

S.L. Gimbel Foundation Fund

2012 Grant Evaluation Final Report (# 2012756)

Rescue Mission of Roanoke

The Rescue Mission received an S. L. Gimbel Foundation Fund 2012 grant of \$25,000 for the Tabitha Project. The funding was to off-set the 1st year's salary of the Tabitha Project Coordinator. The target population of the Tabitha Project is men and women who have been in this shelter or some other shelter long-term and/or have been out of the workforce long-term.

Projects Key Outcomes and Results

Project outcomes included key indicators such as moving out of emergency shelter into more permanent housing, learning new workforce skills by volunteering internally at the Rescue Mission, acquiring a job, volunteering and involvement in their own communities, and increased social skills for more positive sense of self-esteem and self-worth. Below are the statistics for October 2012 – June 2013:

Men:

- Number of unduplicated Tabitha Participants: 28
- Number who successfully moved out: 9
- Number who were in LEAP: 5 (The LEAP Program is offered through another community non-profit – the Advancement Foundation. The goal of the LEAP program (Lift, Educate, Advocate, and Proclaim) is to empower economically disadvantaged men and women of the Roanoke Valley by helping them achieve both personal and professional satisfaction and success in their lives. LEAP seeks to give its participants the skills, encouragement, and confidence needed to create permanent positive change in their lives.)
- Found Jobs: 4
- Helped obtain SSI, SSD: 6
- Class Hours: 556
- Volunteer Hours: 14,976
- Seeking to further their education: 2

Women:

- Number of unduplicated Tabitha Participants: 64
- Number who successfully moved out: 24
- Number who were in LEAP: 5
- Found Jobs: 8
- Helped obtain SSI, SSD: 8
- Class Hours: 491
- Volunteer Hours: 67,056
- Seeking to further their education: 2



A main focus of the Tabitha Program is to retrain the thought process from identifying their being as homeless rather than a person who is temporarily homeless. While in the Tabitha Program, the participants are afforded the following privileges that other guests do not have.

- A separate dormitory and TV room are provided for the Tabitha participants.
- A place to store their belongings. Getting the participants past carrying their belongings with them everywhere they go is a challenge, as this is something they have done for a long time.
- A special t-shirt and name badge to wear to identify them as belonging to this group.
- Special dining room times separate from other shelter guests.
- Special movie nights.
- Weekly intense case management by the Women's Shelter Case Manager and one of the Men's Shelter Case Managers:
 - Contracts with time frames are set up
 - If the participant does not have a GED, this is coordinated with other agencies to attain this
 - A financial agreement is set up to save 75% of their income once a job is attained.
- Pre-employment classes are held:
 - Discussions include looking at industries and sub-industries as opportunities to seek employment.
 - Mock interviews
 - Application help with a goal of 10 applications per week
- Weekly peer support meetings facilitated by staff and/or volunteers. As the program has developed, Tabitha participants have begun to take leadership in the meetings with the staff/volunteers present.
- Rescue Mission service assignments are scheduled for the participants starting a 4 hours per week. Eventually, the hours increase to 32 hours/week, which shows the participants that they are ready and able to handle a full-time job outside the Rescue Mission.

Some activity highlights of Tabitha participants:

- Assisted with the Southeast Roanoke Christian Partnership community-wide Easter Egg Hunt by setting up and hiding 25,000 eggs, then cleaning up the park afterward.
- Worked with Rebuilding Together-Roanoke to paint and repair a house in our community on three separate occasions.
- The women attended a Romeo and Juliet Ballet exposing them to new cultural events



- Men and Women have both had off-site retreats to Jubilee Acres, the Rescue Mission's retreat center, where they participated in team building and the 12-station ropes course, as well as planning, cooking, and serving their own meals.
- Male Tabitha participants took the day training at Mountain Shepherd Wilderness Survival School and learned ways to survive in a camping or wilderness situation.
- Participated in National Night Out, honoring local law enforcement. They served ice cream and made special paper covers for the candy bars they distributed to more than 400 neighborhood guests.
- Assisted the Belmont Neighborhood Association with the clean up of the city cemetery, working along side of community volunteers and Sons of Confederate volunteers. They have participated in the cemetery clean-up 6 times thus far.
- Participated in "Light the Night" campaign with neighborhood associations and the police department by handing out light bulbs and encouraging folks to leave their porch lights on to make it a safer neighborhood.
- Participated in neighborhood Earth Day clean up.
- Helped with Christmas at the Rescue Mission by wrapping gifts for Recovery participant's children.
- Cleaned the Hope House Graduation Housing for Recovery before the dedication.
- The women helped with baking and creating the dessert buffet for the Permanent Art Collection Event.
- The women have led craft days with the children of the Rescue Mission.



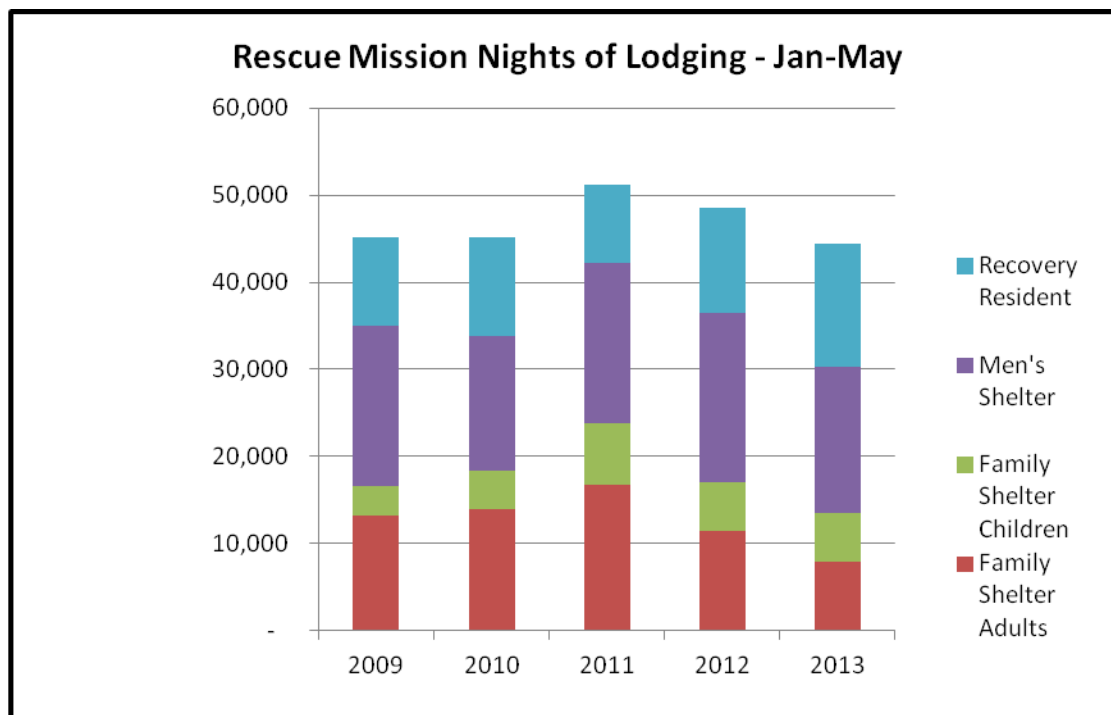
Key Challenges and Obstacles

One of the key challenges with any new program with homeless adults is to gain the trust of the people you are serving. Since the initial Tabitha participants were homeless for at least 2 years, the trust, hope and confidence levels were low and some resistance to entering the program was encountered. However, after working with the initial group of men and women, the program started to build and folks not in the program yet were asking to join – a good sign that this program was encouraging and manifesting itself into being perceived as a good thing.

Unintended Positive Outcomes

The Tabitha Project initially concentrated on the men and women that were homeless for the longest period of time – 2 years or more. The program has graduated many of the long-term homeless guests so the time period to enter into the Tabitha Program is now 45 days. At the time this program was initiated, we did not imagine in such a short time that this program has been in place that the days of stay would be as low as 6 weeks to enter the program. This has been an unexpected, but very positive result.

The Rescue Mission census from January-May is noted below for the last 5 years. The Tabitha Project only includes Family Shelter Adults and Men's Shelter (Family Shelter Children and the Recovery Residents are completely different programs). Year to date compared to last year there has been a 30% reduction in the family shelter adults, which would include the Tabitha ladies, and a 14% reduction in Men's Shelter which would include the Tabitha Men.



Year - % increase	Family Shelter Adults	Family Shelter Children	Men's Shelter	Recovery Resident	Total % increase
2009 - 2010	6%	30%	-16%	11%	0%
2010 - 2011	21%	55%	20%	-20%	14%
2011 - 2012	-32%	-19%	5%	34%	-5%
2012 - 2013	-30%	-1%	-14%	17%	-8%

Overall Effect on Organization

The overall effect on the organization would be a lowered census and meeting the needs of our guests, which is why we are here. This is good news for both the Rescue Mission and the guests! Reduced guests means there is less need in the community for emergency housing. Reduced housing for the Rescue Mission means lower costs for supporting guests from food, utilities, medical needs, etc.

Success Stories

David E. was a guest with alcohol and back child support issues. He was a guest of the Mission for 4 years and on the RKE City Police Interdiction list. After starting in the Tabitha program, the staff held him accountable for service assignments at the Mission and alcohol testing for sobriety. Once he sobered up and became aware of the depth of his alcoholism and long-term homelessness, he utilized the Tabitha Program to excel and move out. The Mission helped him acquire work clothes through the Thrift Store, and he applied for jobs as a chef, which was his background and training. Within a month, he found a job as a sous chef in one of the best restaurants in town. He reconnected with his family and re-established his relationship with his son. He now lives in his own apartment and is doing well.

Rudy K. was a guest of the Mission for 7 years. He did not have substance abuse issues and was always compliant with the Mission rules. He was diagnosed with schizophrenia while in the Tabitha program. The staff walked him through the process to get Social Security Disability due to his mental health diagnosis. Because he is a veteran, this diagnosis also brought a VA pension to him. Rudy now lives in veteran's housing, which is similar to a retirement community for veterans. He now spends time back at the Mission as a grateful volunteer in our Thrift Store 5 days per week.



Lisa B. was a guest who came in October 2012. She requested to be in the Tabitha Program at the beginning and the staff agreed to let her participate. She moved out on Christmas Eve 2012. In those two months she participated in LEAP, obtained her disability, and found affordable housing and moved out. She was an amazing woman.

Ghada E. and her son were from Egypt and came to the Mission in August 2012. She was a trained electrical engineer but this country would not recognize her training. She participated in Tabitha, starting in October 2012. During her time in Tabitha she went back to night school and obtained her GED so she could further her education in the United States. She moved to transitional housing in February 2013. She continues to keep in touch with us, often by email, expressing her gratitude.

Financial Report

The annual salary of the Tabitha Coordinator is \$26,208 per year, not including benefits. The Tabitha Coordinator, Dale Stanley, has been in this position since July 1, 2012 and is thriving in this position. He spends his week mentoring the Tabitha men and women in separate groups. In addition to Dale, the Men's Shelter and Family Shelter Managers are also part of the Tabitha team and are responsible for choosing the guests who enter the Tabitha Program, leading weekly meetings, and encouraging and holding the guests accountable.

Provisional Plans for Fiscal Sustainability

The Rescue Mission frequently will start a new initiative in a ministry area and ask for the 1st year's funding of the project. After the 1st year, the costs will roll into the annual budget. The Rescue Mission's initiatives and budgets continue to grow. However, new and innovative ways to fund the budgets are created each year.

For example, the Rescue Mission has a Thanksgiving Day 5K Run & Family Walk. This started with 1,300 participants in 2006 and is expected to draw 16,000 in 2013 and is the largest event of its type in our region. With corporate sponsorships and entry fees, this is the largest fundraiser the Rescue Mission has.

The Rescue Mission has 2 earned income practices – the Thrift Store and 2nd Helpings Shop, Gallery & Café. In the past 2 years, these practices have contributed 25% of the income for the Rescue Mission. The goal is to eventually increase this to 50%. Currently trending at a 35% increase, both retail stores have stepped up to the goal and have made strides to accomplish this.

Publicity

See attached press release from January 2013.

Thank You

When Dale P. initially entered the program, he said "I really did not have any hope." Because of this grant, Dale successfully moved out of the Rescue Mission and has a life full of hope and blessings that he never thought possible.

