www/Documents/guide0607.pdf> for more details;

**The organization has filed all End of Grant Reports with TCF's Grants Administrator that are due on past grants.** Contact Natasha Battle, Grants Administrator, at 404-688-5525 with any questions about reports;

**The amount of grant funds requested in this proposal is between \$5,000 and \$25,000,** the range of grant awards available from the Competitive Grants Program;

**To be considered, applicants must email this proposal to [CGP@atlcf.org](mailto:CGP@atlcf.org) before 5:00 p.m. on the deadline day** as published in the 2007-2008 Competitive Grants Program Application Guidelines and elsewhere on TCF's website. Proposals that are received after that time will be returned;

**This application is part of an open competition.** TCF typically receives between 125 and 150 applications at each deadline for the Competitive Grants Program. After reading all applications, TCF selects between 40 and 50 applicants for more in-depth review and will request additional information as part of the continuing review process. TCF selects applications from each of the five program areas and from a mix of issues and counties. TCF makes its decision to select a proposal for more in-depth review based on the content of this form alone. Do not include other attachments;

**Organizations that are funded by the Competitive Grants Program cannot apply for additional funds until they file an End of Grant Report and twelve months from the date of the grant award has passed.** This rule applies to all of the programs funded under the same 501(c)(3) number; and

**Organizations that are declined may apply again by the next deadline,** if they wish. Because of the high number of requests made at each deadline, TCF does not view applicants that have been declined in any adverse way. Applicants that have been declined may request verbal feedback on their proposals after a date specified in the declination letter they will receive. If an applicant is declined several times, that organization might contact TCF for more detailed feedback.

Authorizing signatures (Typing in your name acts as your signature):

Organization Leader: Wayne McMillan, CAE	Title: President & CEO	Date: 7/13/07
Board Chair: John R. Crenshaw	Title: Board Chair	Date: 7/13/07