

**Proposal Summary**  
**Meeting Date: 6/6/2017**

**Jewish Child & Family Services**  
**Request # 115402**

<b>Project Title:</b>	Residential Support of Adults with I/DD
<b>Duration:</b>	24 months
<b>Request Date:</b>	5/1/2017
<b>Request Amount:</b>	\$150,000
<b>Recommended Amount:</b>	\$150,000
<b>Program Area:</b>	Human Services\Housing / Shelter Services
<b>Population Served:</b>	Developmentally Disabled
<b>Type of Support:</b>	Salary Support\Program Staff
<b>Grantee Location:</b>	Chicago, IL
<b>Primary Contact:</b>	Ms. Elizabeth Wyman

**Project Abstract**

The proposal is to expand access to person-centered and community-based residential options for ten adults with I/DD with the opening of three new homes.

**Organizational Background**

The mission of Jewish Child and Family Services (JCFS) is to provide help, healing and caring services infused with Jewish values to strengthen lives in Chicago’s diverse community. Specifically, the agency exists to: 1) maximize the emotional and social well-being of people with complex needs and barriers to service and 2) maximize potential for people with intellectual and developmental disabilities (I/DD). Building on a 157-year history, JCFS provides services at eight locations across the Chicago area, through 30 programs including counseling, services for individuals with disabilities, child welfare services and community programs. In FY16, JCFS served 3,474 at-risk children and families, of whom 58% were low-income, 35% racial minority, 52% Jewish, and 41% age 18 and younger. Through information and referral, community education, and consultation, JCFS impacted 25,394 individuals across the Chicago area.

JCFS employs over 400 staff members in a range of specializations, leverages the talents of more than 300 volunteers, and benefits from the insight of 46 board members. Key funding sources include government, the Jewish Federation of Metropolitan Chicago, philanthropic support, endowment interest, and program fees. JCFS has been serving as the administering agency for JVS Chicago for the past several years, with a full merger to take effect July 1, 2017. JVS Chicago provides employment programs for individuals with I/DD.

**Annual Revenue Sources**

Grants	6%	Government	39%	Earned Income	20%
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Fees	6%	Private Support	4%	Other	25%
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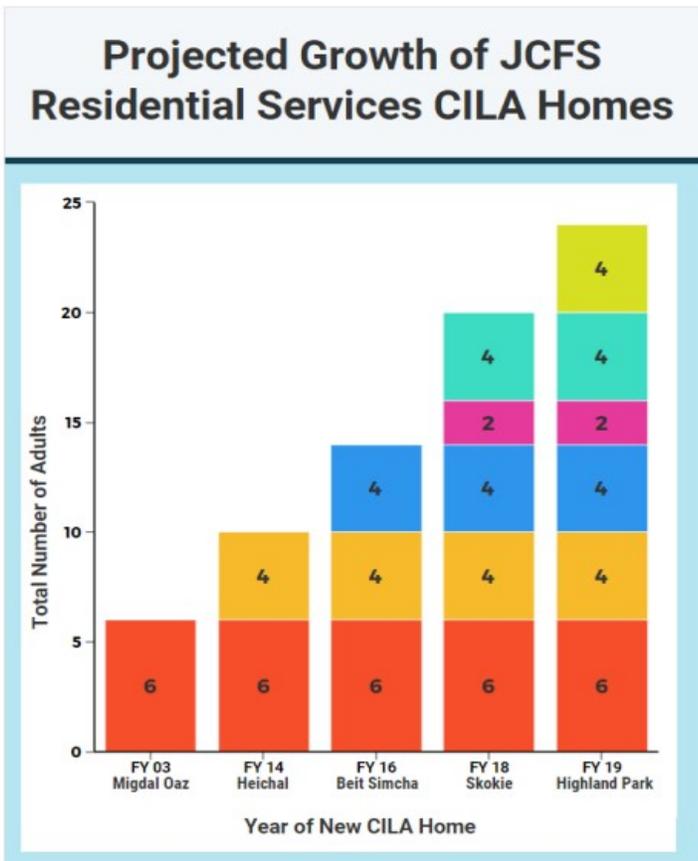
**Finances**

	Budget	Actual	Actual
	06/30/2017	06/30/2016	06/30/2015
<b>Revenues</b>	\$30,580,111	\$30,083,268	\$30,800,695
<b>Expenses</b>	\$30,580,111	30,818,729	30,851,027
<b>Surplus (Deficit)</b>	--	(735,461)	(50,332)
<b>Net Assets</b>	--	\$17,764,752*	\$12,417,337

\*JCFS acquired the net assets of Hebrew Immigrant Aid Society on June 30, 2016.

**Program Description**

JCFS plans to double the size of its Residential Support program in FY18 and FY19 to expand access to person-centered and community-based living options for adults with I/DD. Currently, 14 adults live in three JCFS CILA-funded group homes. In 2003, JCFS opened Migdal Oaz (“tower of strength” in Hebrew), its first home for adults with development disabilities in the Chicago area, followed by Heichal House (“sanctuary”) in 2013 and Beit Simcha (“house of joy”) in 2016. Given significant unmet community need, as evidenced by over 40 families currently engaged in residential planning with JCFS, three more homes and apartments are in the formal planning stages to open during the next two years, as illustrated on the chart below.



Specifically, four young men will make a new home together in Skokie in FY18 and four young women will move to a new home in Highland Park in FY19. The agency is also working with several families seeking two-person alternative support residences in the northern suburbs and Chicago, with one slated to open during the grant period. With the exception of Migdal Oaz, all homes are owned by the residents and their families, with JCFS providing support – including direct service provision and linkage to community resources.

JCFS Residential Services prioritize these factors:

- *Size:* JCFS recognizes that a smaller size (4-6 residents) is more conducive to creating a “home” environment and better meets the needs of many individuals. JCFS will pilot the creation of a two-person model

during the grant period.

- *Caliber of staff*: The State of Illinois reimbursement rate of \$10.71 an hour for direct care workers is just above minimum wage in Chicago. JCFS pays its DSPs an average wage of \$13.85. Higher wages contribute to improved staff retention which strengthens staff/resident relationships, quality of service provision, and resident satisfaction. Staff invests time needed to foster resident independence, supporting individuals in completing everyday tasks that were previously beyond their reach – whether that is activities of daily living, cooking, laundry, cleaning, navigating the community, caring for a pet, or obtaining/maintaining employment. A higher wage increases the funding gap but is essential for acquiring and keeping dedicated staff, particularly given the intense and costly training that each DSP must undergo.
- *Values*: Community living values that underpin the JCFS program model emphasize the importance of building and sustaining a safe, nurturing and stable home environment, community inclusion, choice-making, and self-determination. Service coordination is centralized to provide improved quality of life for residents in need of multi-disciplinary support. The program focuses on supporting the whole person in the context of the environment – leveraging community resources to address social, vocational, and other dimensions of well being. JCFS staff utilize an individualized approach in their day-to-day interactions with residents to help guide them through situations and promote skill building. Residents take the lead role in planning their goals, social life, menus and daily activities. By prioritizing individual choice and partnering with families, staff assist individuals in meeting their potential and enhancing their lives on a daily basis.
- *Jewish tradition*: The program serves individuals of all faiths, but a goal of the program is to address community need for a long-term support environment that support Jewish identity from secular to Orthodox. Because this need varies significantly across individuals, it is an important consideration when matching housemates and is reflected in the different cultures of each home.

### Expected Outcome

In the area of evaluation, JCFS is known for its comprehensive Continuous Quality Improvement (CQI) process. Since 1997, the agency has been systematically collecting client and program data, analyzing that data to measure outcomes and identify unmet needs, and using the information to improve quality of service for children and families. An Individual Service Plan (ISP) is developed every six months and includes individualized, measurable goals in primary areas as developed by the Community Support Team. Residents are expected to maintain or show growth in identified goal areas as ongoing outcomes.

Personal Outcome Measures® (POMs) is a standardized, person-centered assessment developed by The Council on Quality and Leadership and focuses on individual quality of life. Measures are applied and evaluated based on the characteristics, needs and desires of each individual and are consistent with JCFS values of personal choice and self-determination. JCFS incorporated POMS into outcome evaluation in FY15 -- the POM is completed for all new residents within 6 months of admission and starting this year, POM annually from the date of initial assessment (previously it was 18 months). All evaluation findings are reviewed on a quarterly basis at a meeting with CQI and program staff and plans are modified at the individual and agency level as needed based on findings.

Specific objectives during the grant period include:

- 10 adults with I/DD will move into three new JCFS-supported group homes in the north suburbs and Chicago
- Each resident will meet 75% or more goals as identified in individual service plans;

- Each resident will rate 80% of identified key outcomes on the POMs as being present
- 90% of individualized supports will be present within JCFS to facilitate residents meeting outcomes

**Program Budget**

All grant funding would support costs of staff in the new homes, defraying the funding gap between State of Illinois reimbursement rates and actual compensation paid to staff.

**Prior Grants**

<b>Last Grant Date:</b>	11/19/2015	<b>Number of Prior Grants:</b>	1
<b>Last Grant Amount:</b>	\$80,000	<b>Total Amount Granted:</b>	\$80,000

**Recommendation**

JCFS has a small but growing set of residential service options and performed well in its initial grant from CFI. The organization has embraced the model which separates ownership from service delivery which is gaining favor for the greater control it affords residents to hire and fire their service delivery partner. It is an active user of the CQL Personal Outcome Measures as a vehicle to measure and track quality of life. It receives significant support from the Jewish United Fund/Jewish Federation of Metropolitan Chicago with whom it is partnering to build the Jewish Community Endowment for People with Disabilities which is intended to be a \$10 million fund to provide annual support for the operations of its residences.

This proposal firmly advances CFI's Disabilities strategy to "fund efforts to create and renew housing alternatives, including emerging models which allow for ownership by residents and other parties."

We recommend approval of this request.

<b>JCFS</b>			
<b>Residential Supports for Adults with I/DD (Heichal, Beit Simcha, New Home A, New Home B)</b>			
<b>5/1/17</b>			
			<b>Total Projected FY18 Budget</b>
<b>Revenue</b>	<b>Funds Needed</b>	<b>Funds Requested</b>	<b>Funds Committed</b>
Coleman Foundation	\$75,000	\$75,000	
Other Philanthropic Support (Grants, Indiv, Endowment)	\$371,117		\$144,317
Government Funding	\$1,148,692		\$618,096
Organizational Contribution	\$239,222		\$125,612
<b>Revenue Total</b>	<b>\$1,834,031</b>		<b>\$888,025</b>
<b>Expense</b>	<b>Project Budget</b>	<b>Coleman Funds</b>	<b>Other Sources</b>
<i>Personnel</i>			
Salaries	\$832,817	\$57,692	\$775,125
Fringe	\$245,684	\$17,308	\$228,376
<i>NonPersonnel</i>			
Professional Fees	\$77,180		\$77,180
Supplies	\$98,276		\$98,276
Equipment Purchases, Rentals and Repairs	\$5,456		\$5,456
Software Purchases and Maintenance	\$10,560		\$10,560
Telephone	\$29,392		\$29,392
Postage and Delivery	\$1,276		\$1,276
Occupancy	\$240,976		\$240,976
Marketing and Advertising	\$2,436		\$2,436
Transportation	\$9,452		\$9,452
Conferences, Conventions and Meetings	\$6,232		\$6,232
Subscriptions and Reference	\$80		\$80
Specific Assistance to Individuals	\$10,500		\$10,500
Membership Dues	\$3,872		\$3,872
Miscellaneous Expense	\$20,620		\$20,620
Management Expense Allocated to Programs	\$239,222		\$239,222
<b>Total</b>	<b>\$1,834,031</b>	<b>\$75,000</b>	<b>\$1,759,031</b>
Use of Grant by Location:	<b>FY18</b>		
	Heichal Subsidy	\$5,000	
	Beit Simcha	\$10,000	
	New Home A	\$30,000	
	New Home B	<u>\$30,000</u>	
		\$75,000	
	<b>FY19</b>		
	Heichal	\$0	
	Beit Simcha	\$5,000	
	New Home A	\$20,000	
	New Home B	\$20,000	
	New Home C	<u>\$30,000</u>	
		\$75,000	
*JCFS will not finalize its FY18 budgeting process until early June. The above projections are based FY17 figures -- it includes estimated expenses for the new homes but no revenue at this time in the committed funding column.			