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Q1 Name of your organization.

Homeless Assistance Leadership Organization, Inc. (HALO)

Q2 Grant #

20150350

Q3 Grant Period

June 1, 2015-May 30, 2016

Q4 Location of your organization

| | |
|-------|------------------|
| City | Racine |
| State | Wisconsin |

Q5 Name and Title of person completing evaluation.

Nicole Reid, Grant Writer

Q6 Phone Number:

262-639-6731 home office

Q7 Email address.

nreid@haloinc.org

Page 2: Key Outcomes and Results

Q8 Total number of clients served through this grant funding:

761

Q9 Describe the project's key outcomes and results based on the goals and objectives. Use the following format: State the Goal: State Objective 1: Describe the Activities, Results and Outcomes for Objective 1: State Objective 2 (if applicable): Describe the Activities, Results and Outcomes for Objective 2: State Objective 3 (if applicable): Describe the Activities, Results and Outcomes for Objective 3:

Objectives:

1. HALO aims to maintain or better our 47% success rate in the next year.

Last year HALO served 761 individuals: 317 Men, 232 Women and 212 Children. Of the 549 adults served, 501 of them were given extended stay (more than three nights) and worked with a HALO case manager to identify needs and outline self-sufficiency goals. This translates to 91% program participation and of the 501 program participants 90% said they gained a more positive sense of their future after working with the CM (a 6% increase over last year.) Of the 501 participants, 190 moved into stable housing with enough income and savings to support themselves. This translates to a 37% success rate. We attribute the lower success rate to the fact that we had such a high participation rate. We saw a 19% increase in clients who utilized the resources and benefits for which they were eligible, as coordinated by their CM. So far this year we are tracking a 48% success rate.

2. HALO aims meet the growing number of families experiencing homelessness through outreach and better marketing of our community programs.

Last year, HALO's Family Program served 112 children and 60 parents. The Family Program Director visited area middle and high schools to talk about homeless awareness and HALO's programs assisting single parents and teen parents. Two teen-parents enrolled in HALO's CAMP program and received free childcare while they finished high school. The local newspaper featured an article about HALO Childcare Center after our lead teacher was awarded the Early Childhood Education Teacher of the Year from Wisconsin's Early Childhood Association. HALO's top-rated childcare center is open to the public, but nearly 25% of its clients are shelter residents. Last year, HALO provided 2,000 hours of free childcare for parents in shelter while they worked on their self-sufficiency goals. Thanks to our mandatory parenting courses, 97% of the parents in HALO's Family Program increased their parenting skills. Thanks to our school-readiness program and mandatory tutoring sessions, 91% of students living at HALO improved their grades and 30% made their school's honor roll.

3. Working closely with area mental health professionals we hope to find solutions on how to better address mental illness in our community.

Maintaining our high standards of client support requires a highly educated and trained professional staff. HALO sent two case managers to the best national conferences on poverty and homelessness so that they remain current in best practices. HALO now offers a weekly class in-shelter called Inspire New Choices. This is a mental health support group coordinated by a local mental health organization, the HOPES Center. Individuals dealing with mental illness are able to discuss their challenges in a group setting. One-on-one counsel with group leaders offered when needed. In addition to providing basic mental health support, the course offers clients a Peer Support-based connection with an individual who, because they've experienced similar challenges, can refer the client to other mental health resources throughout the community. HALO and the HOPES center is working on securing funding to hire a permanent Peer Support advisor.

4. HALO aims to get over half of our clients with substance abuse problems into a recovery treatment program.

92% of the clients in HALO's Journey to Self-Sufficiency Program utilized the resources that were made available to them as coordinated by their case manager. A specific example is our partnership with Women of Worth (WOW), a substance abuse treatment program designed specifically to address the needs of women. This innovative program helps women reclaim their lives after living with addiction, abuse and other destructive behaviors by empowering them with a positive sense of self. HALO has had 9 women go through the WOW program. As of April 2016, WOW's rate of completion was over 50%, a remarkable number for any addiction recovery program.

Q10 Please describe any challenges/obstacles the organization encountered (if any) in attaining goals & objectives.

Because HALO is a dry shelter and forbids alcohol and drug use, a new group in the community has planned to open its own night shelter for “those who cannot go to HALO.” We fear the publicity of this new shelter may decrease community support for HALO without full understanding of our new mission.

In 2015, HALO announced a new mission statement: The mission of HALO is to provide a pathway to self-sufficiency for those experiencing homelessness in Racine County. The purpose of this new statement is to highlight HALO’s self-sufficiency programs and to remind the public that we aim to be much more than just a shelter. HALO’s programs and client-centered and accountability-based. With a focus on individual support, HALO aims to give program participants the tools and trainings they need to succeed.

We are currently undergoing a marketing overhaul to streamline our messaging and rebrand our image to more effectively get our mission out in the public understanding.

Q11 How did you overcome and/or address the challenges and obstacles?

HALO received a grant to receive \$20,000 of in-kind services from Core Creative, a top marketing firm in Milwaukee to help us re-brand our new mission statement and marketing materials for more consistent messaging. Working closely with our board’s marketing committee, the professionals at Core Creative have planned to create a talking-template of HALO’s vital marketing messages for all board and staff members to follow along. The team is also planning to produce new marketing videos highlighting past client successes, our facilities and programs. They will also be helping us to better promote our major fundraising event, SLEEP OUT for HALO.

Additionally, all HALO staff underwent a series of seminars led by Paychex HR on best practices for Professionalism, Customer Service, Ethics and Client Privacy. Protocol was defined at each seminar and handouts were given to all staff on how best to deal with certain situations pertaining to clients, co-workers and the general public as it relates to each topic.

Q12 Describe any unintended positive outcomes as a result of the efforts supported by this grant.

Serving hundreds of homeless men, women and children every year makes it vital for HALO to remain a safe, clean and reliable place of refuge for those in need. Last year, HALO served 317 men, 232 women and 212 children, nearly half of whom were under the age of six. This equates to 11,654 nights of shelter for our men’s shelter, and 10,981 nights for our women and children’s shelter.

Funding from the SL Gimbel Foundation helped to ensure that these individuals and families received uninterrupted shelter for as long as they needed while receiving basic needs such as three meals daily, hot showers, laundry facilities and more. As long as clients are actively working towards their self-sufficiency goals, there is no time limit as to how long they may stay at HALO. Case managers keep savings accounts for many clients and urge them not to move out until they have three months rent, plus security deposit saved up. HALO is Racine County’s only full-service homeless shelter and the only one open 24-7-365 with the ability to accept new clients round the clock.

Being able to purchase HALO’s new water heater on our own timeline, not after the old one died, meant that we were able to serve our clients seamlessly and in the best way possible. The new heater is also more energy-efficient helping the shelter to save money.

HALO’s computer upgrades over the past year have been a great help. Our previous server contained case notes on numerous individuals, but was outdated and going out of service. We were able to install a new one at a lower cost than was quoted because some parts were donated. Now we can rest assured that our client information will be kept safe and secure.

Q13 Briefly describe the impact this grant has had on the organization and community served.

HALO is a proven path to self-sufficiency. Since opening in 2005, we have helped over 2,500 adults return to stable housing. Funding from the SL Gimbel Foundation has helped us to serve the hundreds of men, women and children who come to the shelter in the most efficient, cost-effective and caring way possible.

Since 2010, chronic homelessness in Racine County has decreased from 8% to less than 1% among those living in poverty. Because of this, HALO changed its mission statement to remove the focus from ending chronic homelessness to pathways to self-sufficiency.

We hope our new mission statement will help the community to understand that HALO is much more than just a bed and a meal. With a focus on individual support, we aim to give our program participants the tools and trainings they need to succeed.

Page 3: Budget

Q14 Please provide a budget expenditure report of the approved line items. Include a brief narrative on how the funds were used to fulfill grant objectives.

Funds were used to help purchase a new water heater for our women and children's shelter, costing over \$8,000. Last year the water heater in the men's shelter suddenly stopped working which meant that for a short time, we were unable to offer hot showers to our clients. We also then did not have hot water needed to clean dishes and keep the shelter as sanitary as possible. Knowing that the hot water heater in the women's shelter could also go out at any moment, it helped to be able to purchase a new, more energy efficient one on our own time.

Funds were also used to help us update our computer network and server. This was very important because sensitive client information was stored on the old server which was failing and unreliable. The new system ensures that any data collected to help us better understand causes of homelessness and to help evaluate and measure our effectiveness is secure.

After purchasing the needed computer equipment, we were able to set up some of HALO's older computers on-site giving clients a much-needed work station to perform online job searches, tutoring lessons, and other actions in line with their self-sufficiency needs. Lastly, we used our Amazon Smile account to order the computer equipment for an additional kickback to HALO.

Having funds from the Gimbel Foundation allows HALO to budget better for other items. For instance, HALO's Development Team was recently asked to submit a first-time budget to the board for consideration next fiscal year. Having a budget for development and marketing makes team members work more efficiently and effectively.

Page 4: Success Stories

Q15 Please relate a success story:

From 4/15/16: Jim was the kitchen manager of a local restaurant for many years. A few years ago his father died suddenly, causing major depression to surface in his life. To cope, Jim turned to opiates and soon became addicted. For awhile he was able to make things work, but then found himself no longer able to hold. Before he came to HALO Jim was living in a nasty motel with only \$300 left in his savings account. He reflects on having very little hope for his future at this time.

Not everything turned around immediately for Jim. As he met with Floyd, HALO's lead case manager for men, he started to see hope and built a plan to move forward that included addiction recovery treatment and interview training. There were mistakes along the way, but Floyd recognized a genuine desire in Jim to get back on his feet, so Floyd gave him the second chances he needed. After working hard to maintain sobriety, Jim was able to find a good job in a workroom and begin saving money. After several months, his supervisors recognized his strong work ethic and gave him a raise. They chose to invest in Jim financially and emotionally, referring him to a landlord so he could move into his own apartment.

Reflecting on his story, Jim says, "If it wasn't for Floyd, I might have ended up dead." He notes how he received great respect and kindness along the way. His biggest lesson from staying at HALO was to offer the same respect to the staff and individuals who wanted to support him. Once he did this he could believe in himself.

Q16 Please relate a success story here:

From 3/28/16: "I just want to follow this quote I learned in the 12 step program: Give back what was so freely given to me." Chris originally entered HALO with AODA (alcohol and other drug addiction) issues so massive he had little hope for living. He knew HALO would be a safe place for him, off the streets.

"Coming here [to HALO] was the key to leading me to the 12 step program, and that was the key to dealing with my disease, once and for all," Chris tells me. And he didn't only deal with his own AODA issues, Chris began helping others with the same struggle. His 12-step program encouraged service living and he took it to heart.

"I was blessed with a car and a job that I could use to help other people get on that path." He would pack people into his small pickup truck in order to get them to meetings free of charge. After a few months in HALO, he had saved enough money to move out on his own, but he specifically chose to move into the Oxford House, a men's sober living environment. After a few months he became President of the house, based on his passion for helping others.

"I'm 50 years old and I'm learning to become a responsible person again. I want to lead by example and show people that they can change, too."

S.L. Gimbel Foundation Fund

Q17 Please relate a success story here:

From Dec. 2015: "Grace" spent four months at HALO after being referred from SAIL, the Stabilization, Assessment, Information and Linkage program under Racine County's Behavioral Health Crisis Services Unit. Grace entered HALO with a very aggressive and angry disposition. She refused to take her medications leaving her unstable and uncooperative.

HALO case manager, Angela Holland, worked extensively with SAIL to repackage Grace's medications into a simpler, less stressful regimen. According to Holland, after sticking with it for some time, Grace changed like night and day. She embraced HALO as her new home. When she wasn't participating in support groups and programs, she dedicated her time to cleaning and helping others at the shelter.

By living at HALO, Grace was able to save enough money to move into an assisted living home in Kenosha. Under her doctor's guidance, she plans to spend more time doing community-based activities in order to cultivate better human connections.

Page 5: Organizational Information

Q18 Which category best describes the organization. **Shelter**
Please choose only one.

Q19 What is the organization's primary program area of interest? **Homeless**

Q20 Percentage of clients served through grant in each ethnic group category. Total must equal 100%

| | |
|------------------------|-----------|
| African American | 50 |
| Asian/Pacific Islander | 1 |
| Caucasian | 40 |
| Native American | 0 |
| Hispanic Latino | 7 |
| All Ethnicities | 1 |
| Other | 0 |
| Unknown | 1 |

Q21 Approximate percentage of clients served from grant funds in each age category.

| | |
|----------------------------------|-----------|
| Children Birth-05 years of age | 11 |
| Children ages 06-12 years of age | 9 |
| Youth ages 13-18 | 2 |
| Young Adults (18-24) | 51 |
| Adults | 25 |
| Senior Citizens | 2 |

Q22 Approximate percentage of clients served with disabilities from grant funds.

| | |
|-------------------------------|-----------|
| Physically Disabled | 1 |
| Mentally/Emotionally Disabled | 30 |

Q23 Approximate percentage of clients served in each economic group. **Homeless/Indigent 100**

S.L. Gimbel Foundation Fund

Q24 Approximate percentage of clients served from grant funds in each population category.

| | |
|------------------------|------------|
| Single Adults | 74 |
| Families | 26 |
| Single Parent Families | 26 |
| Homeless/Indigent | 100 |
