

## Working Woman's Home Association      2023 Grant Application

Within the City of Montgomery and its environs, the intent and purpose of the Working Woman's Home Association is:

1. To aid and assist distressed and abused women and children
2. To aid in the education of women to the end that they may become self-sufficient
3. To aid and assist women in providing emergency housing
4. To aid and assist elderly persons, particularly women, in meeting their basic needs

Instructions: Please complete the following questions and submit form at the end. This form allows information from another document to be inserted or pasted in the question response space. It is also possible to edit information on the form after submission.

Email attachments to [secretary@wwhassn.org](mailto:secretary@wwhassn.org).

\*\* This grant application is requesting funds to be awarded in January 2023. NO grant applications will be able to be submitted after the deadline - 5:00 pm on Monday, June 13, 2022.

Name of Organization/Agency \*

Hope Inspired Ministries

Address \*

145 Coliseum Boulevard

City, State, and Zip \*

Montgomery

Website Address \*

[www.hopeinspiredministries.org](http://www.hopeinspiredministries.org)

Executive Director Name \*

John Bowman

Telephone \*

334-649-4330

Email address \*

[jbowman@hopeinspiredministries.org](mailto:jbowman@hopeinspiredministries.org)

Project or Program Proposal Contact Person (if different from above)

John Bowman

Telephone

3346494330

Email Address

[jbowman@hopeinspiredministries.org](mailto:jbowman@hopeinspiredministries.org)

Funding Requested \*

15000

Briefly state the purpose and goals of this project or program. \*

Hope Inspired Ministries (HIM) serves those who are chronically unemployed by preparing and equipping them to obtain, maintain, and excel at employment. Our goal is to help adults, 18 and up, break and escape the cycle of poverty and become self-sufficient, productive citizens. We introduce a way of life that fosters the development of emotional, physical, and spiritual maturity in each student. HIM helps individuals “hit the reset button” on their lives, learn from their past mistakes, and develop critical employment and life skills. A significant number of our students are single mothers with less than a high school education.

Briefly describe your plans for administration of this project or program request? \*

We accomplish our mission through a rigorous nine-week training program where adults complete over 300 hours of classroom training that focuses on individual worth, personal responsibility, and promotes the value and honor of hard work. Students undergo education in soft skills and employment skills, financial management, character and behavior development, and other essential areas such as problem-solving, critical thinking, anger management, and wellness. We teach students how to find and apply for jobs, how to prepare resumes, and proper job interview etiquette. Adults must then complete “on the job” training through an unpaid internship with a local business. A unique and critical feature of our program is that our Career Coaches also address a multitude of barriers to employment including lack of housing, transportation, and childcare, as well as substance abuse and mental health issues and anything else standing in the way of the student meeting their full potential. The Montgomery Site Director is responsible for the administration of this project and directly reports to the Executive Director. Each staff member is assigned roles and responsibilities necessary for successful program implementation. The Site Director supervises these activities and regularly evaluates processes and protocols to ensure the program is fulfilling its mission. The Site Director is also responsible for conducting and maintaining records of all financial transactions related to the project.

How will you evaluate the success of this project or program? Or how have you evaluated the success of this project or program in the past? \*

HIM measures success through a blend of qualitative and quantitative strategies. When a student begins to realize their situation is primarily due to poor decisions they have made and continue to make, they begin to understand the solution lies within themselves. We measure this transformation through daily observation and documentation of each student’s overall behavior. Between weeks 3-6 (and sometimes sooner), once students come to believe in themselves and their abilities, they become self-motivated to move out of poverty and be successful. A performance evaluation is conducted on each student to determine employability and areas still needing improvement. Last year, HIM partnered with Trenholm Community College to provide the Ready to Work program. The Ready to Work curriculum is set to standards cited by business and industry employers throughout the state. Students must pass class exams as well as score a minimum on a number of aptitude assessments to receive the Ready to Work credential. Lastly, upon completion of the program, graduates receive regular follow-up for up to two years. HIM’s 2021 Impact Report showed 73% of graduates still employed with 39% of those having received a promotion on their job. 96% of graduates with previous addictions have maintained their sobriety. 65% owned their own vehicle compared to 23% before coming to the program. Lastly, HIM’s recidivism rate was 4%, compared to the state’s average of 30%.

This project or program will impact Montgomery in the following areas (check all that apply) \*

- Distressed and abused women and children
- Education of women and life skills development
- Emergency housing for women and children
- Assist elderly persons, particularly women, in meeting their basic needs
- Other: \_\_\_\_\_

How does this project or program funding request fit into your organization's mission and, more specifically, the mission of your project or program? \*

Funding from the Working Woman's Home Association will be used to support costs directly related to classroom instruction as well as support much of the case management costs associated with breaking down barriers to employment. We purchase classroom materials such as paper, binders, pens, pencils, poster board, notecards, books, and other learning aids used to facilitate the educational process. Additionally, funds will be used to secure vital records and documents necessary to be eligible for employment in Alabama, such as ID's, social security card replacements, and official transcripts. Other costs supported to ensure employability are background checks, bus passes, and proper clothing or equipment needed for a particular employment position. If we break down these barriers while students are in the program, they are much better positioned to pursue and land meaningful employment.

How does this project or program funding request fit into the mission of the Working Woman's Home Association? (stated at top of form) \*

Hope Inspired Ministries supports the mission of the Working Woman's Home Association as our purpose is also to aid in the education and life skills of women so they may become self-sufficient. The majority of women who enroll in our program are single mothers, often raising children without the fundamental parenting or life skills to create a path to success for themselves, let alone for their children. Many of our students have been raised in generational poverty also by single mothers living each day in crisis mode. They have often suffered physical and sexual abuse as well. They lack the critical thinking and problem solving skills as well as the support network necessary to change their future or the future of their children. HIM provides this support by "unpacking" a lifetime of negative thoughts and behaviors to rebuild and empower women with confidence and self-worth necessary to set and accomplish goals they never thought they could.

Will this project or program initiate a new service in Montgomery? \*

Yes

No

If not, explain the features of this project or program that distinguish it from other organizations in Montgomery that provide the same or similar services. Identify those organizations in Montgomery providing the same or similar services.

Regardless of criminal background, housing status, or other criteria that might disqualify an individual from other programs, HIM welcomes students from all walks of life. As a result, every students' needs and issues are different and therefore must be addressed individually and as intensively as necessary to ensure success. Hope Inspired Ministries offers a unique approach to job training in that we meet our students where THEY are in life, not where we expect them to be. Our program is relational and revolves around the students' needs, not around programmatic parameters often found in other job training programs. Our staff inserts themselves into the chaos and "mess" that is our students' lives and slowly walks alongside them to turn a world of chaos into a world in which they can manage and thrive. Often times this means, driving to their house to check on them when they are absent, transporting them to medical appointments out of town, assisting them with clothing and other basic needs, going to court with them, and helping them deal with toxic relationships. The ONLY eligibility requirement is to possess the ability, teachability, and desire to work.

How many people will be served by this project or program funding request? \*

120

Will a grant from the Working Woman's Home Association enable your organization to receive matching funds? \*

Yes

No

Is there another resource that can assume financial responsibility for this project or program upon completion of the commitment of the Working Woman's Home Association? \*

Yes

No

List other organizations or grants from which you have requested funding for this project or program and the status of such requests. \*

River Region United Way - \$18,000 - Designations and Allocations - Pending  
Al Dept of Commerce - \$147,445.00 - Application due in July 2022  
Montgomery Capital Rotary Charities - \$3,000 to purchase Chromebooks - Awarded  
HIM is also supported by area churches, businesses, and individuals. This information can be made available upon request.

In addition to submitting this project or program funding request, the documents below are required for this application to be accepted as complete. Please email current documentation in PDF format to: [secretary@wwhassn.org](mailto:secretary@wwhassn.org). (You may check the box below when the item has been emailed.)

- Detailed proposed budget for this project or program request
- Proposed budget for your organization for the current year
- Copy of Statement of Revenues and Expenses and Balance Sheet for the current and most recent fiscal year completed for your organization
- Copy of your most recent audit. If an audit is not available, please include a copy of your most recent 990 form
- List of Officers and Directors
- Copy of your IRS Letter of Determination of 501(c)(3) status