



EXECUTIVE SUMMARY

Mission: Incarnation House prepares homeless and insecure youth for life success by providing access to educational, emotional, and other support services

Now its own 501(c) 3 organization, Incarnation House was started in 2012 when the Church of the Incarnation, in conjunction with DISD created a Drop-in Friday program at North Dallas High School for students homeless or in unstable housing situations. The need and the temporal limitations of the Drop-in program quickly illustrated potential for the growth and development of a much broader program, connecting these students with much needed resources to help break the cycle of poverty. Incarnation House opened its newly renovated center on January 6, 2016.

Dallas County has the highest rate in the state with 29% of its youth living below the poverty line. Living situations for these families range from motels, shelters, doubling and tripling up, to Section 8 and HUD housing. For all of these families, housing insecurity is cause for much stress and concern. Many of these families are one paycheck, sickness, or accident away from being on the street and often times fall through the cracks due to a lack of being identified. According to Metro Dallas Homeless Alliance, homeless families are the fastest-growing segment of the homeless population comprising nearly forty percent of the total homeless.

At North Dallas High School 96% of the students are economically disadvantaged and attend a school that, according to Children at Risk's 2017 school ranking report, is ranked 208 out of 216 high schools in North Texas with an "F" rating, and a 69.3 percent graduation rate. Persistent childhood poverty, residential instability/homelessness and educational poverty (attending institutions with learning disparities) are factors that all but guarantee academic struggles and generational poverty. Most of the students attending North Dallas High School and its feeder schools are facing all of these factors.

Incarnation House offers a safe place for these teenagers to come after school, build relationships with caring adults and peers, and have access to services they otherwise would not. Homelessness is more than a lack of housing and we are dedicated to closing the opportunity gap by ensuring these youth have access to academically enriching activities, as well as social and emotional support. With a team-driven approach, staff, volunteers, and over 20 nonprofit community partners collaborate to deliver the following services: case management, counseling, medical, dental, life skills, educational and vocational support, as well as enrichment activities.

The students at Incarnation House learn, explore, and experience in ways that facilitate growth and change. These experiences are helping to prepare them for future life success. The focus is to assist our students in acquiring living wage jobs through which they can support a family. For some of our students, this path will include college, junior college, trade school, or the military. Our hope is to permanently end generational poverty and change the course of our student's lives, putting them on a track to reach their full potential.

Ultimately, we want to develop a strategic plan and model for expansion to other campuses.



VISION

Transforming communities by equipping youth to end generational poverty

2017 Strategic Plan

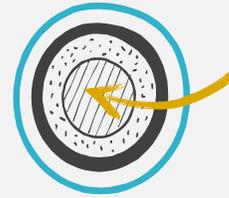
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IMPACT

- Adopt a clear and compelling program model
- Produce measured results to strengthen case for support
- Scale deeper by continued conversation and committed action to improve the North Dallas High School feeder pattern
- Develop a strategic plan and model for expansion to other campuses



GOVERNANCE

- Review and refine board governance policies to bring organization into maturity phase
- Review board size and diversity
- Develop board recruitment plan
- Formulate planned and emergency staff succession plan



BRAND

- Target optimal organization identity
- Refine branding and key messaging to support revised program model



REVENUE

- Advance revenue plan for short-term goals as well as long-term sustainability
- Create a development plan to encourage generosity and support of the organization's mission and vision plan



GUIDING PRINCIPLES

- Collaboration: We achieve broader goals and better outcomes by partnering with proven community organizations and advocates.
- Responsibility: We effectively steward resources to make a positive impact on our youth and the community.
- Measurable Results: We are committed to providing reliable evidence that our programs deliver meaningful and lasting change.
- Diversity & Inclusion: We believe that to achieve our mission, we must be a diverse and inclusive organization broadly reflecting the communities we serve.





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POVERTY

- 1/5 children live in poverty vs. 1/8 adults
- Texas - #6 for children in poverty
- Dallas - #1 in Texas for children in poverty
- North Dallas High School - **96%** are economically disadvantage

EFFECTS OF POVERTY

- Low-income children caught up in their parents' economic struggles experience the impact through unmet needs, low-quality schools, and unstable circumstances
- Adult achievement is related to childhood poverty and the length of time they live in poverty
- Children living in persistent poverty are less likely to achieve important adult milestones, such as graduating from high school and enrolling in and completing college.

HOMELESSNESS

- 19% of Dallas households are housing insecure
- Homeless families are the fastest growing segment of the population.
- 40% of the homeless population in Dallas are families
- 1/5th of North Dallas High School is considered homeless under the McKinney-Vinto Act

HOMELESSNESS IS MORE THAN A LACK OF HOUSING

Incarnation House services:

- Basic needs
- Case management and Counseling
- Social and Emotional Development
- Medical and Dental
- Life skills
- Educational support
- Vocational support
- Leadership and Community Building through unique educational & enrichment activities
- Site visits to local businesses/corporations providing them with a unique opportunity to expand their horizon.





Partners we collaborate with:

Incarnation House partners with more than 20 organization to utilize existing and proven programs to provide the services needed to fill the identified opportunity gaps for our students and offset cost wherever possible.

- **Admission Aid:** A Dallas-based 501©3, will provide Incarnation House mentors, students, and student's families with a multi-layered approach designed to increase college access - from standardized testing requirements and procedures to resources for scholarship assistance and the support necessary to file the FAFSA, CSS profile, and other financial aid applications
- **Big Thought:** We will collaborate with Big Thought to incorporate their Creative Solutions model into Incarnation House programming.
- **Bubbl:** This new Dallas-based car service run and operated by off-duty and retired police officers helps us ensure a safe ride home for all of our students every night.
- **Center On Research and Evaluation (CORE):** To help us better understand and carry out research and evaluation work for program improvement, we will be collaborating with CORE to provide research and evaluation services.
- **Children-At-Risk:** Strategic research, public policy analysis, education, collaboration and advocacy.
- **Church of the Incarnation (COTI):** A collaborative relationship with COTI will continue through the Angel Tree and Man-up Mentoring Programs
- **Dallas ISD:** DISD has a number of on campus drop-in programs at various high schools and middle schools around the district. Incarnation House will work with them to provide food and volunteers for three of the programs that are in the North Dallas Feeder pattern: North Dallas High School, A.W. Spence Middle School, and Rusk Middle School. DISD also helps provide some of our homeless students with summer jobs.
- **Dallas Afterschool:** In an effort to ensure Incarnation House is keeping up with national quality standards, Dallas Afterschool will be used as a resource in training, support, and evaluation of our staff.
- **Ignite:** Through Ignite, the young women at Incarnation House get exposure to government and policy, in hopes of encouraging them to take an active role in their local government.
- **McCamey Counseling:** Dialectical Behavior Therapy is used to teach our students mindfulness and awareness, of themselves and the world around them.
- **Momentous Institute:** Will provide professional training (Social & Emotional Health) for our staff/volunteers and "Experiential Learning" for our students.
- **Ntarupt:** Our students have such bright futures ahead of them, and teenage pregnancy hinders young people from accomplishing their dreams. We have partnered with Ntarupt to bring a Goal Setting/Sex-Ed/Pregnancy Prevention program to our students.
- **Parkland Hospital:** Parkland Hospital will provide medical services from their 40-foot, outreach, and mobile truck on a bi-monthly basis. Services will include vaccines, prescription, and female wellness exams. work to find them a more permanent safe place to sleep.
- **Roseland Community Partners:** The Roseland Community housing is home for many of the youth at North Dallas High School. In addition to helping close the bond with our students and their families, a partnership with the organization will allow Incarnation House to link to a strong community network of other faith-based groups, service providers and government agencies.



- **Shelters: Promise House, Family Gateway, Interfaith Transitional Living Program, and Salvation Army:** Some of the students we serve will be staying at these Dallas area shelters. Incarnation House will work to maintain a collaborative relationship with each of these shelters.
- **Signature Services:** Signature Services provides one breakfast a month to the students that attend Drop-in Friday's program set within North Dallas High School and staffed by Incarnation House. We will continue to partner with them with the hopes of expanding their role into the Center.
- **SMU: The Budd Center:** The Budd Center completed a demographic study of the 75204 zip code. The findings of this study have been the foundation of our efforts to help provide support for the community around Incarnation House.
- **SMU:** Graduate counseling Interns.
- **Spark:** Field trips to Spark will provide our students with individualized learning experience, which will help our youth to embrace their full creative potential.
- **The School Zone (TSZ):** Modeling the Budd Center's flagship project with DISD West Dallas Feeder Pattern to ensure that the children of the North Dallas High School Feeder Pattern have the educational tools they need to exit poverty as adults. IH is a member of the collective impact partnership between nonprofits, public and private schools, the Dallas Independent School District and SMU.
- **Tolleson Wealth Management:** Employees from Tolleson interactive and creative learning tools with our students helping them learn how to be financially responsible by teaching them financial basics (banking, credit vs. debit cards, budgeting, as well as school and auto loans).



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Program Numbers	2016 Totals	2017 Spring	2017 YTD
Students Served by Incarnation House (Center/Breakfast)	185 Students	94	147
Meals Served (Center)	2,603 Meals	860	1,878
Big Thought Sessions	28	10	22
Life Skills Classes	31	18	33
Admission Aid	21 Students	8	21
Parkland Medical Unit	20 Students/ 7 Families	15 Students/ 3 Families	27 Students/ 3 Families
Enrichment/Community Activities	16	4	16
College Visits	0	2	3

PROFILE OF OUR KIDS

- Experience persistent childhood poverty—living below the federal poverty level for at least half of one's childhood
- Experience food and housing insecurity on a daily basis
- Live in inadequate housing and some lack water and utilities
- 4 live in hotels
- 15 are doubled or tripled up
- 4 bounce among family members and live in multiple places within a school year
- All have been homeless and spent time in a shelter
- All are one illness, one pay check or one rent increase away from being on the street.