

END_≡AVORS[®]

IMPACT REPORT

20
22



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The Heart Behind Endeavors

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ENDEAVORS®





**FROM
HELP
COMES
HOPE**SM



A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

2022 proved to be another year of tremendous service for Endeavors. The scope of our services, programs, and staff allowed us to significantly improve the lives of nearly 70,000 people across the United States and the Commonwealth of Puerto Rico.

We saw our footprint expand across 26 US states, which was largely due to the experience, vision, and skill of our Endeavors team. We are encouraged by the widespread impact this growth has allowed us to have on vulnerable populations across the country.

Our team is motivated by faith, by kindness, by passion, and by care for the people we serve. It is because of this that we have been able to connect with those we serve. Our people know no limit to love. Our strength is our heart, and we will continue to accomplish amazing things because we know: From Help, Comes Hope.

None of what we accomplished this year would have been possible without tremendous support from our board of directors, teammates, partners, and donors. I am particularly thankful for our Endeavors Board of Directors and our Family Endeavors Foundation Board.

Thanks to our board chair, Berenice Villarreal, and our vice-chair, Maj. Gen., Alfred Flowers, USAF, Ret. We are humbled by your generosity, wisdom, and kindness.

As our organization continues to grow and expand its reach, we will continue to leave a lasting impact on the communities, families, and individuals who need our help.

The scope of our services, programs, and staff allowed us to significantly improve the lives of nearly **70,000** people."

As each has received a gift, use it to serve one another as good stewards of God's varied grace. (1 Peter 4:10)

Sincerely,

JON ALLMAN
Chief Executive Officer



OUR MISSION

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

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.

OUR VISION

We restore dignity and improve the quality of life for the vulnerable people we serve through the benefits of our programs.

We seek to unify families and communities torn apart by poverty, unemployment, or neglect by providing real, practical solutions and a path to earned income. We do this through a wide array of programs and services supporting children, families, Veterans, and those struggling with mental illness and other significant disabilities.

OUR CORE COMPETENCIES



Mental Health & Wellness



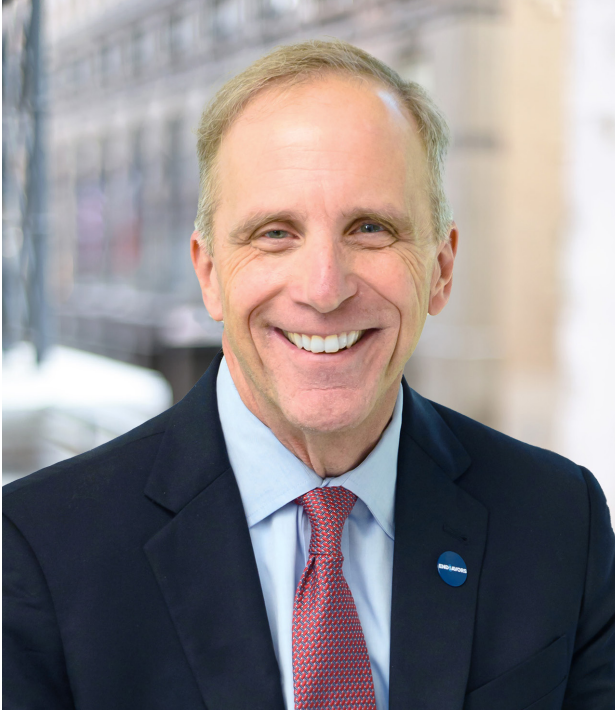
Rapid Response



Case Management



Shelter Vulnerable Populations



A MESSAGE FROM OUR PRESIDENT AND CHIEF OPERATING OFFICER

In our more than five decades of service, Endeavors has led the way in meeting people where they are and going above and beyond to do whatever it takes to help. That's the Endeavors Way. 2022 was no exception.

As ever-changing needs developed across the communities we serve, this past year presented more opportunities to provide help to those in need. And, as we always have, Endeavors rose to the occasion.

Serving communities in their darkest hours, we offered hope in times of sorrow and fear. In Mayfield, Kentucky, we helped people rebuild their lives after a deadly tornado. And just down the road from our San Antonio headquarters, we set up a clinic in Uvalde, Texas, to provide community members with mental health services, wellness services, mortgage assistance, and more, following the tragic school shooting at Robb Elementary School.

2022 saw us expand our rapid rehousing and homeless prevention programs into Austin, Texas, where we now provide wrap-around case management services including housing and mental health care to help people get back on their feet.

As a Veteran, I am proud of how we continued to assist thousands of Veterans and their family members, providing support and hope across our footprint. And, planning for the future, we broke ground in El Paso, Texas, for our second Veteran Wellness Center.

All of this—and more—was made possible because of our people.

“Endeavors has led the way in meeting people where they are and going above and beyond to do whatever it takes to help.”

With the strong support of our service partners and stakeholders, the steadfast leadership of our board of directors, and the unwavering dedication of our staff, our people's willingness to rapidly respond to support those in need was—and continues to be—second to none.

Thank you again to all who continue to support our mission.

God Bless,

CHIP FULGHUM
President and Chief Operating Officer

THE HEART BEHIND ENDEAVORS

**WE BELIEVE EVERYONE HAS THE CAPACITY TO GROW,
HEAL, CHANGE, AND SUCCEED.**

That's why we passionately serve vulnerable people in crisis through comprehensive, effective, and innovative services that empower them to build better lives for themselves, their families, and their communities.

OUR BELIEFS

We are a faith-based community service organization founded by churches that reflects our core conviction that God calls us to love and serve all people. Our efforts are focused on the biblical mission of grace to serve all people in crisis with sustainable long-term services in our greater community. While our Christian faith drives us to fulfill our mission, we recognize shared values bind us together to embrace all who are in need of our services and those who want to serve, regardless of individual religious beliefs.



First and foremost, we know that our mission starts with our people. People are the heart and soul of our mission. We could not do what we do or help the people that we help without our amazing teams. The members of our Endeavors family are the ones out there making a difference, day by day.

Our staff and volunteers are made up of all kinds of people who come from all walks of life—a colorful spectrum of people from different places with different points of view. This diversity of thought and background makes our relationships more dynamic; they make our perspectives sharper; they make our work stronger.

They are the lifeblood of Endeavors. From administration to marketing to social work, each one is crucial to the work we do.



Victor Gonzalez
Air Force Veteran
*352+ volunteer hours
served in 2022*



WHAT IS "The Endeavors Way?"

At Endeavors, we live by our

CORE VALUES:



Accountability
and Integrity



Community Involvement



Care and Compassion



Commitment to
Making a Difference



Excellence



Teamwork

Our Core Values guide our culture of putting people first, leading by example, and building a team that understands, accepts, and supports each other. The Endeavors Way is going above and beyond in the service of our clients. Whether we are in the field serving directly, or in the office working together, Endeavors approaches our mission to serve vulnerable people in crisis from a place of generosity, gratitude, affirmation, and advocacy. We refer to our leadership at Endeavors as Servant Leadership—that is, leadership built on supporting the employees who bring our mission to life.

Endeavors is dedicated to improving the lives of both those we serve, and those we serve with. That's why we invest in our employees by offering premier health benefits and wellness services, access to an expansive selection of in-house Learning & Development activities and Diversity & Inclusion programming, and fostering positive mentorships.

LEADERSHIP

Testimonies

"For me 'The Endeavors Way' means to meet people where they are in their life journey and listen to what their needs are so we can partner with them, empower them, and set them on the path to success. It means to do what is right!"

"1 Corinthians 16:14 - Let all that you do be done in love."

"Strengthen yourself so you can be the best mentor for your team."

"It means going above and beyond. During the recent hurricane in Puerto Rico, we had some remote case managers providing services for the Pecos Children's Center (PCC). These case managers were directly impacted by the hurricane, and despite having significant damage and loss to their homes and cars, loss of power, and uncertainty, their focus was not on themselves. They were worried about getting gas for their generators to continue their case management work for the children of PCC. That is the Endeavors Way, sacrifice to serve."

"Doing what you need to do when no one is watching."

"Always looking outside the box for a solution that best serves the client with the most positive impact on restoring a client's dignity and self-sustainability. Keeping our clients' best interest at the forefront of all our decision making."

OUR PILLARS OF SERVICE



Veteran Services

Homelessness prevention/stabilization, parenting programs, financial assistance, and behavioral healthcare for Veterans and their families.



Community Services

Housing and employment for Veterans, families, seniors, children, and individuals requiring case management, clinical services, and life-skills training.



Migrant Services

Direct care, migrant wellness support, case management, home study and post-release services, staffing, and holistic programming for unaccompanied migrant children and families.



Emergency Services

Disaster relief and recovery, staffing, and case management for victims of hurricanes, tornadoes, public health crises, and inclement weather.

ENDEAVORS[®]

2022

at a glance

Inclement Weather Shelter in Dallas

In February, Dallas hit below-freezing temperatures for several consecutive days—lows of 23, 21, and 19 degrees. Across the city, unhoused Texans were at risk of exposure. Dallas called in our **Rapid Deployment team**. Within 48 hours, our reservists were on the ground, helping the city get an Inclement Weather Shelter up and running at the Dallas Fairgrounds.



Over 155 virtual participants attended the fourth annual Endeavors Veteran Mental Health Summit. Regional and national leaders discussed mental health issues faced by Veterans and their families and identified new strategies and resources that support the delivery of care to this population.

Veteran Mental Health Summit

El Paso Land Purchased

Endeavors purchased 10 acres to construct a 40,000 sq. ft. **Veteran Wellness Center** in El Paso, Texas.

JANUARY

FEBRUARY

MARCH

APRIL

MAY

JUNE



Point-In-Time Count

Each year, Endeavors participates in the Point-In-Time Count to help gather data on the number of sheltered and unsheltered individuals experiencing homelessness. This data provides crucial insight into vulnerable populations and service gaps. During this count, Endeavors employees also distributed hygiene kits to individuals in need of essential supplies.

Responded To Uvalde

In response to the Robb Elementary School shooting in Uvalde, Texas, Endeavors established a pop-up clinic to provide support to the community, first responders, and law enforcement. This clinic is still offering community members free mental health counseling, stress reduction support, substance abuse counseling, rental deposit assistance, case management services, and more.



Chip Fulghum Announced As President



We were proud to announce Chief Operating Officer Chip Fulghum as the new President of Endeavors! Since 2019, he has been COO of Endeavors, leading our program operations and over 2,000 employees who provide services to vulnerable people in times of crisis.



During our El Paso Over The Edge event we challenged the community to rappel down Coronado Tower's 11 stories and help us raise more than \$80,000 for the benefit of El Paso Veterans, children, and families in need.



For the El Paso Veteran Wellness Center groundbreaking ceremony, we were thrilled to be joined by Senator Cesar Blanco, Congresswoman Veronica Escobar, and UTEP President Heather Wilson!



Endeavors' Disaster Relief & Recovery begins serving Louisiana individuals and families devastated by Hurricane Ida.

Services Expanded to Louisiana

Over the Edge

El Paso Veteran Wellness Center Groundbreaking

Golf Tournament

General Alfred K. Flowers "Fore" Education Golf Tournament raised over \$94,000 toward the General Alfred K. Flowers Scholarship for university students pursuing social work.

JULY

AUGUST

SEPTEMBER

OCTOBER

NOVEMBER

DECEMBER



Puerto Rican Veterans Program Launched

Thanks to more than \$498,000 in annual funding from the U.S. Department of Labor's Homeless Veterans Reintegration Program (HVRP), **Endeavors Puerto Rico launched a new program** to help Puerto Rican Veterans facing or experiencing homelessness find competitive employment and permanent housing.

Endeavors Enters the Austin Market

The Austin Rapid Re-housing program launched in October 2022.



Endeavors Unlimited Recognized as a Leading National Disability Employer

Endeavors Unlimited recognized as a **2022 Leading Disability Employer** by the National Organization on Disability (NOD)

Responded To Hurricanes Fiona and Ian

When Hurricanes Fiona and Ian hit in rapid succession, Endeavors Puerto Rico Disaster Case Managers were **on the ground**, working with volunteers to clear debris, remove trees, repair roofs, and replace damaged furniture and appliances.

Inaugural Veterans Day Run

230+ people registered to run, walk, and ruck to honor Veterans and support the military community in San Antonio. All race proceeds supported Endeavors programs that serve Veterans, including homelessness prevention, mental health services, housing assistance, and holistic wellness.



VETERAN Services

Homelessness prevention, rapid rehousing, employment services, substance use disorder recovery and treatment, case management, peer support, psychiatric care, mental health care and military life transition assistance for active duty, Veterans, and their families.

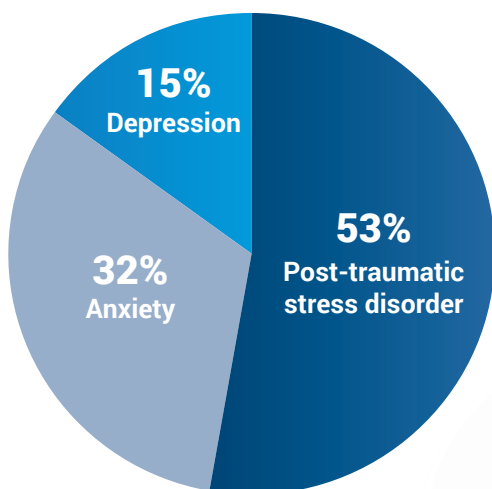


SUPPORTING Our Veterans

WE ARE PASSIONATE ABOUT SERVING MILITARY VETERANS BECAUSE THEY'VE SERVED US. MILITARY VETERANS AND their families have sacrificed so much to keep our nation safe. Often, this service comes at a cost—many Veterans suffer silently from mental health issues. The ramifications of these conditions often mean “regular life” feels out of reach for both Veterans and their families. Some find themselves homeless, unable to hold down a steady job. Some find themselves depressed or isolated; some may consider suicide.

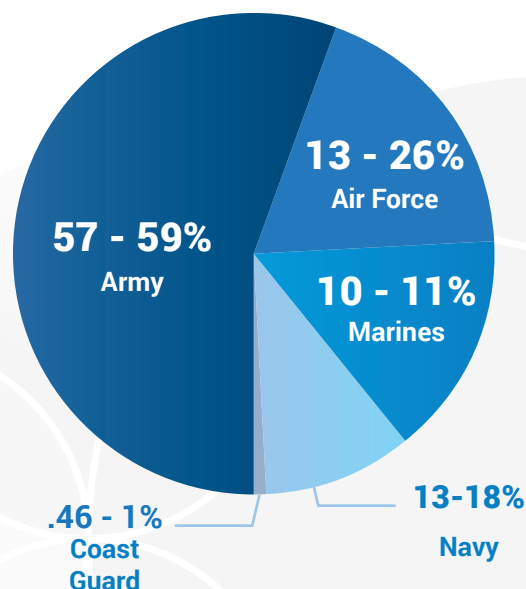


Diagnoses Treated



Population Breakdown

**Veteran Supportive Services
Behavioral Health Services**



Regardless of the situation a Veteran faces, Endeavors is here to help. Through our [Steven A. Cohen Military Family Clinics](#), [Veteran Supportive Services](#), and [brand-new Veteran Wellness Center \(VWC\)](#), we offer a holistic array of programs to help Veterans find their way back. From basic meals to rental assistance to physical and mental health to parenting classes, we want to equip those who've served with the tools they need to live a better life.

BEHAVIORAL HEALTH & WELLNESS

OUR BEHAVIORAL HEALTH SERVICES SPAN ACROSS all Endeavors service lines and seek to address quality of life from multiple angles: mind-body, connectedness, spiritual, environmental, economic, and knowledge. Endeavors provides behavioral health services both virtually and in person for individuals with severe, chronic, and/or co-occurring disorders.

946

Behavioral Health clients served in 2022

4,339

Behavioral Health sessions conducted in 2022

THE ZERO SUICIDE INITIATIVE - Suicide is preventable when we utilize an upstream public health approach of identification and provide proper access to resources and support to people. A Pathway to Care is the process and procedures created and followed to identify an individual at risk, collaborate with the individual to increase safety, and connect them to the right level of care at the right time. The Pathway to Care has a connection to care component, comprised of a program-to-program referral process that can be established internally or between entities that defers to the need of the individual at risk of suicide and has resulted in stronger care connections and far fewer people in need falling through the cracks.

22 Suicide Prevention Trainings Provided to Staff and the Community

302

Staff Trained

760

Community Members Trained

Our newest Veteran Wellness Center in El Paso is currently being constructed in the zip code with the largest Veteran and active-duty population in the city. With proximity to Fort Bliss and the new VA hospital, this facility will bring together organization and community-wide service efforts.

EL PASO, TX VETERAN WELLNESS CENTER

Grand Opening Spring 2024

"Through quality wellness and behavioral health services, this new center will serve as a safe space and a pillar of support for Veterans in the El Paso County region."

SENATOR CÉSAR BLANCO
Texas State Legislator



EXPANDING BEHAVIORAL Health Services

Since Endeavors first began serving San Antonio's unhoused population in 1969, our organization has grown immensely. A few years ago, we recognized an overarching critical need among everyone we serve: re-imagined Behavioral Health care.

Simply put, Behavioral Health is the science of caring for others. It's an umbrella term that includes mental health and physical health, and it's inherently tied to personal and community wellness, as well as Endeavors' mission to serve vulnerable people in crisis.

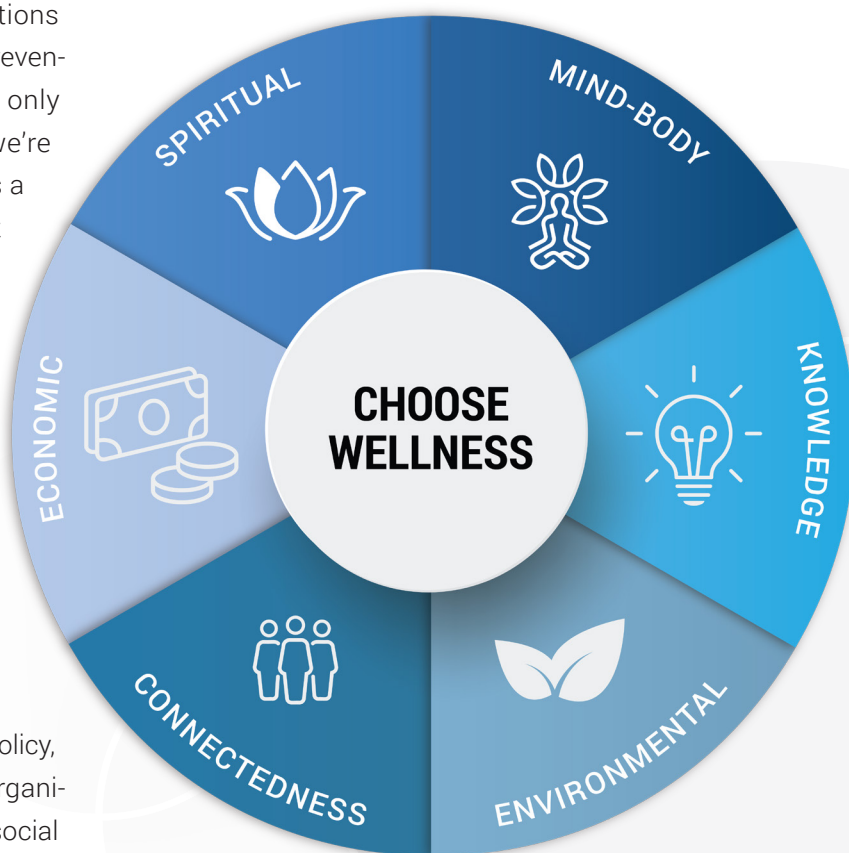
Our approach shifts from a traditional 'sick-care' model to one that prioritizes wellness and quality of life. In our society, insurance companies and medical institutions have developed a sick-care system, rather than a prevention-based, health-focused system. We're taught only to visit the doctor when there's a problem, and we're conditioned only to talk about mental health when it's a mental health issue. The populations that we serve at Endeavors experience high rates of suicide. They are Veterans, unhoused people, disaster survivors, migrants -- and lack of access to care has been linked to suicidal thoughts and actions.

We believe this is a solvable problem. Our Behavioral Health department supports clients in every Endeavors program—from Veterans in our supportive housing program to hurricane survivors in our disaster recovery program, to unaccompanied children in our migrant program.

Today, the Behavioral Health department helps guide policy, procedure, standards, and compliance across our organization. Across pillars, we employ a team of licensed social workers, counselors, therapists, psychologists, psychiatrists,

nurse practitioners, peer support specialists, and Chemical Dependency Counselors. As a department, we track licensing requirements to ensure that every Endeavors provider is always ready to serve, no matter what state they live or serve in. We've established a system for our housing programs to refer their clients to internal providers, so that our clients can receive care from an organization they know and trust.

By offering services that attend to our clients' overall health, rather than just their immediate needs, Behavioral Health ties all of our programs together and allows us to offer not just individual services, but a holistic network of care to help them live more fulfilled lives.



\$3,457,769

provided in assistance to
Veterans in need.

Homelessness
Assistance

Utility
Assistance

Essential
Items

109

counties served in Texas

68

of which are rural with
limited resources

58%

Veterans

42%

Veteran family
members



2,405
Veterans & Family
Members Served

ENDEAVORS®

Supportive Services for Veteran Families





Veteran Supportive Services

From the Sidewalk to My Own Apartment.”

Andre's Story

Nobody wakes up and says, ‘Hey, I wanna be a homeless guy,’” said Endeavors Supportive Housing client Andre Dixon. “If someone is on the streets, they have some kind of story.”

For Andre, the future had always looked bright. He served in the Marines, received a degree in secondary education at Texas A&M University in College Station, and had a family that he loved very much. His wife and children were the greatest joys of his life.

When his wife passed away unexpectedly, Andre was devastated. He felt haunted by an unshakable darkness that wouldn't leave. “I just didn't care about living,” he said. “Words can't describe the pain that you feel when you lose somebody that meant more to you than you mean to yourself.”

The next 15 years of his life were spent in total darkness. He turned to drugs and alcohol to numb the grief. Eventually, he was sentenced to jail for several years on drug charges.

Andre's incarceration gave him time to think, and he began to reflect on the way his life had taken a turn. “I made up my mind,” he said. “I wanted to come back to God and start acting right.” He remembers seeing a flier for Endeavors when he was serving time. He scribbled down the number on a piece of paper and kept it with him.

When he was released from jail on a February morning, he knew he needed help to turn his life around. “The first chance I got to a phone, I dialed the Endeavors number.”

With his case manager's help, Andre found a property that was willing to take him in and provide employment. Andre became a property manager.

“From the sidewalk to my apartment, I look back at the whole process and see the big picture,” he said. “I look



“If you're going through it, you're not lost.”

—Andre

at it like a jigsaw puzzle: When you first dump all the pieces out of the box, it's just a mess. But as you start putting the pieces together, the picture becomes clearer and clearer to us at the end. It's beautiful.”

“If you're going through it, you're not lost,” Andre said. “You can be on your way to a better story. No matter what condition you are in, no matter what you're doing, there's help if you want it.”



“

Sometimes I feel judged because of my Asperger's, but when I come into the Veteran Wellness Center, it is always a welcome experience. Everyone at the fitness center has been very supportive and understanding all around. It keeps me motivated to keep coming in. So far, I have lost ten pounds and made huge strength gains. I have become much more physically fit, and it has helped with my anger management and stress reduction. This is my first experience where the mind and body are combined! I appreciate the holistic approach.”



Veteran Wellness Center

3,634

people utilized services within the Veteran Wellness Center (VWC) in 2022



1,096 Attendees at outreach events



294 New fitness center memberships



Sponsored By

ENERGY TRANSFER





The Steven A. Cohen Military Family Clinic at Endeavors

THE STEVEN A. COHEN MILITARY FAMILY CLINICS AT Endeavors provide in-person and virtual high-quality, accessible, and integrated mental health care to Veterans, regardless of role while in uniform, discharge status, or combat experience; active duty service members (with a TRICARE referral); and military families. All three of our clinics are part of the Cohen Veterans Network (CVN), a national not-for-profit organization serving Veterans and military families via 24 clinics across the United States.

5,344

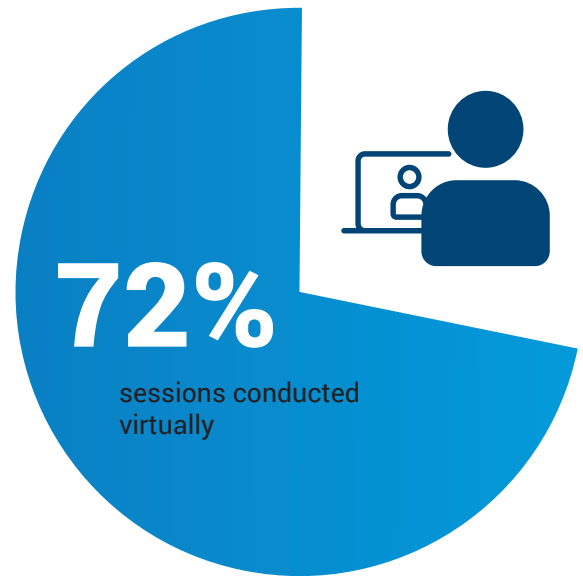
total individuals served by the Cohen Clinics at Endeavors

2,608 received Behavioral Health treatment



17,956

sessions offered in person
and via telehealth



86

support groups offered

2,457

people participated in life-skills
and wellness events

About Veteran Services Programs

Veteran Supportive Services

Our Veteran Supportive Services Program rapidly re-houses and prevents homelessness among very low-income Veterans and their families by providing homelessness prevention and stabilization services, one-on-one case management, and assistance in obtaining VA and other public benefits.

In an effort to prevent Veteran homelessness, we provide financial assistance for qualifying Veterans on a case-by-case basis. Case managers build individualized recovery plans for each Veteran and work to rapidly place them in housing. Our plans are designed to connect the Veteran with his/her specific resource needs: legal, mental health, education, financial counseling, and any other assistance they need to recover.

Veteran Wellness Center

For Veterans, making wellness a priority helps create a positive, stable post-military life. Because creating and maintaining healthy habits after leaving the military can be hard, we've created the brand-new Endeavors Veteran Wellness Center (VWC) to provide a multitude of wellness services. From mental to physical health, this center offers Veterans many services that will help them improve their quality of life, as well as the quality of life for their families, military dependents, and the care community.

Our state-of-the-art VWC in San Antonio, Texas, offers comprehensive and integrated mental and physical health services to support the daily wellness needs of any-era Veterans and their families. The VWC provides telehealth and in-person mental health services to Veterans with chronic long-term mental health needs (e.g., bipolar disorder, psychotic disorders) and their families. Members have access to integrated health, mental health, and holistic activities, including acupuncture, yoga, and tai chi, as well as a large state-of-the-art fitness center.

These services are outlined with the following six principles of wellness: Mind-Body, Spiritual, Economic, Connectedness, Environmental, and Knowledge.

The Steven A. Cohen Military Family Clinics

The Steven A. Cohen Military Family Clinics at Endeavors in San Antonio, El Paso, and Killeen provide in-person and virtual high-quality, accessible, and integrated mental health care to Veterans, regardless of role while in uniform, discharge status, or combat experience; active-duty service members (with a TRICARE referral); and military families.

All clinics use evidence-based practices, provided by credentialed staff trained to work with military populations, and we believe cost should never be a barrier to care. Life-skills support, wellness events, support groups, case management support, and local referrals to help with education, employment, financial assistance, housing, and legal issues are also available via the Cohen Clinics.

Homeless Veterans' Reintegration Program

The Homeless Veterans' Reintegration Program (HVRP) provides assistance to Veterans in Puerto Rico experiencing homelessness, living in shelter, or facing homelessness. Endeavors' one-on-one case management services include housing assistance, career counseling, resume building, job placement, on-the-job training, supportive services, skills and parenting workshops, mental health resources, behavioral health services, and peer support.



Sierra G. Hunter

*Program Manager
Zero Suicide Initiative*

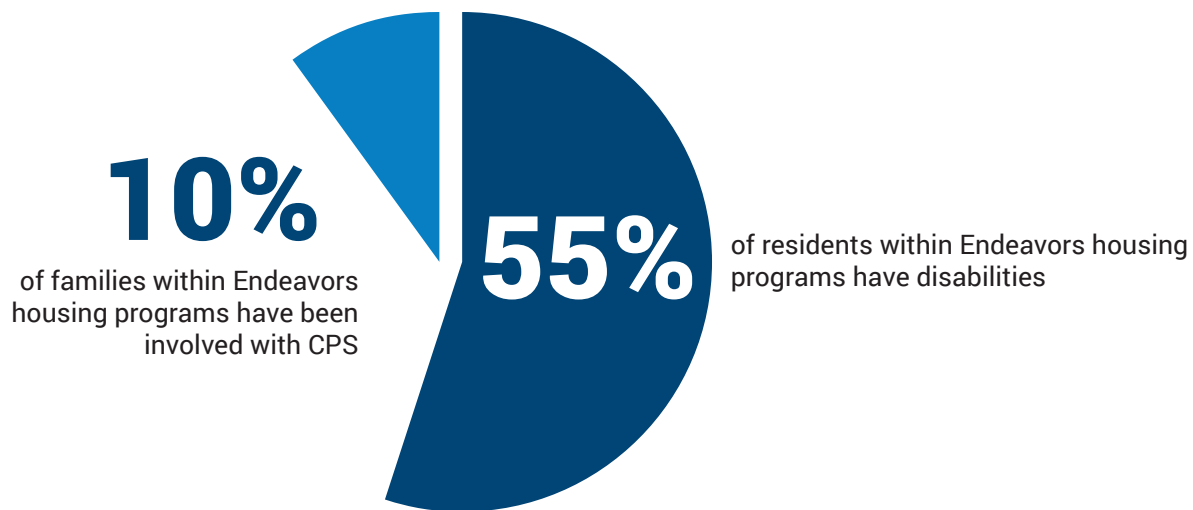
COMMUNITY Services

Case management, professional counseling, and crisis intervention for individuals experiencing homelessness and/or in need of crisis intervention, as well as employment opportunities for persons with disabilities.



BUILDING STRONGER Communities

WE BELIEVE THAT COMMUNITIES ARE ONLY AS STRONG AS THE CARE PROVIDED TO THEIR MOST VULNERABLE populations. Across the country and the world, this often means caring for those with no place to call “home.” We are incredibly passionate about empowering people to build better lives for themselves, so our Community Services programs provide supportive housing, case management, professional counseling, life-skills training, and employment opportunities for chronically homeless adults with disabilities and their children throughout Texas.



Endeavors' housing programs and services are its longest-running initiative.

We know that one size does not fit all when it comes to any service, and we have developed several different models and programs to help place individuals and families where they can benefit the most based on their needs. From the beginning, we've made it our goal to ensure our supportive housing programs welcome those struggling with homelessness into a stable, loving environment where they will receive ample care and assistance to achieve a life full of stability, success, and self-sufficiency.

77,200+

hours spent serving clients of Veteran and Community Services

9,803

served through Endeavors housing and community programs



612

people housed, including **65 children**, in Texas and North Carolina through supportive housing programs





THROUGH INDIVIDUALIZED CASE MANAGEMENT, LIFE-SKILLS TRAINING, MONEY AND HOUSEHOLD MANAGEMENT, professional counseling services, referrals, education regarding victims' rights, and assistance with Crime Victims' Compensation, our goal is to improve the lives of individuals who have experienced trauma due to crimes against them.

2,282



total children served through Endeavors home-studies
(1.5 children per home study)

1,493

assessments submitted to the Texas Department of
Family and Protective Services in 2022



TEXAS
Department of Family
and Protective Services

100%

satisfaction rate achieved on the Quarterly Performance
Compliance Reviews with the Texas Department of Family
and Protective Services

How a Job at Endeavors Unlimited Revealed Terrance's Contagious Smile

At Endeavors Unlimited (EU), a division of Endeavors, we provide life-skills training and supportive employment opportunities for differently abled people. Rather than see people for what they can't do, we seek out their strengths and allow them to shine.

Terrance is one of these incredible stories—a single father and a caregiver for his elderly mother, Terrance is dedicated to providing for his family. He is also deaf, communicating primarily in American Sign Language. This means that Terrance is often left with a language barrier, which can make employment challenging.

When he began work on the landscaping team at EU six years ago, he had a slow start, said his manager James. "He was very timid when working on a mower or a piece of equipment."

The transformation that has taken place since those early days has been almost indescribable. "I have tears in my eyes thinking about it," said James. Terrance is now the Landscape Lead. He is admired and respected by his team and supervisors; his relationships are strong; and most importantly, he is happy with his work and the life he's built.

"EU makes my life better," Terrance said. He says he has grown into a better person as a result.

"The absolute greatest thing about Terrance is his never-ending smile and happy-go-lucky, let's-go-get-it-done mentality. He is just the nicest, most talkative, and most enjoyable to be around with his laughs and kidding around," said James.

Terrance's incredible attitude has made a world of difference, and our team and organization is better because of it. "Terrance has made an impact on our customers and team as well. He tears down barriers and impacts lives positively," said James.



[Endeavors Unlimited]
makes my life better.

—Terrance



50,280

hours worked by adults with disabilities



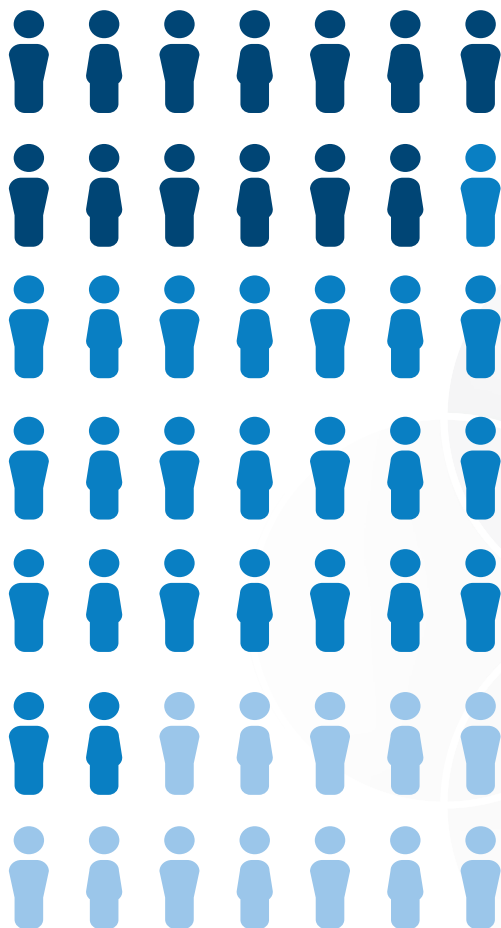
7,000+

hours direct job skills training in
direct employment



individuals served through
Job Supportive Services (JSS)

JOB SUPPORTIVE SERVICES



13

individuals with disabilities
placed in new employment

24

Endeavors supportive housing residents
trained in Job Readiness Course

12

individuals with disabilities given
Vocational Adjustment Training

About Community Services Programs

Home Study & Report Services

As experienced Department of Family and Protective Services home study contractors, our highly qualified staff provides essential services that improve the quality of life of thousands of children each year. Through regularly scheduled in-home visits, our staff delivers timely, high-quality home study reports that can be used for domestic adoptions and kinship/foster care decisions. We currently provide home study services for adoptive/foster families in several Texas counties, which include the cities of Austin, El Paso, Corpus Christi and the Rio Grande Valley.

Rapid Rehousing Program

Our Rapid Rehousing Program (RRH) provides housing navigation and case management to those who are experiencing homelessness. Clients are referred to this program through the Coalitions in Harris County and Travis County. The program targets those who are experiencing homelessness for either the first time or someone who is not chronically homeless, as they may be better suited for the Permanent Supportive Housing program. RRH clients are engaged in progressive case management that includes job assistance, mental and physical health resources, transportation, and family and wellness resources. Through regularly scheduled in-home visits, our staff delivers engaged case management with the client that is tailored to their needs.

Fairweather Family Lodge

The Fairweather Family Lodge (FFL) serves vulnerable women and children affected by mental illness, abuse, and homelessness in Bexar County. At the FFL, we provide a safe, healthy, and secure environment for chronically homeless women and their children. On our campus, residents are provided intensive case management, specialized parenting programs, life skills education, and employment opportunities, in addition to long-term housing, food, clothing, and other basic necessities. Endeavors provides an environment that allows families to achieve a life of stability, success, and self-sufficiency.

Youth Resilient Project

Our Youth Resilient Project (YRP) provides Rapid-Rehousing (RRH) assistance to 45 self-identified gender youth and young adults between the ages of 18-24 who live in the Bexar County area. Clients of the YRP participate in our proven housing model that encourages safe and stable housing to heal from trauma and gain new skills through empowerment, thus preventing eviction. Additionally, YRP clients have voluntary access to mental health counseling, parenting education, employment assistance, educational services, life skills training, mentorship, childcare, and basic needs such as food, clothing, and medical care.

Houston/Dibol Intake Center

The Houston/Dibol Intake Center is a mortgage assistance program for those that are behind on their payments due to the pandemic. Through the Home Owner Assistance Funds (HAF), financial assistance for mortgage, utility, legal, homeowners association, and other fees are available. Clients are also offered legal counseling to help them lower their payment, assist with foreclosure or any other needs they may have. This Endeavors program services 19 counties in Texas. We assist clients in gathering necessary documents, submitting applications, and act as liaison between the funder and the client. We assist the client with finding as many resources as possible to ensure that they don't lose their home.

The Fairweather Lodge

Located in San Antonio, Endeavors' longest running program provides permanent supportive housing to adults with mental illness. Fairweather Lodge provides permanent supportive housing, case management, and life-skills training so that men with mental illness can achieve a life full of stability, success, and self-sufficiency. The goals for this program include: providing a safe, healthy, stable, and caring environment; increasing self-sufficiency through life-skills training and proper referrals for education and work attainment; and symptom management.

Homeowner Assistance Fund

This program gives eligible homeowners grants to cover past due mortgage payments, up to three months of future mortgage payments, property taxes, insurance, homeowner/condo association fees, past due utility payments, and up to three months of prospective utility payments. This program is administered by the Texas Department of Housing and Community Affairs (TDHCA) with funding provided by the Homeowner Assistance Fund under the American Rescue Plan Act of 2021.

Endeavors Unlimited

Endeavors Unlimited (EU) provides competitive, integrated employment opportunities as well as job supportive services for persons with disabilities. By partnering with commercial, government, and like-minded organizations, EU is able to provide two-fold premier services: supportive training/employment opportunities for disabled employees and commercial services for businesses and government entities in El Paso, Houston, San Antonio, and the Dallas/Ft. Worth area. Commercial services include custodial and grounds maintenance.

Job Supportive Services

EU Job Supportive Services serves people with disabilities by helping them meet their employment goals within their community. By getting to know these individuals, we learn what they're interested in, what they're good at, and what they want to do. Then, we help them find jobs in the community by connecting them with an employer that fits their vocational interests and abilities. Once employed, we provide a mentor for the new employee, and if needed, help advocate for accommodations. We know that people with disabilities can be excellent employees, and it's our goal to work towards a more inclusive workforce; a workforce in which everyone has the opportunity to be recognized for their abilities.

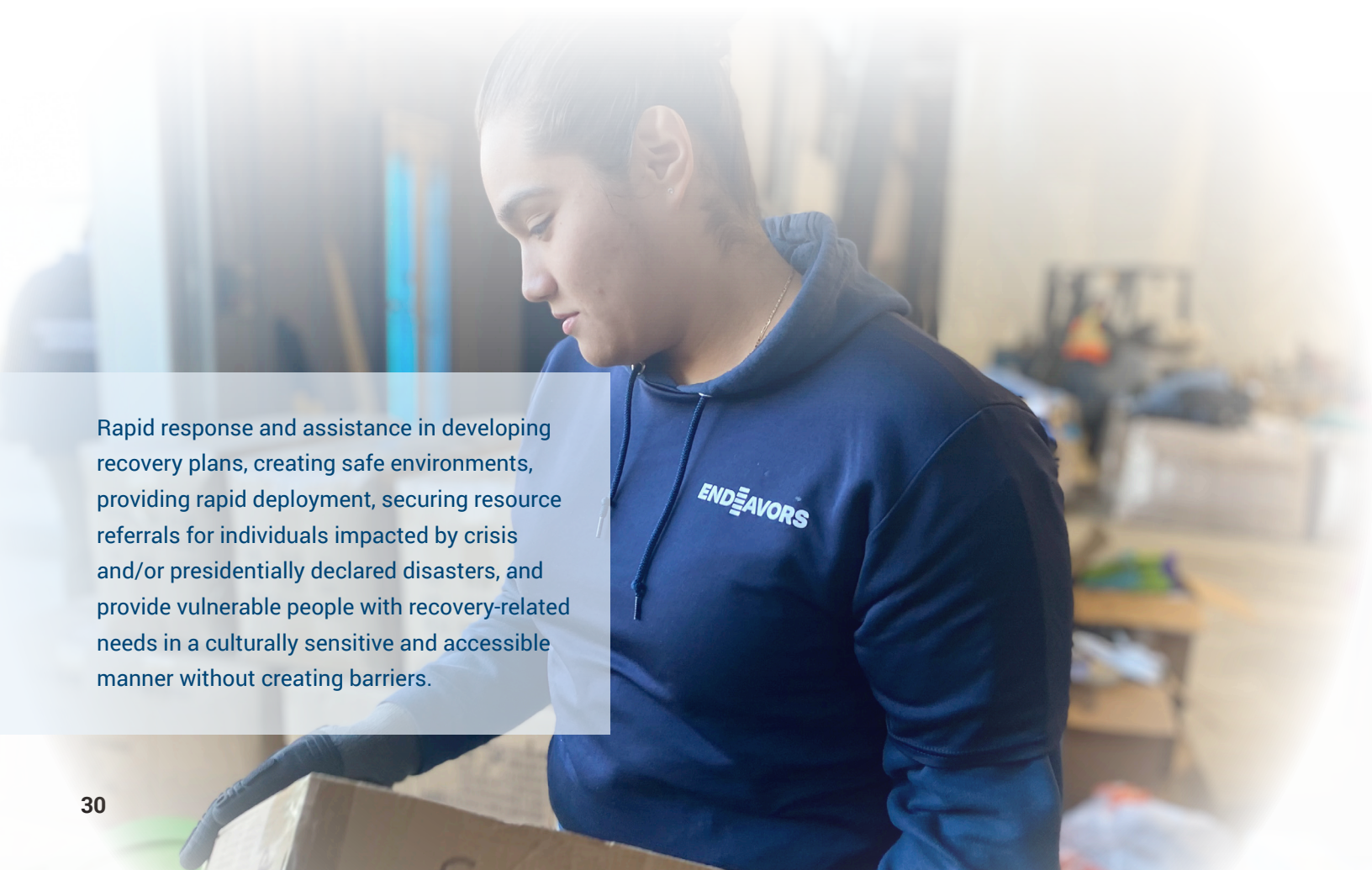
Providing Sustainable Hope

Endeavors' Providing Sustainable Hope (PSH) programs provides permanent supportive housing to chronically homeless adults who have a disabling condition. Nearly 100 clients with mental health conditions, developmental disabilities, or substance abuse disorders will have access to supportive housing and long-term mental health counseling, employment assistance, educational services, life-skills training, and basic needs such as food, clothing, and medical care. Endeavors' Bonanza Project located in Fayetteville, North Carolina provides permanent supportive housing to chronically homeless individuals who are referred through the Cumberland County Continuum of Care's Coordinated Entry program, using a low-barrier, Housing First Model.

Housing Stability Program

Our Housing Stability Program provides assistance to those experiencing housing instability. We offer support to 171 urban and rural counties within Texas to assist households in maintaining or obtaining stable housing. We are able to assist with behavioral health needs, critical communication tools like laptops, emergency food assistance, rent deposit, pet deposit, transportation assistance, ID recovery, and utility deposit.

EMERGENCY Services



Rapid response and assistance in developing recovery plans, creating safe environments, providing rapid deployment, securing resource referrals for individuals impacted by crisis and/or presidentially declared disasters, and provide vulnerable people with recovery-related needs in a culturally sensitive and accessible manner without creating barriers.

RESPONDING TO Emergencies

WHEN DISASTER STRIKES, FINDING HELP ISN'T ALWAYS SIMPLE. EVEN WHILE PLENTY OF GOVERNMENT AND nonprofit organizations pour in to provide aid, the process of connecting people in need with the right services can be incredibly complicated. When the resources exist, but the people who need them cannot find them -- the disconnect can be tragic. That's where we come in. Endeavors remains determined to help connect people with relief.



\$36,028,357

provided in disaster resources



We helped operate and staff **22 emergency shelters** across Texas and Florida, including inclement weather shelters for unhoused individuals exposed to sub-freezing temperatures in Dallas, and shelters for people experiencing homelessness to quarantine and recover from Covid-19. In San Antonio, our Rapid Deployment team helped staff shelters run by our Catholic Charity partners, caring for displaced and unaccompanied children.

11,608

people received services and essential items in response to **Hurricanes** Maria, Imelda, Irma, Ida, and Fiona

10,119

people received **recovery-related assistance** in Texas, Florida, Louisiana, Kentucky, and Puerto Rico

Volunteering In Puerto Rico Is “A Work Of Love”

Shortly after Hurricane Maria devastated the island in 2017, Endeavors secured a grant through FEMA Disaster Case Management and established an office in San Juan. In the subsequent years, we have been able to help repair and rebuild over 9,000 homes. Even though the FEMA grant has since ended, Director of Operations Carlos Cubero and his team of Disaster Case Managers continue to rebuild homes with the help of faith-based organizations like Thirst Missions who volunteer their time and expertise to come to Puerto Rico to continue the recovery effort.

We've made tremendous progress in Puerto Rico; however, the island is constantly at risk of natural disasters, which means that we must both help the island fully recover and prepare for the next storm that may be around the corner.

The impact that Thirst Missions and its volunteers have on our community in Puerto Rico can't be understated. Nearly all of the people Endeavors serves through its Disaster Recovery program are low-income with minimal means to make repairs on their homes. Oftentimes our clients are also elderly and disabled. Many have been living with blue tarps—a poor substitute for a real roof—since Hurricane Maria. Endeavors secures donated funds and materials for repairs, but the labor, time, and compassion that Thirst Missions volunteers bring to the effort are truly invaluable.

“We do lots of roof repairs!” says Duane Lanza, Director of Thirst Missions' operations in Puerto Rico. “Pressure washing, cleaning, repairing the cracks on the roof. One of the other services we do is scraping and painting houses, cleaning houses, and yard work.” They even do light construction work like repairing flooring and walls to make a home safer and more comfortable.

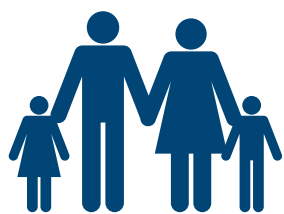
Each year, the organization coordinates several groups of skilled laborers and tradesmen to volunteer their talent in Puerto Rico, as well as youth and church groups who learn new skills on the job. “They're here to help, but also we try to teach them what the job entails,” Lanza explains. “It's very empowering for them to learn something new.”

While nearly all of our employees at Endeavors Puerto Rico were born and raised on the island, many of the volunteers do not speak Spanish, and seeing how relationships develop and form without language is deeply moving for everyone at both Endeavors and Thirst Missions. We often see volunteers and clients using sign language and body language to communicate. “They make the sign for ‘love’ to say thank you for all the work that they do. I don't have words to say how that fills my heart and gives me all the energy that I need to perform all the duties that we have here at Endeavors,” says Puerto Rico employee Angel Cartegena.

Our ability to positively empower and impact people who have survived disasters but still live with the burden of the wreckage doubles when we partner with other service organizations and community entities. Endeavors has been blessed to work with the staff and volunteers at Thirst Missions.



“They're not just rebuilding a house,” says Carlos Cubero. “They're not just fixing the roof. They're fixing people's lives. We live six months out of the year in hurricane season, and Thirst Missions leaves people stronger and more resilient. And it's about more than a roof. It's about more than debris or pressure washing. It's about hope and making this world better. This is a work of love.”



21,868

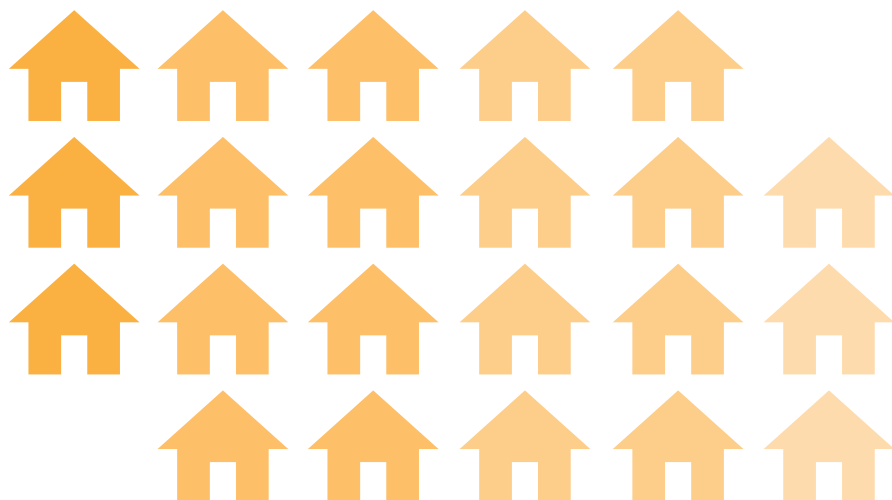
total clients served through
Emergency Services programs

301

homes repaired in response
to Hurricanes Maria, Imelda,
Irma, Ida, and Fiona

22

emergency shelters
staffed across
Texas and Florida



\$1,162,400

in-kind donations provided to the Puerto Rico community

About Emergency Services Programs

Long-Term Disaster Recovery

Endeavors provides client-focused services for short-term relief and long-term recovery. Our case managers provide customized recovery plans for individuals impacted by presidentially declared natural disasters and emergencies, and connect survivors with recovery resources. From construction materials and home repair labor to new appliances and furniture, our Disaster Case Managers expertly leverage our network of service organizations and community partners to get our clients the resources they need to recover after a natural disaster. Our clients have unique and diverse stories of survival and resilience. We provide them with customized, comprehensive recovery plans to help them recover their homes, their livelihood, their well-being, and their dignity.

Rapid Response

Endeavors' Rapid Deployment Services have assisted communities in need for nearly a decade. With over 1,600 professional reserve staff located throughout the United States, we can deploy humanitarian operations within 72 hours of activation in response to emergency aid requests. With the ability to operate and staff emergency shelters across the United States, our teams have the ability to provide inclement weather shelters, temporary shelters for people experiencing homelessness, shelters for displaced and unaccompanied children, and more. Additionally, we are able to provide resources and assistance to Federal, State, Tribal, and local health authorities throughout the United States.



MIGRANT Services

Direct care, migrant wellness support, case management, home study and post-release services, staffing, and holistic programming for unaccompanied migrant children and families.



A Birthday Miracle

In February 2022, our Pecos Children's Center received a minor who would soon be aging out, meaning he would be turning 18 and then be turned over to Immigration and Customs Enforcement. Despite overwhelming obstacles, our staff worked tirelessly to help this young man get cleared for reunification with his family before his 18th birthday.

Just before he left, our team threw him a "birthday hype" party. He was overwhelmed with emotion, telling our teams that though he was 18, he had never celebrated a birthday.

Shortly after he was reunited with his mother, she sent a message to our staff thanking them for all the efforts to safely reunify her son. This case was, by no means, an easy feat, but with the heart and persistence of our staff, it changed the life of a child.

When caring for children and families, we embrace the Endeavors Way—going above and beyond for our clients and living our values each and every day."

— ANDREA HELLING
Senior Director for Migrant Services



16,414 Reunifications

completed by Migrant Services

21,073

children cared for at our
Pecos Children's Center

1,148

individuals served through our
Emergency Family Shelters

5,711,809

hours served

2,976

served through Migrant
Wellness Services

3,464

served through Home Study
and Post Release Services

Top Countries of Origin Served

Home Study and Post Release Services

1. Guatemala (42%)
2. Honduras (33.6%)
3. El Salvador (14%)
4. Nicaragua (2.5%)
5. Mexico (2.2%)

Migrant Wellness Services

1. Honduras (17.1%)
2. Nicaragua (14.1%)
3. El Salvador (9.4%)
4. Colombia (9.4%)
5. Guatemala (9%)

Pecos Children's Center

1. Guatemala (41.6 %)
2. Honduras (37%)
3. El Salvador (14.7%)
4. Nicaragua (3.1%)
5. Mexico (1%)

About Migrant Services Programs

Migrant Wellness Services

Our Migrant Wellness Services (MWS) program is led by a team of licensed clinicians and social workers who have proven experience in victim services, therapeutic regimens, and trauma-informed care practices. Our team provides a variety of services to migrant families navigating the U.S. immigration process, including comprehensive mental health screening and evaluation, individual and family therapy, human trafficking and victim educational classes, parenting education and training, and trafficking screenings to these individuals and families seeking asylum. In 2022, we also established repatriation and reintegration orientations and assistance to families preparing to depart the U.S. and return to their countries of origin. Programming initially included five cities and we expanded to 29 cities by the end of 2022.

Home Study and Post Release

Endeavors' Migrant Services provides Home Study and Post-Release Services for migrant youth who are reuniting with a sponsor in the U.S. These trauma-informed and child-centered case management services are provided to ensure the wellbeing and safety of youth when reunified with family members or sponsors in the United States. Post Release Services recently expanded from three months of case management support to six months, with multiple levels of service, allowing us to serve more migrant youth in need.

Emergency Family Staging Centers

In 2022, Endeavors' Migrant Services continued operating Emergency Family Staging Centers along the Texas border. These facilities provided a humane welcome to migrants seeking asylum from around the world. Endeavors' Migrant Services and Emergency Services teams provided short-term sheltering in hotels as well as transportation coordination services for migrant families being released into the interior of the United States. This program concluded in March 2022, after cumulatively serving nearly 45,000 individuals from 56 countries.

Unaccompanied migrant children who cross into the U.S. are placed into the care of the federal government. At the request of the government, Endeavors' Migrant Services operates an unaccompanied migrant children's Influx Care Facility, the Pecos Children's Center (PCC), in Pecos, Texas. In 2022, Endeavors more than doubled the physical size of the campus, and added an additional 1,000 beds, bringing the total potential capacity to 3,000. PCC's mission is to provide unaccompanied children ages 13-17 with a safe, nurturing, and supportive environment that is centered on the child's well-being as they await reunification with their family. At the PCC, our case management team works to safely reunify children with sponsors in the United States. Therapeutic programs provided to children at the Pecos Children's Center include music therapy, horticultural therapy and even pet therapy. Children and families have the opportunity to work with licensed therapists to prepare for reunification. Children receive full classroom education services where they begin to learn English and prepare for attending public school once reunified. Medical services are provided at the onsite pediatric clinic. Endeavors also prioritizes eye care, working with a local optometrist to quickly provide glasses -- a critical tool for kids to succeed in school.



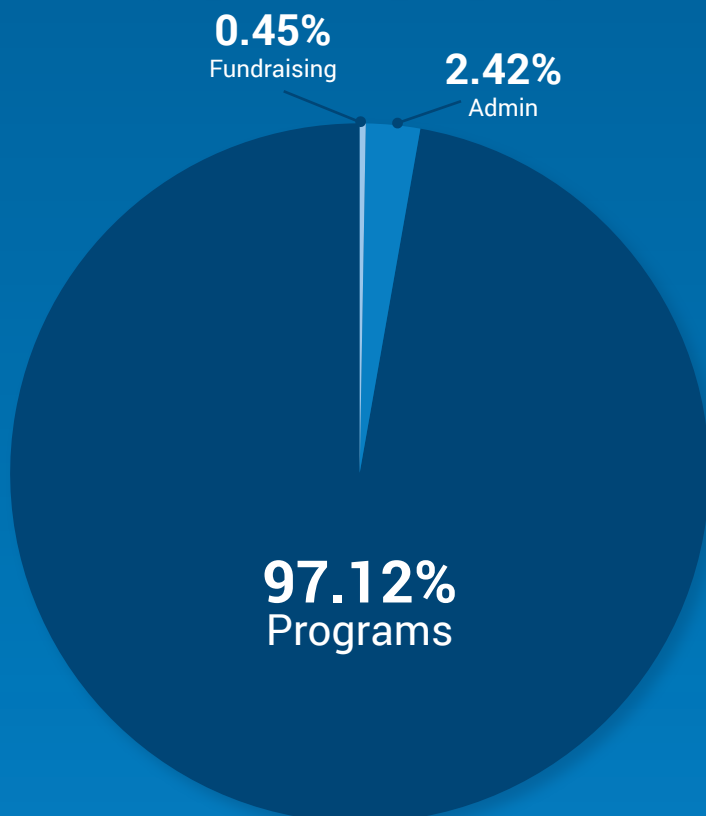
2022 FINANCIALS

Your trust is our top priority. We commit to being held accountable—ethically and financially—so you can have confidence your gift is being used responsibly to help as many people as possible.

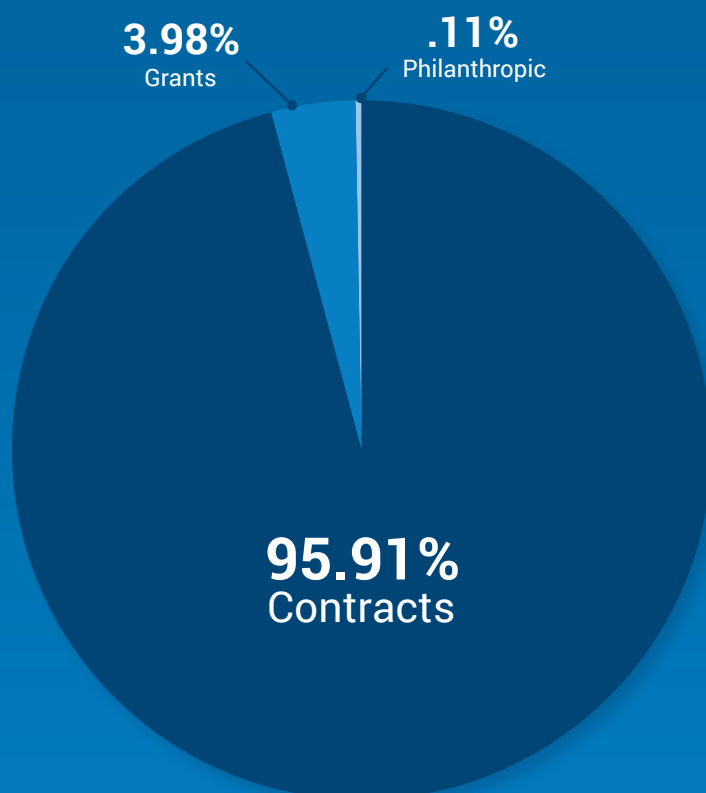
Endeavors has an audit conducted by independent auditors and participates in yearly reviews by several non-profit financial watch groups. We commit to complete transparency.

Financials include allocations of expenses, through December 2022*.

OPERATING EXPENSES



CONTRIBUTIONS



ENDEAVORS LEADERSHIP

EXECUTIVE LEADERSHIP TEAM

Jon Allman, Chief Executive Officer
Chip Fulghum, President and Chief Operating Officer
Kimberly Harle Solis, Chief Communications Officer
Danny Hernandez, Chief Human Resources Officer
Steve Lefever, Chief Financial Officer
Connie Garner, Exec Assistant to the President & COO
Marisa Gibson, Exec Assistant to the CEO

SENIOR LEADERSHIP

Mark McNulty, Chief Information Officer
Dr. Jill E. Palmer, Chief of Behavioral Health
Annie Erickson, Senior Director of Veteran and Community Based Services
Andrea Helling, Senior Director of Migrant Services
Dr. David Hernandez, Senior Director of Emergency Services
Danny McDonald, General Counsel/Chief Risk Officer
Jay Pantusa, Senior Director of Strategic Planning and Process Improvement

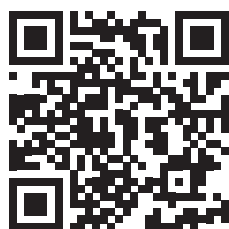
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Endeavors Leadership:







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