



GRANT APPLICATION
For the LICF Competitive Grants Program

Do not write in this space
ID # 19-166
IA: Hunger

Comm. Response

NOTE: This form is PDF fillable. You must download and save on your computer.

I. ORGANIZATION OVERVIEW

Legal Name of Organization EAC, Inc.

Other name organization may be known as: EAC Network

Year Organized or Incorporated 1969 EIN (Employer Identification Number) 23-7175609

Address 50 Clinton Street, Suite 107 Phone 516.539.0150

Fax

City/State/Zip Hempstead, NY 11550 Website www.eac-network.org

If the address for receiving charitable donations differs from the address at which services are provided, indicate where and to whom checks are to be sent:

Paid Staff Head Lance W. Elder Title President & CEO
(Executive Director, CEO, President, or comparable)

Paid Staff Head Direct Phone 516.539.0150 x101 Email lance.elder@eac-network.org

Board Chair Richard Kessel Email RKessel@richardkessel.com

Contact Person for this Proposal (if other than Paid Staff Head)

Name Carol O'Neill Title Sr. Director of Senior & Nutritional Services

Phone 516.539.0150 x 220 Email carol.oneill@eac-network.org

IRS CLASSIFICATION (as indicated on your IRS Letter of Designation)

(501c3) (501c4) (501c9) Other Not Applicable*

Covered under Group Exemption

EIN # Name of Organization

*If Not Applicable, are you a Public Agency/Government Unit? YES NO

*If Not Applicable, do you have a fiscal sponsor agreement with a 501c3 nonprofit? YES NO

If yes, name of organization

NOTE: If you are using a Fiscal Sponsor, please obtain the following documents and submit with this application:

- (a) A letter signed by Executive Director of the fiscal sponsor organization stating their agreement to administer funds for the applicant; explanation of relationship to the applicant; and disclosure of any fees charged (if applicable).
(b) Current Board List with officers and professional affiliations.
(c) Most recent audited financials (do not send Form 990 unless requested)

GOVERNANCE

Attach a list of current board members and officers, and their professional affiliation.

- (a) Are there two or more paid staff members on the board? YES NO
- (b) Are any of the organization’s officers, board members, or highly compensated employees related to each other? YES NO

If you answered YES to any of the above, please provide an explanation:

- (c) Do you have a written conflict of interest policy in compliance with the New York Nonprofit Revitalization Act? YES NO

Click here to review: <http://www.licf.org/GrantSeekers/GrantseekerResources.aspx>

If you answered NO, please explain and indicate what steps are being taken to be in compliance.

Organizational Demographics

	Number of Professional Staff	Number of Support Staff	Number of Board Members	Number of Volunteers (if available)	Percent of Population Served
Asian/Asian-American	4	7	1	NA	2
Black/African-American	60	66	0	NA	26
Hispanic/Latino	68	45	1	NA	24
Native American	0	0	0	NA	0
White, Non-Hispanic	112	26	29	NA	48
Female	193	192	5	NA	76
Male	58	62	26	NA	24

ELECTORAL DATA

What is the U.S. Congressional District of your agency’s primary location? **(CHOOSE ONE)**

To review map, click here <http://www.latfor.state.ny.us/maps/2012c/c-LongIsland.pdf>

- District 1 District 2 District 3 District 4 District 5

II. PREVIOUS GRANT HISTORY

If you received a grant from LICF and/or LIUU within the last two years, please complete:

LICF or LIUU	Award Date (month/yr)	Award Amount	Final Report Due Date	Date Submitted	To Be Submitted

NOTE: Current grantees are not eligible to submit a new funding request until their program has been completed, funds have been fully expended, and a final report has been submitted.

III. GRANT REQUEST OVERVIEW

Project/Program Title (if applicable): Healthy Caregiver Initiative

To answer questions 1 & 2, please click here <http://licf.org/GrantSeekers/GrantmakingatLICF.aspx> to review LICF's priority issue areas and program goals.

1. Which priority issue area does your project fall under (check ONE): Arts Community Development Community Response Environmental Education Hunger Health Mental Health Technical Assistance Youth Development

2. How does your proposed work fit within the program goals specified in the issue area selected?

The "Healthy Caregiver Initiative" program will provide nutrition advise and increase access to nutritional foods via regular delivery of fresh fruits and vegetables to caregivers as well as refer caregivers to entitlements programs they may be eligible to receive such as SNAP and Meals on Wheels.

3. Provide a brief and concise "Statement of Purpose" for grant and how funds will be utilized.

Nassau County is experiencing a crisis: there are more people over 60 that require in-home care than there are companions.

Many of the caregivers of homebound elderly are old as well and often lack basic nutrition knowledge that puts that at risk for preventable chronic disease for themselves and those they care for.

This purpose of this program is to recruit more companions and give the caregivers the help they desperately need.

4. Grant Request: \$ 25,185 Total Program/Project Cost \$ 146,870 Program/Project Start/End 1/1/20 - 12/31/20

5. Total Annual Operating Budget for Current Year \$ 28,567,170 Dates Covered By This Budget January 1, 2019 to December 31, 2019

6. Title and salary paid to your top (5) key personnel for the program/project:

	TITLE	SALARY
1.	<u>Lance W. Elder</u>	<u>\$268,816</u>
2.	<u>Tania Peterson Chandler</u>	<u>\$176,212</u>
3.	<u>Lori Browning</u>	<u>\$137,104</u>
4.	<u>Glenn Stanis</u>	<u>\$136,483</u>
5.	<u>Maritza Bauer</u>	<u>\$101,752</u>

7. Will any part of requested funds be used for lobbying? YES NO

If yes, please indicate dollar amount: Direct Lobbying \$_____ Grassroots Lobbying \$_____

(For information on lobbying, click here: <http://www.ncladvocacy.org/tklegally.html>)

PLEASE ANSWER THE FOLLOWING AS IT PERTAINS TO THE SPECIFIC PROGRAM/PROJECT:

8. Which U.S. Congressional District(s) will be served by this program/project? (CHOOSE MULTIPLE IF APPLICABLE)

District 1 District 2 District 3 District 4 District 5

9. Which TOP (3) communities (by ZIP CODE) will be served by this program/project?

(1) 11590 (2) 11756 (3) 11040

If more than (3), please select from the following:

NASSAU COUNTY SUFFOLK COUNTY EAST END ISLANDWIDE

10. Which populations will be served by this program/project?

AGE: General Population OR if age group represents more than 51% choose ONE:

Children (0-11) Youth (12-24) Children & Youth (0-24) Adults (25-65)
 Elderly (65+) Families Intergenerational Youth & Adult (12-65)

GENDER: General Population OR if gender represents more than 75% choose ONE:

Male Female Transgender/Gender Non-Conforming

ETHNICITY/RACE General Population OR if ethnicity/race represents more than 51% choose ONE:

Asian-Asian/American Black/ African-American Hispanic/Latino
 Native American White, Non-Hispanic Mixed, Non--White Other

AUTHORIZATION

The undersigned, an authorized officer of the organization, does hereby certify that the information set forth in this grant application is true and correct:



President & CEO

Signature of Paid Staff Head or Board Officer

Title

Lance W. Elder

8/12/19

PRINT NAME

Date

2018 - 2019 EAC NETWORK BOARD OF DIRECTORS

(Updated 6/20/19)

<u>Name</u>	<u>ADDRESS</u>	<u>BOARD POSITION</u>
<u>Richard Kessel</u> Class of '00-'01	President East Coast Progressive Energy Solutions, Inc. 93 Alfred Road East Merrick, NY 11566	<i>President</i> 516-398-6005 516-378-3339 Fax 516-398-6005 Cell Rkessel@richardkessel.com
<u>Bruce A. Watterson</u> Class of '12-'13	Sr. Vice President/Group Director Signature Bank 1225 Franklin Avenue Garden City, NY 11530	<i>1st Vice Chairman</i> 516-408-5015 516-205-4246 bwatterson@signatureny.com
<u>Cathy Stanton</u> Class of '14-'15	Pasternack Tilker Ziegler Walsh Stanton & Romano, LLP 25 Newbridge Road, Suite 203 Hicksville, NY 11801	<i>Secretary</i> 516 471-1748 516 742-3994 Fax 516 662-4372 Cell cstanton@workerslaw.com
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LICF COMMUNITY RESPONSE - PROPOSAL SUMMARY

Organization: EAC, Inc.

Grant Request: \$ 25,185

INSTRUCTIONS: Do not leave this page blank. Identify key points from your Proposal Narrative to provide a clear and concise synopsis of your program/project. Use **12 pt. font ONLY**. Do not exceed one page. Bullet points are acceptable.

Problem Statement: *(include population that is affected)*

Nassau County is experiencing a two fold crisis: there are more people 60 and over who require home care than there are companions. The shortage of in-home companions has resulted in a waiting list for in-home services such as Respite. Older caregivers who provide care for a loved one with progressive and chronic illness are at high risk for physical and mental health problems. Older caregivers of homebound older adults often lack basic nutrition knowledge which puts them at risk for preventable chronic disease for themselves and those in their care. The shortage of in-home companions coupled with poor diets that lead to chronic illness poses double jeopardy for caregivers who are also aging and who are responsible for the personal care and nutritional health for homebound family members.

Project Description: *(include key goals and objectives)*

We are proposing a "Healthy Caregiver Initiative" to support older family caregivers of homebound adults who are on the waiting list to receive in-home respite services. Key to providing these vital services is to achieve a substantial increase in our companion base through intensive marketing and promotion using social media, web sites, print and other media. Caregivers on the waiting list will receive in-home respite services from the newly recruited companions. Along with providing one-on-one socialization for the older adult in the absence of the caregiver, companions will provide caregivers with easy to follow nutrition advice along with simple recipes to encourage the consumption of fruits and vegetables. Caregivers will receive regular deliveries of fresh produce to help eliminate nutritional deficits for themselves and family members in their care. Companions will provide information on SNAP and other entitlements that caregivers may be eligible to receive and make a referral on their behalf if help is needed to complete the application. Goals: 100% of family caregivers on the waiting list to receive in-home respite services will see a decrease in the level of stress associated with caregiving; 75% of those reached through marketing campaigns will respond and enroll as companions; 100 % of older caregivers who receive nutrition education and produce will attain skills necessary to purchase and prepare healthy food, and 50% will show at least one improvement in their health and the health of care recipients.

Expected Outcomes: *(What is the impact you expect to achieve at the end of the grant period?)*

25 prospective companions who will provide in home respite will be recruited as a result of an intensive marketing campaign;
50 older caregivers on the waiting list for in-home respite services will receive in-home services as a result of the increase of companions;
35-50 caregivers who receive nutrition education targeted to improving the health of older adults will show at least one indicator of dietary change, a lower intake of sugar and sodium and higher consumption of fruits and vegetables as measured through surveys to be administered at initial intake and at 3,6 and 9 month intervals;
35-50 older adults who receive companion support will report at least one indicator of mood elevation and demonstrate a higher level of interest in social activities through observation of the companions and reports from caregivers.

LICF COMPETITIVE GRANTS

EAC Network Healthy Caregiver Initiative August 12, 2019

1. Problem Statement:

Nassau County, like the rest of the nation is experiencing a crisis, there are more people over the age of 60 who require home care than there are workers. (*NEWSDAY*, 7/29/19.) At any given time, New York State's 4.1 unpaid caregivers deliver unpaid care for a family member, which is estimated by the New York State Office for the Aging, at roughly \$ 32 billion per year.

On Long Island, family caregiving comes at a personal cost to the caregiver, placing a strain on their health and finances along with emotional distress. Older caregivers who take on the responsibilities of providing care for those with progressive and chronic illness are at high risk for physical and mental health problems. However, shortages of in-home workers, such as companions, or the inability to pay for these services, leave older family caregivers with little alternatives. (*AARP Public Policy Institute 2011 update*).

Family caregiving provides great value to the community by decreasing reliance on the long-term care system. According to an article in the *AARP Public Policy Institute in 2015*, "the value of services provided by informal caregivers has steadily increased over the last decade, with an estimated economic value of \$470 billion in 2013, up from \$450 billion in 2009 and \$375 billion in 2007. Unfortunately, there is a high cost: family caregivers show higher levels of stress, anxiety, depression and lower levels of self-care than non-caregivers. Therefore, it is critical for family caregivers to have access to a wide range of supportive programs and services, including Respite Care."

The second crisis is the negative impact on the nutritional health of both caregiver and care recipient. Overwhelmed caregivers often lack basic nutrition knowledge, do not have time to shop for and cook healthy foods, which puts them and their family member at high risk for preventable chronic diseases such as diabetes and high blood pressure, obesity and heart disease. There is documented evidence that older caregivers show a much higher rate of chronic illnesses than non-caregivers. (*AARP Report Caregivers in Crisis Nov. 2013*).

The shortage of in-home services coupled with poor diets that lead to a high incidence of diet sensitive chronic disease poses a double jeopardy for older family caregivers who are also aging and who are responsible for the personal care and nutritional health for homebound family members. It is clear that older Nassau County caregivers caring for homebound family members need help.

This affects communities like Nassau County because there are more people who need in-home respite services than are available to provide it. Over the past year, we have experienced difficulty in sustaining the level of in-home respite services that are needed due to the decrease in the pool of respite companions. As a result, there is a significant waiting list of older Nassau County caregivers who are requesting in-home respite services.

Changes need to happen and the first is to increase the pool of prospective companions for EAC Networks in-home respite services. Nassau County's changing demographic trends, a stagnant and rapidly aging population, along with the increase of those needing care, can have serious ramifications for the provision of in-home services. (*Office of the Nassau County Comptroller, 2014*). Along with providing one-on-one socialization for the older adult in the absence of the caregiver, companions will offer caregivers easy to understand nutrition advice and healthy recipes to encourage the consumption of fruits and vegetables for themselves and the homebound family member. In addition, caregivers will receive fresh produce, obtained at no cost, from Long Island CARES through an existing grant. The companions will offer information on SNAP and other entitlements that caregivers may be eligible to receive and make a referral on their behalf if help is needed to complete the application. Caregivers will be informed of the benefits of Meals on Wheels along with information on how to access this service.

2. Project Description & Activities:

The Respite team consists of social workers, registered nurses and a core of dedicated companions. Our mission is to help caregivers maintain or improve their physical and mental health through brief in-home respite visits while the older adult benefits from one-on-one companionship. The key to our success is the respite companions, many of whom are former family caregivers who unselfishly give back to their neighbors because of their own caregiving experiences. The home visits are customized to meet the unique needs of the individual caregiver and older family member. About 65% of the care recipients are struggling with some form of cognitive impairment/dementia, and 75% have one or more chronic diseases that limit their mobility and ability to independently leave the home.

A profile of current dedicated companions reveals that they are retired older adults and have been with the program five years or more. A significant number are retiring from respite which leaves a void in our companion pool. Although we continue to recruit replacements, we have not enjoyed the same success as in the past. This is not surprising, as noted in a July 30, 2019 feature in Newsday and depicted in a July 29, 2019 CBS News feature on the critical shortage of homecare workers on Long Island. At the same time our workforce has been shrinking, our expenses increased substantially. The New York State minimum wage, currently \$12 an hour, will continue to increase incrementally to \$15 an hour in 2022.

We propose to implement the following strategies to benefit older family caregivers of homebound older adults. With funding from this grant, we will increase the companion base for EAC In-Home Respite Services, eliminate the waiting list for In-Home Respite Services, and provide vital nutrition education and increase access to healthy foods for recipients of in-home respite services. We will collaborate with AARP Long Island and Long Island CARES Food Bank to provide nutrition resources for caregivers.

Goals and objectives:

- Increase our companion base by 25% through a presence on social and print media
- Locate and recruit 25 qualified people to provide in-home respite services
- Provide in-home respite services for 50 older caregivers on the waiting list
- Provide vital nutrition education and increase access to healthy food for 50 family caregivers and care recipients

The previous efforts to recruit companions failed to yield the desired results. Our primary funding from the New York State Office for Aging does not support advertising or the design and printing of promotional material that is needed to generate good results. Our current methods include “free” blurbs in local print and flyers distributed through the Nassau Library System.

Activities will include Implementing a mass media campaign to widen the net that is needed to recruit and retain companions.

- Develop and maintain an active Facebook page
- Design and print promotional materials to disseminate at Health and Community Fairs, Job fairs
- Partner with AARP to distribute information at AARP Nassau County events
- Advertise in multiple publications:
 - ✓ Monthly paid ads in Anton Publishing regional publication
 - ✓ Quarterly in editions of Senior publications
- Develop creative design elements for a campaign on the need for in-home companions
- Post a classified ad on Indeed website for the recruitment of companions

The project will start on 1/1/20 and end on 12/31/20. The Program Coordinator and Social Worker for in-home respite services will be responsible for carrying out the activities of the grant.

We anticipate that the population to be served will be older family caregivers who have requested in-home services and are on the waiting list. The majority of caregivers will be 75 years of age or older. The older family member will be between 80 and 100 years of age and suffer from multiple chronic diseases such as diabetes, hypertension, high cholesterol.

This will include the hiring and training of companions, assigning companions to caregivers on the waiting list, monitoring the provision of nutrition services and the delivery of fresh produce.

3. Expected outcomes & evaluation:

Outcomes:

- A Facebook page will be created and creative digital content for social media posting will be developed to advertise the need for companions
- 30 second public service announcements and other cutting-edge social media content will be developed
- The companion base will increase by 10% through a presence on social and other media
- 25 qualified companions will be hired and trained to provide in-home respite services
- 50 older caregivers on the waiting list will receive in-home services
- 35 older caregivers and their homebound family member will receive vital nutrition education and increased access to healthy food

Outcomes will be tracked and monitored by collecting and analyzing data obtained over the grant period. The data will be obtained through staff observation and caregiver participation in pre- and post service surveys. These surveys will measure the impact of in-home respite services on the decreasing levels of stress, nutritional health, and overall burden of caregiving on the caregiver's wellbeing.

4. Sustainability:

Over 50 years, EAC Network has enjoyed consistent and diverse funding from private and government sources. EAC's fiscal philosophy is fiscally conservative and promotes the effective use of funding. The following human and financial resources from this grant will be used to insure future in home respite and nutritional services for older Nassau County residents: collaborations with Long Island CARES, AARP Long Island, Hofstra University School of Health Sciences & Human Services, Department of Health Professions, Nassau County Office for the Aging, and New York State Respite Coalition. We will use our 33 years of experience providing In-Home Respite for caregivers of at-risk home bound elderly to leverage resources for the continued expansion of the program

5. Agency Background:

Established in 1969 and celebrating 50 years of exemplary service to vulnerable populations, EAC Network is a not-for-profit umbrella network with over 100 programs throughout Long Island, the five boroughs of New York City and parts of Rockland County. EAC Network is a diverse social service agency that empowers, assists and cares for people in need. Our mission is to reach out to people through innovative programming that improves the quality of life and encourages independence. Today, EAC offers more than 100 programs that assist frail, homebound seniors and their caregivers, adults with mental illness and substance abuse disorders, children who are victims of physical and sexual abuse, and nutrition programs for older adults and People with HIV/AIDS. For a more detailed overview of our agency and the vast array of services that are provided, please refer to our website at www.eac-network.org

Organizational capacity for carrying out proposal is based on our solid 50-year history of managing a broad portfolio of programs with diverse funding streams. Perhaps one of our greatest strengths is our ability to obtain grants from corporate, private and non-governmental sources. Our senior management staff enjoys long tenures and our management style is based on cross training so that if there is a vacancy, other staff are able to assume those duties.



INCOME BUDGET for Project/Program - LICF

ORGANIZATION: EAC, Inc. **Total Project/Program Cost:** \$ 146,871
Amount Requested: \$ 25,185

List all sources of anticipated **INCOME** for the project/program for which LICF funding is requested

Source	Amount
CONTRIBUTIONS	
<u>Business</u>	\$ _____
<u>Individual</u>	\$ _____
EARNED INCOME	
<u>Fees for Service</u>	\$ _____
<u>Membership Income</u>	\$ _____
<u>Special Events</u>	\$ _____
<u>Product Sales</u>	\$ _____
<u>Interest Income</u>	\$ _____
OTHER INCOME	
<u>Balance Forward</u>	\$ _____
<u>Operating Reserve</u>	\$ _____
<u>In-Kind Support</u>	\$ _____
TOTAL: \$ _____	

List all sources of anticipated **GRANT INCOME** for the program/project for which funds are requested. Indicate **STATUS** of grants by selecting either "Committed" "Pending" or "To Be Requested."

Source	Status	Amount
GOVERNMENT GRANTS	Committed / Pending / To be Requested	
<u>NYS Office of the Aging</u>	<u>Committed</u>	\$ 118,500
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
TOTAL:		\$ _____
CORPORATE GRANTS		\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
TOTAL:		\$ _____
FOUNDATION GRANTS		\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
TOTAL:		\$ _____
OTHER (please specify)		\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
_____	_____	\$ _____
GRAND TOTAL:		\$ <u>118,500</u>



EXPENSE BUDGET for Project/Program - LICF

List all program/project expenses and indicate how LICF funds would be allocated

ORGANIZATION: EAC, Inc.

Amount of Grant Request \$ 25,185 Total Program/Project Cost \$ 146,871

ITEM	Program/Project Total Cost	LICF Allocation
Personnel		
(List all staff & title assigned to program/project)		
Christine Weber	46,800	
Debra Marks	25,593	
Nurses	2,750	
Companions	25,000	19,000
Benefits & Payroll Taxes	13,100	1,000
Consultants		
Professional Fees (please specify)		
SUBTOTAL PERSONNEL	113,243	20,000
OTPS		
Travel & Meetings	587	
Marketing & Advertising		1,000
Equipment	383	
Supplies & Materials		
Professional Development/Training		
Printing & Copying		900
Telecommunications		
Postage & Delivery		
Occupancy/Utilities		
In-Kind		
Depreciation		
Contract Services (please specify)		
Maintenance & Operations	13,501	
OTHER (please specify)		
Admin @15%	19,157	3,285
SUBTOTAL OTPS	33,627	5,185
TOTAL EXPENSES	146,871	25,185
DIFFERENCE	28,371	
(INCOME LESS EXPENSE)		

EAC, Inc.
Budget - Revenue and Expense
For the Year Ended 12/31/19

	<u>Total Company</u>
Funding Sources:	
71000 Government Contracts	22,491,535
71050 Revenue Adjustment	106,000
72000 Tuition Income	0
73000 Client Fees	4,389,383
74000 Devel-Grants/Donations/Events	1,018,604
75000 Medicaid	392,808
77000 Miscellaneous	86,844
79000 Gain/(Loss)Disposal	0
79900 Rent Revenue	81,996
Total Funding	<u>28,567,170</u>
Expenses:	
80000 Salaries	16,903,300
80200 FICA	1,227,748
80250 EAP	5,316
80300 Unemployment Insur	180,000
80350 Dental Insur	78,336
80400 Health Insur	1,836,299
80450 Life Insur	58,548
80500 Workers Comp Insur	339,960
80550 Disability Insur	23,764
80600 Pension	402,487
80700 Consultants	517,660
81000 Attorney/Legal	32,887
81500 Accountants	60,000
81600 Insurance-Liab,Other	267,364
81700 Event Operations	69,157
81800 Conferences/Meals	65,646
81900 Training	48,217
82000 Memberships & Publications	27,231
82200 Advertising	4,560
82300 Printing	40,157
82600 Travel	295,721
82700 Postage	81,082
82900 Supplies	325,779
83100 Copier	86,719
83200 Rent	2,047,023
83300 Utilities	160,163
83400 Contracted Maintenance	478,605
83500 Telephone	191,735
83600 Security Systems	134,874
84000 Repair and Other Service	158,955
85000 Urinalysis/Drug Testing	326,459
86000 Client Assistance	1,203,323
87000 Renovations	0
88000 Equipment	195,430
88500 Equipment/Other to F/A	0
89000 Miscellaneous	55,407
89100 Payroll Service	92,328
89200 Bank Charges/Interest	114,777
89300 Depreciation	144,201
89400 Amortization-CAC	1,063
89560 Unclaimed Miscellaneous	1,552
89900 MTA Tax	54,821
Total Expenses	<u>28,338,654</u>
Balance/(Deficit)	<u>228,516</u>