

END_≡AVORS®

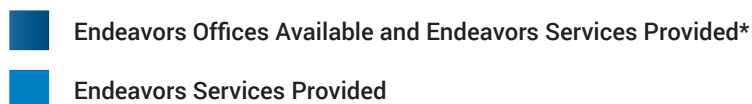


2024

ANNUAL IMPACT REPORT

About Us

When the members of First Presbyterian Church came together to found Endeavors in a San Antonio basement in 1969, they could not have foreseen how the organization—driven by compassion for the most vulnerable among us—would grow. Now, more than 55 years since its founding, Endeavors is proud to offer services across the United States.



*As of Q2 2025



In 2024, Endeavors celebrated its 55th birthday. Founded in a church basement in 1969, we have grown our services, grown our footprint, and grown our impact in these 55 years.

But our vision remains the same.

Endeavors was founded when a man, whose name is unknown, died on the steps of San Antonio's First Presbyterian Church. In the days after, the Rev. Louis Zbinden, a leader of great moral clarity, turned to faith for guidance.

“Our founding was born of a tragedy.
Our future is one of promise.”

His faith told him that his responsibility was simple: Care for those in need. Just as Jesus has done.

Zbinden knew it would be hard. He knew it would challenge his church community. He knew it would challenge people across San Antonio.

But he knew it was the right thing to do. So he did it.

This past year, as we celebrated 55 years since his brave decision to take Jesus' mission of selfless love to the people who need it most, we remain guided by that vision.



Snow on [First Presbyterian] church and building rooftops, San Antonio, Tex., 1949, San Antonio Light Photograph Collection, MS 359, University of Texas at San Antonio Libraries Special Collections.

It's simple really: We are committed to providing a helping hand to restore dignity and improve the quality of life for every client, every time, in every community we serve.

Every client. A veteran hoping to get off the streets. A first responder battling PTSD. A child searching for security and a home. A mother and her children starting fresh after leaving a violent situation. A schoolkid hoping to go to college. A family who has lost everything in the winds of a hurricane.

Every client. Every time. In every community.

Looking back on our 55th year, we are proud of the work we did. And we are grateful for your help in achieving it. We have helped so many – but our work continues. Our founding was born of a tragedy. Our future is one of promise.

Thank you for your shared vision and support for those we serve.

Very respectfully,

A handwritten signature in black ink, reading "Chip Fulghum". The signature is fluid and cursive, with a long horizontal line extending from the end.

CHIP FULGHUM
Chief Executive Officer



Mission

What We Do

Endeavors passionately serves vulnerable people in crisis through our innovative, personalized approach.

Vision

Why We Do It

We are committed to providing a helping hand to restore dignity and improve the quality of life for **every client, every time, in every community we serve.**

Core Competencies

How We Do It Best

Personalized Case Management

Mental Health & Wellness Services

Rapid Response

Sheltering Vulnerable Populations

We seek to provide comprehensive, effective, and innovative services that encourage growth, allowing people to build better lives for themselves, their families, and their communities.



Across Our Organization

Impact by the numbers in 2024

183,088

individuals served across
all Endeavors programs

4,963

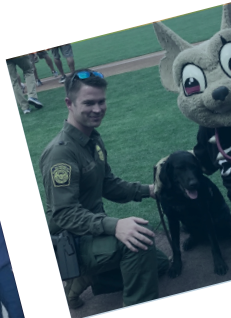
total veteran
clients served

91¢

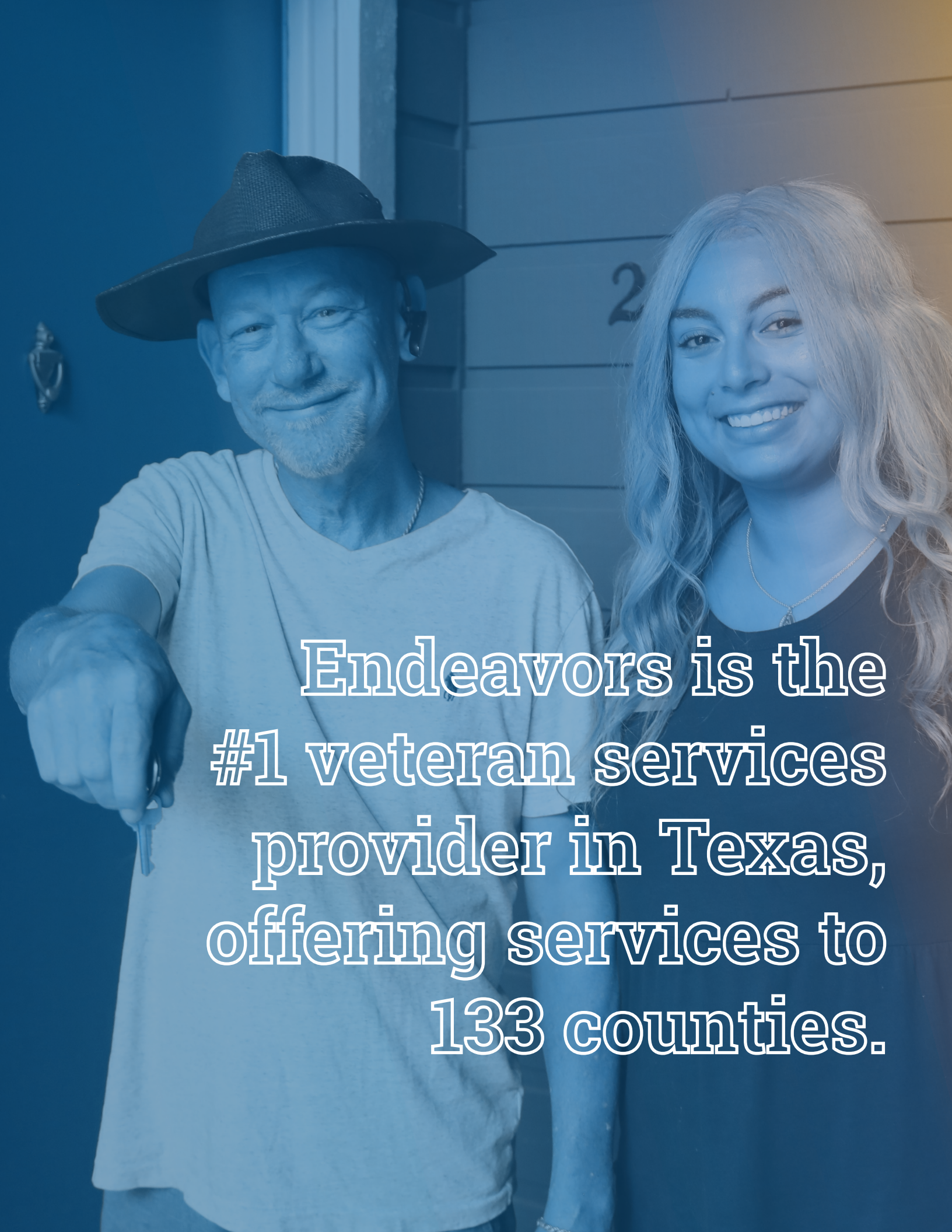
of every dollar goes directly to
helping our clients

24

new programs
established



Endeavors ... aims to improve the quality of life of various communities through programs that focus on mental health, housing, veterans, and disaster relief."

A photograph of a man and a woman standing in front of a door. The man on the left is wearing a dark fedora and a light-colored t-shirt, holding a key. The woman on the right has long, wavy blonde hair and is wearing a dark top. The door behind them has the number '2' on it. The entire image has a blue color overlay.

Endeavors is the
#1 veteran services
provider in Texas,
offering services to
133 counties.



Serving Veterans Facing or Experiencing Homelessness

Rooted in Recovery

Previously unhoused veteran finds hope in new career

For 10 years, 10 months, and 21 days, Army Sergeant E-6 Albert Abraham served his country, both stateside and in Iraq.

It was, he says, the greatest honor of his life. But the pressures of deployment were straining his family, and he was honorably discharged to start his next chapter.

Things did not go as planned. First, he and his wife separated. Then, a severe car accident left him injured and without transportation.

Because of that, he lost his job.

“Life fell apart on me after that,” he says. “I’d lost my career, my wife, my home, and my car. It was a very low point.”

Unsure how to get back on his feet, Abraham sought shelter under a bridge in downtown Austin, Texas. At the mercy of the Texas heat, Abraham experienced dehydration, food insecurity, and debilitating lethargy. He was, he says, in constant survival mode. “I almost died, or maybe I did.”

In the midst of his pain and worry, alone at night under the bridge, Abraham turned to the values he learned while in the Army: Never accept defeat.

He began looking for help. And found our Supportive Services for Veteran Families (SSVF) program.

The program provides rapid rehousing and support to veterans like Abraham, helping them find a safe place to stay and focusing on resources like job placement and securing benefits.

It was just what Abraham needed. “Now I live in an apartment,” he said. “I work for the city full-time. I have my own landscaping business, and I work with a partner on another landscaping business.”

For the first time in a long time, Abraham is optimistic about his future. But he won’t forget the journey he’s been on to get where he is. “If you’re not stable, your foundation will crumble and you’re not going to build anything on top of it,” he said. “The message is not to quit. It’s not going to be overnight, but there’s help. Endeavors is a good place to go if you’re a veteran.” ♦

Programs By The Numbers

Veteran Supportive Services

Total Clients Served	2,869 clients including veterans and veteran family members
Veterans Facing or Experiencing Homelessness Prior to Entering Program	998 veterans
Financial Assistance for Veteran Households	\$6,974,224

Programs By The Numbers

Steven A. Cohen Military Family Clinics at Endeavors

Total Clients Served	4,013 veterans, active-duty service members, and their families
Total Behavioral Health Sessions Conducted	27,238 clinical sessions
Sessions Provided to Families	6,315 therapeutic counseling sessions to help veteran families, including children

Community Behavioral Health Services

Total Clients Served	1,125 clients
Veterans Served Within the Program	207 veterans received counseling sessions, medication management, peer support services, and case management
Total Behavioral Health Sessions Conducted	9,031 case management sessions provided

Community Wellness Services

Community Members & Professionals Trained in Zero Suicide Initiative Program	2,203 attendees trained to build a safer community at 33 unique events
Number of New Veterans Receiving Career Support, Mental Health Svcs, and Mentorship through our Transition Support Program	625 veterans received referral support for mental health services, mentor connection, job support and other services
Total Mental Health Services Completed for Trauma-Impacted Clients in Uvalde, TX	711 sessions, including stress-reduction support and resilience therapies

Endeavors Health & Wellness Center

Total Clients Served	4,088 clients
Fitness Center Check-Ins	12,719 total check-ins
Veteran Population Served	63% of clients served were veterans or veteran family members

Homeless Veteran Reintegration Program (HVRP)

Veterans Facing or Experiencing Homelessness Prior to Entering Program	72 veterans (including 60 veterans living in Puerto Rico) received help specifically through the HVRP program
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Serving Active-Duty Service Members and their Families

Building Hope

How a unique therapy technique helped a 7-year-old grapple with grief

Joaquin* was just seven years old when his father died by suicide.

To cope, the boy would often withdraw. Or lash out in anger. His mother, who is serving in the U.S. Army, was working through her own pain and turned to the Steven A. Cohen Military Family Clinic at Endeavors for help.

There, Joaquin, met Kisha Vallejo, Licensed Clinical Social Worker (LCSW).

And through compassion and patience, found a measure of peace.

Kisha had recently completed advanced training for treatment of military-connected children through a grant with the Bob Woodruff Foundation, and was equipped with specialized tools to help Joaquin in a way few others could.

Her approach? Engage in creative and child-centered techniques such as play therapy.

They started with a sand tray.

Joaquin, handed a tray of sand and other therapeutic tools of play, and encouraged to use it to tell a story, repeatedly recreated his father's funeral, showing the family surrounded by toy monsters. Kisha let Joaquin talk about this choice. For weeks, they kept at it: Joaquin showing his family surrounded by monsters; Kisha listening and offering support.

And then one day, Joaquin began to replace the monsters with people, explaining that these figures were "watching over my dad." "It was the first time he showed the service members in attendance at the funeral," Kisha says. "It showed the beginning of a shift from fear and helplessness to a sense of protection and support."

At each subsequent session, the figures evolved. From a group of monsters, to monsters with people, to just people. One day, Joaquin selected an angel figure and told Kisha simply: "She's there to protect my dad."

It was a breakthrough, Kisha says. "This shift from monsters to angels, from fear to comfort, was a key step in his healing process."

Joaquin's story continued to evolve in the sessions that followed. He began showing his family under a bright sun, or beside a rainbow... and talked about comfort and hope instead of monsters. "This was a wonderful tool for him to be able to process his grief," Kisha says. "The transformation from a scene filled with fear to one filled with protection, angels, and symbols of peace mirrored his emotional healing." ♦

**Names have been changed to protect privacy.*



Over 12,000
services were
delivered to CBP
employees and
their family
members in 2024.





Serving First Responders and their Families

Accepting Help

A CBP officer learns he can serve his country better when his family is cared for

In the summer of 2006, as the sun blazed over the Texas-Mexico border, Philip got his dream job as a Customs and Border Protection (CBP) agent.

It was everything his family hoped for. Philip* and his wife had two young children, and he was proud to support them doing a job he loved.

But the intensity of the work began to wear on him and his whole family. "I have witnessed firsthand how grueling, stressful, dangerous and mentally demanding the job can be," said his wife, Ellen.

The suicide rate for CBP officers – already the highest among federal law enforcement – surged, and Philip began to struggle. Soon, Ellen was feeling disconnected and helpless – and their kids could feel it too.

The Endeavors Workforce & Readiness Program brought them all a measure of peace. "Endeavors has given me an outlet to help take an immense load off my shoulders," Ellen says. "My family has been provided with physical and mental support."

From the services provided directly to the family, to the community it helped them build ... Ellen says it's all been a gamechanger. "Understanding that we

are one of many families dealing with these issues has taught us to accept help and not be ashamed," she says. "Having people to see face to face and help with our various family situations has been a godsend."

Now, the couple's 24-year-old daughter is in medical school. Their 16-year-old son is in high school. Through Endeavors, both kids have regular therapy sessions to manage stress and navigate challenges when they need support. That, Ellen says, has helped their family grow stronger – and Philip succeed as an agent.

"I have learned that the less stressed my husband is with family problems, the more productive he is at work," she says.

Philip and Ellen take advantage of many of the program benefits, including chiropractic services – often essential for agents who wear heavy gear all day – and mobility classes. "By being an agent, my husband has found purpose and meaning in his life. He proudly protects our borders," she says. "And for me, having a support system that comes to my rescue allows me to provide my family with the best care. Having help has been life changing for all of us."♦

**Names have been changed to protect privacy.*

Programs By The Numbers

Workforce Readiness Services

Total Clients Served	1,843 clients, including first responders and their family members
Client Satisfaction	91% quality service satisfaction rating with Endeavors services
Services Delivered/Facilitated	12,054 services, including clinical support, fitness and nutrition planning, mobility training, and more

Serving Families At-Risk of Homelessness

Coming Home

A Houston family rebuilds from the ashes

“Fire! The house is on fire!”

Joe had never moved so fast. He had dozed off on the couch one evening watching TV, worn out from a long day at work. He woke to his mother’s screams.

Coughing, squinting through the smoke, Joe, his two daughters, and his mother ran for the door. They escaped, but their home – and everything in it – was lost to the flames.

“Everything was a total loss,” he says.

The family was devastated.

In addition to their photos and furniture and pots and pans, Joe had also lost important family documents. He found himself caught in a loop of frustration as he tried to request help for his mother and daughters, but did not have the paperwork to support his ask.

In the weeks that followed, Joe juggled work, his health, and trying to find a safe place for his family to lay their heads. He was able to find a temporary

shelter for his family, but he was not included. Soon, he was living inside his truck.

Sitting in the driver’s seat, parked wherever he could for a few hours at a time, Joe called Houston’s 3-1-1 line daily. He asked for advice. He asked for referrals. He asked for help.

No one could do anything without his documentation.

Joe drove back to the remains of his home, slipped under the yellow caution tape, and sorted through the rubble. He set aside a few family keepsakes, covered in smoke and singed, but still precious.

And then, miraculously, he found some file folders – charred but essentially intact. It was the documents he needed to begin rebuilding his life.

Sitting in his car in front of the ruins of his old home, Joe called 3-1-1 again.

Before long, he and his family were referred to the Endeavors Rapid ReHousing program.

“I’m going to find you somewhere to stay,” Joe’s Case Manager, Anna, told him. And she did.

“She gave me an address and asked if it was okay with me,” Joe remembers. “I said, ‘Man, it’s inside—it’s all right with me!’

After living in his truck for months, Joe walked into his new home surrounded by the people he loved. Endeavors had set up furniture and a welcome package of pillows and plates and other essentials to make it feel like home.

“I was so happy ... I lost everything, and this is a blessing,” he says. “You’re a real blessing.” ♦



A photograph of two men standing in a grassy field. The man on the left, who has a beard and is wearing a light-colored t-shirt and dark shorts, is holding a clipboard and writing with a pen. The man on the right, who is wearing glasses, a dark polo shirt, and light-colored pants, is standing with his hands on his hips, looking towards the first man. In the background, there is a street with parked cars, utility poles, and trees. The image has a blue tint on the left side and a warm orange tint on the right side. Overlaid on the image is white text with a blue outline.

Over 1,100 veterans
found housing and
other assistance
through our Veteran
Supportive Services
program.



Serving People With Chronic Disabilities

Success after Diagnosis

How Endeavors empowered one individual to take charge of their future

When Leo was diagnosed with schizophrenia in 2017, his family was relieved to have a diagnosis – but unsure where to go next.

They reached out to a local workforce agency, but left frustrated and without a plan.

Then, they came to Endeavors.

“The Endeavors team was optimistic and excited to put us on a new path,” says Ruth, Leo’s mom. “They were so helpful, and 100 percent committed to Leo.”

Leo worked closely with a Job Supportive Services Program Manager for Endeavors Unlimited – and she made all the difference. With her help, Leo submitted an application to become a customer service representative at H-E-B Grocery.

He interviewed for – and earned – the spot.

“I am confident that I can make a meaningful impact and contribute to the success of the team,” Leo wrote to H-E-B in his email accepting the role.

For his parents, it is the first step in a new life for their son. And while any help would have made a difference for their family, Ruth says the care and dedication the Endeavors Program Manager brought to the process has made their family feel valued – and painted a picture of a bright future for Leo.

“People like you are so critical to bridge the gap for individuals like my son,” Ruth says. “You have shown us grace and compassion, and have been 100 percent committed to Leo. Your kindness is immeasurable.”◆

Programs By The Numbers

Endeavors Unlimited

Total Hours of Job Skills Training Delivered 3,520 hours

People with Disabilities Employed through Endeavors Unlimited or One of Our Job Supportive Services partners 196 people with disabilities

- Major Certifications and Awards Earned in 2024**
- National Organization on Disability (NOD) Leading Disability Employer Seal
 - Cleaning Industry Management Standard (CIMS) Cleaning Standard Award with Honors
 - Source America Evelyne Villines Award: Minh Van Bui, Endeavors Unlimited Area Manager
 - WorkQuest Most Inspirational Employee: Wilfred Young, Endeavors Unlimited Crew Member



Serving Adults with Disabilities with Direct Employment

Most Inspirational

Endeavors Unlimited's Mr. Fred honored at 2024 Artie Lee Hinds Award Dinner

Since his first day on the job at Endeavors Unlimited in 2017, Wilfred Young – or, as he prefers, “Mr. Fred” – has been all about getting things done. And getting them done right.

It's just one of the reasons his team at Endeavors Unlimited holds him in such high regard, as well as a big part of the reason Mr. Fred – who is legally deaf – won the Most Inspirational Employee Award at the 17th annual Artie Lee Hinds Award Dinner in Austin, Texas.

“Mr. Fred is my absolute glue when it comes to the responsibility of keeping us running,” says James Bower, who has supervised Young for the last seven years. “He’s just a jack of every trade.”

Endeavors Unlimited is an Endeavors program dedicated to improving the quality of life for adults with disabilities by providing employment and job supportive services. Working with commercial and governmental agencies, EU offers commercial custodial services and grounds maintenance services, as well as direct employment and job supportive services.

“Mr. Fred is my absolute glue when it comes to the responsibility of keeping us running.”

In addition to supervising a team of more than 20 professionals, Mr. Fred is responsible for all truck and trailer repairs and maintenance; he covers for landscapers in both federal and commercial work; he’s a professional custodian; and he’s an expert floor-care tech.

The Most Inspirational Employee Award joins several other professional honors on Mr. Fred’s shelf – including several certificates of recognition from Work-Quest.

The recognition is meaningful, Mr. Fred says, but he’s already focused on what’s next for EU – and his team. “I’m glad I can give unlimited care for our workers,” he says. “It means a lot to give them an outstanding experience that helps them have a better life.”♦

Meet the Endeavors Unlimited employee moving the needle on employment for deaf Texans.



Scan the QR Code to watch the video



A large indoor emergency shelter with rows of bunk beds and tables. The room has a high ceiling with exposed steel beams and industrial lighting. In the foreground, there are several rows of metal bunk beds with white sheets. Some beds have small white signs with numbers like '10' and '1'. In the background, there are long tables and chairs, and a few people are visible. The overall atmosphere is clean and organized.

In 2024, over
140,000 individuals
received vital
care and support
in emergency
shelters operated by
Endeavors



Serving Victims of Natural Disasters & Emergencies

Rebuilding After Disaster

Three hurricanes left her without a home. Endeavors helped her find a new one.

The storms came one after another. Lashing rain. Screaming winds. Surging waters.

Pat, a longtime Louisiana resident, made it through the first one. She made it through the second one too. But the last hurricane? “It tore the whole roof off,” she says.

Like so many Pelican State residents, Pat was determined to stay. Louisiana was home, she says. “Through three hurricanes ... I’m still here.”

But her home was uninhabitable, shelters were full, and she didn’t have the resources to start rebuilding.

That’s where Endeavors came in. The Governor’s Office of Homeland Security and Emergency

Preparedness awarded Endeavors a contract to provide emergency services to victims of disasters, critical incidents, or loss of residence.

Endeavors set up a team in Louisiana to help plan for the community’s future. Pat was one of the first clients.

Through Endeavors, she was able to move into an apartment. With a roof over her head, and a safe place to rest, Pat began taking the steps to rebuild her life.

Pat is feeling more confident every day – and, thanks to Endeavors, she’s moving forward, “I thank you guys very much.”♦

Programs By The Numbers

Disaster Case Management Services

Total Clients & Households	5,361 clients served and 3,081 households provided with disaster-related resources and assistance.
Total Number of Cities who Received Disaster Recovery Services	82 cities served across Florida, Illinois, and Louisiana

Rapid Deployment and Intrepid Services

Individuals Provided Emergency Sheltering	141,460 sheltered received vital care and support in emergency shelters operated by Endeavors
Total Hours Served by Rapid Deployment Reservists	322,586.51 hours served

Supportive Housing

Individuals Who Received Supplies	636 households received essential goods and services such as food and personal hygiene items
Percentage of Individuals Assisted in 2024 Who Remain Stably Housed	92%



Serving Children in Crisis

Going Above and Beyond

How Endeavors helped a family rebuild their life – and stay warm

Living in Florida, far away from a support network, Jane and her two daughters jumped at the chance to relocate to Ohio to be closer to family. They didn't have resources to pay for movers, so they packed what they could carry and set out.

Jane moved in with her brother. Together, the two of them worked nonstop to cover expenses and – when they could – buy small treats for the girls.

An Endeavors case manager, who was helping the two girls receive services through their schools, noticed the girls' jackets were thin ... more suited for a Florida winter than an Ohio one.

It wasn't part of her official job, but the case manager, Frances, made a note – and began seeking help.

Turning to her own network of social service agencies, Frances began making calls – telling everyone she could think of about the family and asking for help.

It worked.

A local church invited Jane and her daughters to come select donated, warm clothes for all three of them to help them through the brisk Ohio winter. And when the church learned the two girls were sharing a single bed, they also gave them one (complete with a mattress), so each girl could sleep soundly in their own twin bed.

"It was all a blessing," Jane says. ♦

**Names have been changed to protect privacy.*

Programs By The Numbers

Children's Home Study, Case Management, & Sheltering Services

Number of Children Served with Caregiver Assessments and Family Support Services	8,541 children served through case management services
Number of Children Served by Home Study Services	1,899 children protected thorough home safety assesments
Number of Children Sheltered by Endeavors	868 cared for in Endeavors residential shelters
Percentage of Families Who Found Our Home Study & Case Services Helpful	99% of families report that Endeavors services provided helpful information and support
Number of Cities Where Children Were Supported	Over 40 cities nationwide, including Chicago, Houston, Los Angeles, Miami, New York City, and Philadelphia

Community Housing Assistance Program

Total Children Served	2,105 children cared for through family support with rental assistance, resources for finding housing, and similar services
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A photograph of three children walking away from the camera on a paved path. The child on the left is a boy wearing a plaid shirt and a dark backpack. The child in the middle is a girl in a light-colored dress with a blue backpack. The child on the right is a boy in a plaid shirt carrying a bag over his shoulder. They are holding hands. The background shows trees and a building, with a blue tint on the left and a warm orange glow on the right.

Over 15,000 children
given care, shelter,
and support in 2024.



Your Donation Can Help Save Lives

Give today and your support could give even more communities the resources to build better lives for themselves and their families.



ONLINE:

Helping people in need is quick and easy at **endeavors.org**.



PHONE:

Call **210-431-6466** to make your gift.



MAIL: (Send your check or money order to:)

Endeavors, 6363 De Zavala Rd., San Antonio, TX 78249



endeavors.org

