

**CITY OF SAN MARCOS HUMAN SERVICES GRANT
FY 2026-2027 APPLICATION**

I. SUMMARY INFORMATION

Please spell out organization name and program name completely, without acronyms.

Applicant Organization: Mission Able

Contact Name, Title: Monica Followell

Telephone: 512-392-3377

Contact E-Mail Address: info@missionablesmtx.org Website: missionablesmtx.org

Mailing Address: 325 W McCarty Lane, San Marcos TX 78666

Do you have a location in San Marcos where people can walk in and ask questions about the program? If so, what is the address? 325 W McCarty Lane, San Marcos TX 78666

Who is authorized to execute program documents? (Name, Title) Monica Followell, Executive Director

Program Name: Mission Able Volunteer Service Housing Repair Program

Amount of Funds Requested: \$50,000

What percentage of the cost of this program is requested as funding through this application? 46%

II. SHORT ESSAY QUESTIONS

All questions must be answered. Please type your answers. Application evaluations will be based on, but not necessarily limited to the criteria stated in each section.

OVERVIEW

- 1. Summarize the program for which funding is being requested, the services it provides, and the clients it serves.**

Mission Able's Volunteer Service Housing Repair Program mobilizes structured volunteer teams to provide critical home repairs for low-income San Marcos residents. During the summer of 2027, the program will host approximately 300 volunteers over a ten-week period. These volunteers will complete essential health and safety repairs including roofing, accessibility modifications, exterior stabilization, and minor structural improvements.

The program is projected to serve 20–25 unduplicated low-income San Marcos households, directly benefiting an estimated 50–75 individuals. Homeowners served will include elderly residents, individuals with disabilities, and other economically vulnerable households. The goal is to increase our clients quality of life by supporting their housing needs through repair projects.

Volunteer participation fees will cover housing and logistical expenses and are expected to contribute approximately \$59,000 toward project materials. However, this amount is insufficient to fully fund necessary repairs. HSAB funding of \$50,000 will be applied directly toward construction materials and limited program coordination necessary to deliver these services.

All beneficiaries will be San Marcos residents and will complete income verification to ensure compliance with funding requirements.

COMMUNITY NEED AND JUSTIFICATION –20 POINTS

Evaluation: documentation and justification of the need for the program in the City of San Marcos.

Blight and deterioration in older San Marcos homes is not cosmetic. It is a direct health and safety concern affecting elderly residents, individuals with disabilities, and low-income homeowners who lack the financial resources to address critical repairs.

These conditions include unsafe roofing, failing plumbing, deteriorating flooring, electrical hazards, and accessibility barriers. For many long-term residents, rising housing costs and limited income make professional repair services financially out of reach. Deferred maintenance compounds over time, increasing the risk of injury, illness, displacement, and long-term neighborhood decline.

The impact extends beyond individual homes. Housing instability affects physical health, mental well-being, financial security, and generational stability. When a senior cannot safely access a bathroom, when a roof leak creates mold exposure, or when structural decay makes a home unsafe, the consequences ripple outward into families and neighborhoods.

Mission Able’s program addresses these risks directly by stabilizing vulnerable households and preserving affordable owner-occupied housing stock. Many of the residents served are deeply rooted in their communities but at risk of displacement due to repair costs they cannot absorb. By restoring safety and functionality, the program enables older adults to age in place, protects family stability, and prevents the cascading effects of housing insecurity.

For example, in a historic neighborhood undergoing infrastructure upgrades, an elderly widow living alone in a century-old home had been without a functioning bathroom for nearly two years due to an incomplete plumbing repair and limited financial capacity. Mission Able coordinated volunteers and skilled oversight to complete necessary plumbing connections, flooring, and fixture installation. The result was not simply a repaired bathroom—it restored dignity, health, and the ability for her to remain in her home rather than face displacement or institutional care.

The scale of need in San Marcos exceeds what small nonprofit staff teams can address alone. Skilled contractors are necessary for certain repairs, but relying solely on contracted labor dramatically increases per-home costs and limits the number of households that can be served.

A structured volunteer service camp allows Mission Able to multiply its impact. By mobilizing trained volunteer teams from across Texas and the nation, the program dramatically expands labor capacity while maintaining professional oversight. Volunteers complete labor-intensive tasks such as demolition, exterior stabilization, accessibility ramp construction, and preparation work—allowing licensed professionals to focus on specialized repairs.

This model stretches every dollar further, enabling more homes to be repaired for the same financial investment.

Beyond cost efficiency, the camp model builds national engagement around local need. Volunteers from outside San Marcos bring energy, manpower, and financial participation, investing directly into the community they serve. This creates a twofold benefit: vulnerable residents receive tangible housing stabilization, and volunteers leave with a deeper understanding of community service, housing insecurity, and civic responsibility.

The camp structure also ensures consistent, organized service delivery. Rather than sporadic volunteer days, the program operates with defined weekly schedules, leadership oversight, project planning, safety protocols, and measurable production goals. This allows Mission Able to commit to serving 20–25 low-income San Marcos households during the summer service period alone.

By stabilizing vulnerable homes through a volunteer-driven service model, Mission Able preserves neighborhood integrity, prevents displacement, reduces strain on emergency services, and strengthens intergenerational stability.

When housing is stabilized:

- Seniors can safely age in place.
- Families avoid financial crisis.
- Neighborhood blight is reduced.
- Community cohesion is strengthened.

The Volunteer Service Housing Repair Program is not simply a construction effort. It is a structured community investment model that mobilizes national volunteer energy to address local human service needs in San Marcos.

1. **Has the need for this program been increasing in recent years?**

Yes. The need for this project has increased significantly in recent years and continues to grow.

San Marcos is experiencing rapid growth and rising housing costs, driven in large part by the expansion and continued success of Texas State University. The median household income in San Marcos is \$51,281 while the median property value is \$310,400. Additionally, 26.9% of residents live below the poverty line—approximately 15.8% higher than the national average. For seniors, individuals with disabilities, and families on fixed or low incomes, rising property values and repair costs make relocation impossible and home maintenance financially unattainable.

The increasing need is reflected clearly in our program data. One out of every four residents in San Marcos live below the poverty line.

In 2024, we completed 113 projects across 96 project days. In 2025, that number has grown to 149 projects across 153 project days—an approximate 32% increase in projects and 59% increase in project days. Volunteer participation increased from 592 volunteers in 2024 to 756.5 in 2025 (a 28% increase), and volunteer labor hours increased from 1,956 hours to 6,828 hours—more than a 249% increase. This growth demonstrates both rising demand and our expanding operational capacity.

These projects are not cosmetic improvements—they address roofing failures, structural concerns, plumbing issues, accessibility barriers, and safety hazards that directly affect health and stability. By investing in home repair and rehabilitation, we preserve affordable housing stock, stabilize vulnerable households, and prevent displacement. Without additional funding, more low-income residents will remain in unsafe conditions or face the risk of losing their homes.

IMPLEMENTATION –15 POINTS

Evaluation:

- *The application demonstrates that resources needed to manage the proposed program are available and ready.*
- *Applicant has clearly defined objectives focusing on results and measurable outcomes vs. only program activities descriptions and numbers served.*
- *Past performance of programs funded by Human Services Grants has met expectations.*

1. Are all resources in place to be able to implement this program? If not, what is missing?

Mission Able has the infrastructure, systems, and demonstrated experience necessary to implement the Volunteer Service Housing Repair Program during the October 2026 – September 2027 funding period.

For the past two summers, Mission Able has partnered with LeaderTreks to host structured volunteer teams serving low-income San Marcos residents. In Summer 2025, Mission Able successfully hosted 208 volunteers. For Summer 2026, more than 350 volunteers are already scheduled and confirmed. This growth demonstrates strong national demand for structured service opportunities in San Marcos and significantly reduces implementation risk for the proposed program.

Through these partnerships, Mission Able has gained direct experience coordinating volunteer housing, managing daily work crews, procuring materials, supervising job sites, ensuring safety standards, and communicating with homeowners. The proposed program represents a transition from third-party facilitation to internally managed coordination—not the creation of a new or untested service model.

Mission Able maintains established intake procedures, income verification systems, project scoping protocols, contractor partnerships, and financial tracking systems developed through over a decade of housing rehabilitation work. These systems are already operational and scalable to support expanded volunteer engagement.

The program includes clearly defined measurable objectives:

- Mobilize approximately 300 volunteers during Summer 2027.
- Serve 20–25 unduplicated low-income San Marcos households.
- Complete critical health and safety repairs.
- Achieve at least 90% homeowner-reported improvement in housing safety.

All core operational components are in place. The primary transition involves internalizing logistical coordination for volunteer housing and scheduling, which is already being developed based on lessons learned from prior summers.

Key personnel include:

- A Camp Lead responsible for volunteer coordination, job site supervision, and daily execution of repair projects.
- An Administrative Coordinator responsible for scheduling, logistics, homeowner communication, and documentation.
- Organizational leadership and Board oversight providing financial and governance supervision.

Mission Able has previously administered publicly funded programs and met reporting and performance expectations. financial oversight, board governance, and documentation systems are established and active.

Based on demonstrated growth—from 208 volunteers in 2025 to 350 confirmed in 2026—the organization is well-positioned to implement this program successfully within the proposed funding cycle.

2. What specific, measurable outcomes or results do you hope to achieve with this program?

During the October 2026 – September 2027 funding period, Mission Able’s Volunteer Service Housing Repair Program will achieve the following measurable outcomes:

1. Serve 20–25 unduplicated low-income San Marcos households through critical home repair services.
 2. Improve housing safety and functionality for approximately 50–75 individuals, including elderly residents and individuals with disabilities.
 3. Complete health and safety repairs addressing roofing, plumbing, accessibility barriers, flooring, and structural stabilization, with priority given to projects that reduce immediate safety risks.
 4. Verify that 100% of assisted households are San Marcos residents and meet income eligibility requirements, with documentation maintained for compliance purposes.
 5. Implement a post-project homeowner survey process to measure program impact, including perceived improvements in safety, habitability, and ability to remain in the home.
 6. Mobilize approximately 300 volunteers in structured, supervised service roles to expand the capacity of the housing repair program.
- 3. If funding is not available at the requested amount, what is the minimum Human Services Grant funding needed to be able to run this program?**

While the requested amount of \$50,000 would allow Mission Able to fully implement the program as proposed and serve 20–25 households, the program could operate at a reduced capacity with a minimum Human Services Grant award of approximately \$30,000.

At this reduced funding level, Mission Able would scale project volume accordingly, prioritizing the most critical health and safety repairs and serving an estimated 15–18 low-income San Marcos households. Volunteer participation fees would continue to support housing and logistical costs and contribute toward materials; however, the number of households served would decrease proportionally to available funding.

Funding below this threshold would significantly limit the number of homes that could receive complete repairs, as material costs represent the primary expense of the program.

IMPACT AND COST EFFECTIVENESS –20 POINTS

Evaluation:

- *impact on the identified need*
- *implementation costs compared to impact*
- *use of available resources (financial, staff, volunteer)*
- *impact compared to other applicants*

1. **Programs can provide value by deeply impacting the lives of a few, with effects that may ripple through generations, or by providing smaller but meaningful impact to a larger group. Describe in detail the impact this program will have on the identified need and on San Marcos residents.**

San Marcos faces a growing challenge of aging housing stock combined with rising living costs that leave low-income homeowners unable to address critical repairs. Many residents served by Mission Able are elderly, disabled, or on fixed incomes. Deferred maintenance is not cosmetic—it results in unsafe roofing, failing plumbing, electrical hazards, and accessibility barriers that threaten health, safety, and long-term housing stability.

The Volunteer Service Housing Repair Program directly addresses this need by stabilizing 20–25 low-income San Marcos households during the funding period. Each home repaired represents more than a completed project; it prevents potential displacement, reduces health risks, and preserves affordable owner-occupied housing within established

neighborhoods. The impact extends beyond individual households, strengthening neighborhood stability and protecting generational wealth for vulnerable families.

From a cost-effectiveness standpoint, this program maximizes each public dollar invested. Volunteer participation fees are projected to generate approximately \$59,000 toward materials and logistical support. In addition, approximately 300 volunteers will contribute an estimated 4,800 total service hours over a ten-week period. If equivalent labor were hired at market rates, the cost would exceed \$150,000 in contracted labor expenses. By leveraging structured volunteer engagement under professional supervision, Mission Able significantly reduces overall project costs while maintaining safety and quality standards.

The requested \$50,000 in HSAB funding will directly support material costs and limited program coordination. When combined with volunteer contributions and private support, each HSAB dollar is multiplied through leveraged labor and community investment. The program is designed so that public funding does not operate in isolation; it activates additional private and volunteer resources that expand overall impact.

In comparison to programs that serve large numbers with limited depth, this initiative provides substantial, life-altering impact to highly vulnerable households. For elderly residents and individuals with disabilities, accessibility improvements and critical repairs can determine whether they are able to remain safely in their homes or face institutional care or displacement. At the same time, the structured volunteer model allows the program to reach multiple households within a defined period, balancing depth of service with measurable scale.

By combining national volunteer engagement with targeted local housing stabilization, the program delivers measurable results, maximizes financial efficiency, and addresses a clearly defined human services need in San Marcos.

2. Briefly describe other funding sources, volunteers, or in-kind donations that will be used with this program.

The Volunteer Service Housing Repair Program will be supported through a combination of volunteer participation fees, private donations, grant funding, and in-kind contributions.

Volunteer participation fees are projected to generate approximately \$59,000 during the summer service period. These funds will primarily cover housing and logistical costs and will contribute directly toward construction materials used in low-income homeowner projects.

In addition, Mission Able maintains relationships with private donors, churches, local businesses, and foundation partners who provide financial contributions and sponsorship support for housing repair initiatives. These funds supplement material costs and general program support.

The program also leverages significant in-kind value through structured volunteer labor. Approximately 300 volunteers are expected to contribute an estimated 4,800 total service hours. This labor represents substantial economic value when compared to contracted construction rates and allows public funding to stretch further and serve more households.

Local suppliers and contractors periodically provide discounted materials, donated supplies, or reduced-rate services for specialized repairs. Mission Able also utilizes professional contractor partnerships when licensed or technical work is required.

By combining public funding with volunteer labor, private donations, and in-kind contributions, the program multiplies the impact of each funding source and ensures efficient use of Human Services Grant dollars.

3. How many total annual unduplicated direct clients is this program expected to serve? What percentage will be San Marcos residents?

The program is expected to serve approximately **50–75 unduplicated individuals**, representing **20–25 low-income San Marcos households** during the funding period.

100% of program beneficiaries will be San Marcos residents, as funding will be restricted exclusively to qualifying residents within the City of San Marcos.

4. Please list the agencies with which you partner to provide this program’s services.

Mission Able collaborates with a network of local and regional partners to successfully implement the Volunteer Service Housing Repair Program.

Referral and Community Partners:

- City of San Marcos (including Housing and Community Development and related departments)
- Local churches and community organizations that refer vulnerable homeowners
- Informal neighborhood networks and prior program participants who identify households in need
- Community Organizations Active in Disasters (COAD)
- Homeless Coalition of Hays County (HCHC)
- Blanco Regional Recovery Team (BR3T)
- Local Emergency Management Offices

Volunteer Engagement Partners:

- LeaderTreks (past two summers), which has partnered with Mission Able to bring structured volunteer teams to San Marcos
- Churches and youth groups from Texas and across the nation participating in summer service weeks
- Texans on Mission brings groups to San Marcos as well. This Spring Break they will be bringing us 70 volunteers in a period of three days. They also partner with us in the event of a disaster that allows us to expand our resources and volunteer capacity if their services are required.

Professional and Technical Partners:

- Licensed local contractors for specialized plumbing, electrical, roofing, and code-compliant work
- Local building supply vendors who provide materials and occasional discounts

Organizational Oversight:

- Mission Able Board of Directors, which provides governance, financial oversight, and strategic direction

These partnerships allow Mission Able to combine professional oversight, volunteer labor, and community referrals to deliver coordinated housing repair services to low-income San Marcos residents.

COMMUNITY SUPPORT — 15 POINTS

Evaluation:

- *A minimum of three letters of reference that indicate strong local support for the program and the agency's ability to implement it as described in the application. Letters must be in support of the specific program requesting funding, not the agency as a whole. Letters will preferably be from San Marcos residents as well as direct clients of the program.*
- *Evidence that volunteers play a vital role in the program or agency's operation.*
- *Evidence that board members are actively involved in and supportive of the agency*

1. What actions do Board members take to support the programs of the agency?

Mission Able's Board of Directors plays an active and ongoing role in supporting the organization's programs, including the Volunteer Service Housing Repair Program.

Board members provide direct financial oversight by reviewing monthly financial reports, monitoring program budgets, and ensuring that restricted funds are allocated appropriately. The Board approves annual budgets, reviews funding applications prior to submission, and evaluates program performance against stated objectives.

Each Board member participates in a "give or get" commitment, collectively contributing over \$24,000 annually to support the organization's mission. This demonstrates tangible financial investment and shared accountability.

Board members also assist with community engagement and fundraising efforts by cultivating donor relationships, identifying grant opportunities, and advocating for the program within the San Marcos community.

In addition to governance and fundraising roles, several Board members participate directly in volunteer activities, site visits, and project days, maintaining firsthand understanding of program impact and community need.

Through financial stewardship, strategic oversight, fundraising participation, and active engagement, the Board provides strong governance support to ensure the program is implemented effectively and responsibly.

2. Briefly describe the number and role of volunteers in the program or agency's operation.

Volunteers are central to the operation of the Volunteer Service Housing Repair Program and to Mission Able's broader housing stabilization efforts.

During the summer service period alone, approximately 300 volunteers will participate in structured, supervised repair projects benefiting low-income San Marcos residents. These volunteers will contribute an estimated 4,800 service hours over a ten-week period.

Volunteer teams assist with demolition, exterior stabilization, accessibility ramp construction, debris removal, painting, framing, material transport, and other labor-intensive tasks under professional supervision. Licensed contractors are utilized when specialized or code-compliant work is required.

Beyond the summer program, Mission Able engages local volunteers year-round for smaller repair projects, project preparation, and support roles. Volunteers also assist with material organization, job site preparation, and homeowner engagement.

This volunteer-driven model significantly expands program capacity while reducing overall project costs. If equivalent labor were hired at market rates, the financial burden would substantially limit the number of households served. By leveraging structured volunteer engagement, Mission Able maximizes public and private funding and increases the number of vulnerable residents who can receive assistance.

Volunteers are supervised by trained leadership to ensure safety, quality control, and effective project completion.

COUNCIL PRIORITIES - 20 POINTS

1. How long has this program served San Marcos residents? (10 points if at least 2 years)

Mission Able has served San Marcos residents through housing repair programming since 2013. The volunteer-driven service model specifically has been implemented in partnership with LeaderTreks for the past two summers, beginning in 2025.

During Summer 2025, Mission Able hosted 208 volunteers who completed structured home repair projects benefiting low-income San Marcos residents. For Summer 2026, more than 350 volunteers are confirmed and scheduled to serve. The proposed program represents an expansion and internalization of an existing, proven service model rather than the creation of a new initiative.

Through over a decade of continuous housing repair work in San Marcos, Mission Able has maintained a consistent focus on stabilizing vulnerable homeowners and preserving safe, affordable housing.

2. In what ways does your agency actively conduct outreach to engage San Marcos residents in its programs and services? How will San Marcos residents access those services? (up to 10 points)

Mission Able actively engages San Marcos residents through multiple outreach and referral channels to ensure that vulnerable homeowners are aware of and able to access housing repair services.

Referrals are received through community networks, local churches, prior program participants, neighborhood contacts, and word-of-mouth within established communities. Mission Able also maintains communication with City departments and community partners who identify residents facing health and safety housing concerns.

Residents may access services by contacting Mission Able directly through phone, email, or the organization's website. Homeowners complete a structured intake application that includes contact information, description of repair needs, and income documentation. Applications are reviewed to determine eligibility and prioritize projects based on urgency, safety risk, and vulnerability factors such as age, disability status, or fixed income.

Mission Able prioritizes outreach to elderly homeowners, individuals with disabilities, and long-term residents who may face barriers to accessing traditional repair services. Staff assist applicants who may need support completing forms or gathering documentation, ensuring that language, mobility, or technological limitations do not prevent participation.

For the Volunteer Service Housing Repair Program, eligible San Marcos residents will be identified and scheduled in advance of the summer service period to ensure efficient project execution and maximize volunteer impact.

Through relationship-based engagement, accessible intake processes, and community referrals, Mission Able ensures that San Marcos residents most in need are aware of and able to access program services.

RISK - 10 POINTS

1. How many years' experience does the agency have in implementing a program of this size and complexity? (5 points if more than 5 years)

Mission Able has over 12 years of experience implementing housing repair programs serving low-income San Marcos residents. Since its founding in 2013, the organization has coordinated volunteer-driven home repair projects involving project scoping, contractor management, income verification, material procurement, financial oversight, and compliance reporting.

In recent years, Mission Able has administered publicly funded programs, including federal and local funding sources, requiring formal documentation, eligibility verification, and structured reporting. These programs have involved managing budgets exceeding \$500,000 annually and coordinating large volunteer participation.

Specifically, the structured summer volunteer service model has been implemented for the past two years in partnership with LeaderTreks, hosting 208 volunteers in 2025 and more than 350 volunteers confirmed for 2026. This experience demonstrates the organization’s capacity to coordinate housing repair projects at scale while maintaining professional oversight and compliance standards.

The proposed program builds upon more than a decade of operational experience and proven program management systems.

2. What percentage of the program’s funding is non-City? (5 points if at least 50%)

Approximately 54% of the program’s funding will come from non-City sources, primarily through volunteer participation contributions and private support. The remaining 46% is requested through the Human Services Grant. This structure ensures diversified funding and leverages significant private and volunteer investment alongside public funds.

HSAB Budget Table (October 2026 – September 2027)

Budget Item	Total Program Cost	HSAB Funding Requested	Other Funding (Non-City)
Direct Construction Materials (roofing, plumbing, accessibility modifications, structural stabilization, supplies)	\$90,000	\$40,000	\$50,000
Camp Lead (≤20% allocation)	\$10,000	\$5,000	\$5,000
Administrative Coordinator (≤20% allocation)	\$9,400	\$5,000	\$4,400
TOTAL	\$109,400	\$50,000	\$59,400

Funding Summary

- Total Program Budget: \$109,400
- HSAB Request: \$50,000 (46%)
- Non-City Funding: \$59,400 (54%)

Non-City funding consists primarily of volunteer participation contributions allocated toward program materials and coordination support.

III. FUNDING RESTRICTIONS

By signing this application I certify the following to be true:

1. All Human Services Grant funding will be spent on San Marcos residents, except for school-based programs, in which case it may be spent within the San Marcos Consolidated Independent School District boundary.
2. Funding requested is not more than 50% of the total funding for the agency.
3. Funding will not be used to fund more than 20% of a full time position.
4. The agency has been in existence for at least 2 years. (This can include serving communities other than San Marcos.)

SUBMITTAL APPROVED BY:



Signature

2/28/26

Date

Monica Followell

Printed Name

Executive Director

Title

Company name: Mission Able
 Budget name: Budget_FY26_P&L
 Budget type: Profit and loss
 Period: FY 2026 (Jan 2026 - Dec 2026)

Consolidated

Accounts	Budget totals
Income	
Billable Expenditure Revenue	
Billable Expenditure Revenue-1	
Billable Expense Income - Microcredit	\$12500.00
Cash Back Income	\$600.00
Contributed income	
Corporate & foundation grants	\$200000.00
Donations directed by individuals	\$120000.00
Government grants & contracts	
Grants from other nonprofits	\$30000.00
In-kind donations	\$5000.00
Reimbursement Expenses (COSM)	\$153400.00
Total Contributed income	\$508400.00
Investment income	\$10000.00
Sales	
Sales of Product Income	
Sales of Product Revenue	
Services	
Uncategorized Income	
Total Income	\$531500.00
Cost of Goods Sold	
Cost of Goods Sold	
Total Cost of Goods Sold	
Expense	
Advertising & marketing	\$10000.00
Listing fees	
Social media	\$100.00
Website ads	
Total Advertising & marketing	\$10100.00
Awards & grants to others	
Charitable Contributions	\$0.00
Contract & professional fees	\$5000.00
Accounting fees	\$1200.00
Fundraising fees	\$15000.00
Investment management fees	
Legal fees	\$2000.00
Total Contract & professional fees	\$23200.00
Insurance	\$437.50
Directors & officers insurance	\$609.00
Liability insurance	\$4300.00
Property insurance	
Total Insurance	\$5346.50
Occupancy	\$0.00
Cleaning	
Rent	
Utilities	\$2000.00
Total Occupancy	\$2000.00
Office expenses	\$0.00
Bad Debt	
Bank fees & service charges	\$195.00

Accounts	Budget totals
Internet & TV services	
Memberships & subscriptions	\$1000.00
Merchant account fees	
Office supplies	\$2500.00
Printing & photocopying	
Shipping & postage	\$100.00
Small tools & equipment	\$10000.00
Software & apps	\$2200.00
Total Office expenses	\$16395.00
Operations	\$20000.00
Fundraising Supplies	\$10000.00
Mileage Reimbursement	\$1500.00
Repairs & maintenance	\$250.00
Training	\$400.00
Total Operations	\$32150.00
Payroll expenses	\$0.00
Company Contributions	\$0.00
Retirement	\$24000.00
Total Company Contributions	\$24000.00
Employee retirement plan	
FICA tax	
Group term life insurance	
Health insurance & accident plans	
Salaries & wages	
Taxes	\$12000.00
Unemployment	
Wages	\$130000.00
Workers' compensation insurance	
Total Payroll expenses	\$166000.00
Purchases	\$200.00
Interest paid	
Volunteer Support	\$10000.00
Total Purchases	\$10200.00
Supplies	\$0.00
Supplies & materials	\$250000.00
Total Supplies	\$250000.00
Travel	\$2000.00
Airfare	
Hotels	\$2000.00
Parking & tolls	\$100.00
Taxis or shared rides	
Vehicle expenses	\$1000.00
Vehicle fines & penalties	
Vehicle gas & fuel	\$3000.00
Vehicle insurance	\$2204.00
Vehicle registration	\$117.00
Vehicle rental	
Vehicle repairs	\$1000.00
Vehicle wash & road services	
Total Travel	\$11421.00
Unapplied Cash Bill Payment Expenditure	
Uncategorized Expense	\$0.00
Total Expense	\$526812.50
Other Income	
Restricted Contributions	\$7500.00

Accounts	Budget totals
Other Expense	
Amortization expenses	
Depreciation	
Reconciliation Discrepancies	
Restricted Expenses	\$7500.00
Total Other Expense	\$7500.00
Total Net Income	\$4687.50

Tuesday, January 6, 2026 at 11:59 AM CST

Company name: Mission Able
 Budget name: Budget_FY27_P&L
 Budget type: Profit and loss
 Period: FY 2027 (Jan 2027 - Dec 2027)

Consolidated

Accounts	Budget totals
Income	
Billable Expenditure Revenue	\$60000.00
Billable Expenditure Revenue-1	\$600.00
Billable Expense Income - Microcredit	\$13000.00
Cash Back Income	\$1200.00
Contributed income	
Corporate & foundation grants	\$220000.00
Donations directed by individuals	\$110000.00
Government grants & contracts	\$250000.00
Grants from other nonprofits	\$30000.00
In-kind donations	\$3000.00
Reimbursement Expenses (COSM)	
Total Contributed income	\$613000.00
Investment income	
Sales	
Sales of Product income	
Sales of Product Revenue	
Services	
Uncategorized Income	
Total Income	\$687800.00
Cost of Goods Sold	
Cost of Goods Sold	
Total Cost of Goods Sold	
Expense	
Advertising & marketing	\$10000.00
Listing fees	
Social media	\$100.00
Website ads	
Total Advertising & marketing	\$10100.00
Awards & grants to others	
Charitable Contributions	
Contract & professional fees	\$5000.00
Accounting fees	\$2500.00
Fundraising fees	\$5000.00
Investment management fees	
Legal fees	\$2000.00
Total Contract & professional fees	\$14500.00
Insurance	
Directors & officers insurance	\$1000.00
Liability insurance	\$6000.00
Property insurance	
Total Insurance	\$7650.00
Occupancy	
Cleaning	\$2500.00
Rent	
Utilities	\$2500.00
Total Occupancy	\$5000.00
Office expenses	
Bad Debt	
Bank fees & service charges	\$150.00
Equipment lease & maintenance	\$400.00

Accounts	Budget totals
Internet & TV services	\$1000.00
Memberships & subscriptions	\$2500.00
Merchant account fees	\$100.00
Office supplies	\$10000.00
Printing & photocopying	
Shipping & postage	
Small tools & equipment	\$4000.00
Software & apps	\$4000.00
Total Office expenses	\$22150.00
Operations	\$10000.00
Fundraising Supplies	\$10000.00
Mileage Reimbursement	\$3000.00
Repairs & maintenance	\$500.00
Training	\$500.00
Total Operations	\$24000.00
Payroll expenses	
Company Contributions	
Retirement	\$24000.00
Total Company Contributions	\$24000.00
Employee retirement plan	
FICA tax	
Group term life insurance	
Health insurance & accident plans	
Salaries & wages	
Taxes	\$24000.00
Unemployment	
Wages	\$260000.00
Workers' compensation insurance	
Total Payroll expenses	\$308000.00
Purchases	
Interest paid	
Volunteer Support	\$20000.00
Total Purchases	\$20000.00
Supplies	
Supplies & materials	\$266000.00
Total Supplies	\$266000.00
Travel	
Airfare	
Hotels	
Parking & tolls	
Taxis or shared rides	
Vehicle expenses	\$5000.00
Vehicle fines & penalties	
Vehicle gas & fuel	
Vehicle insurance	\$5000.00
Vehicle registration	
Vehicle rental	
Vehicle repairs	
Vehicle wash & road services	
Total Travel	\$10000.00
Unapplied Cash Bill Payment Expenditure	
Uncategorized Expense	
Total Expense	\$687400.00
Other Income	
Restricted Contributions	
Total Other Income	

Accounts	Budget totals
Other Expense	
Amortization expenses	
Depreciation	
Reconciliation Discrepancies	
Restricted Expenses	
Total Other Expense	\$0.00
Total Net Income	\$400.00

Sunday, March 1, 2026 at 2:58 PM CST

HSAB Budget Table (October 2026 – September 2027)

Budget Item	Total Program Cost	HSAB Funding Requested	Other Funding (Non-City)
Direct Construction Materials (roofing, plumbing, accessibility modifications, structural stabilization, supplies)	\$90,000	\$40,000	\$50,000
Camp Lead (≤20% allocation)	\$10,000	\$5,000	\$5,000
Administrative Coordinator (≤20% allocation)	\$9,400	\$5,000	\$4,400
TOTAL	\$109,400	\$50,000	\$59,400

Funding Summary

- Total Program Budget: \$109,400
- HSAB Request: \$50,000 (46%)
- Non-City Funding: \$59,400 (54%)

Non-City funding consists primarily of volunteer participation contributions allocated toward program materials and coordination support.

Mission Able Board of Directors & Staff

Membership	Name	Profession	Terms Remaining	Position	Email	Number	Address
Executive	Jude Prather	VA Services Officer	1 year	Vice President	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Allison Hardy	CEO Divided Sky	1 year	Secretary	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	John Meeks	Retired VP of McCoy's Building Supply	1 year	At Large	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Morgan Hammer	Edward Jones Financial Advisor	2 year	President	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Wayne Schaffer	Retired	2 year	At Large	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Justin Payne	VP Frost Bank	3 year	Treasurer	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Scott Davis	Administrator	3 year	At Large	[REDACTED]	[REDACTED]	[REDACTED] New Braunfels, TX 78130
	Robbie Keithley	Barshop & Oles Director of Construction	1 year	Advisory	[REDACTED]	[REDACTED]	[REDACTED] New Braunfels, TX 78132
	Russ Majors	Retired	1 year	Advisory	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Jacob Sutherland	Matheus Lumber Project Manager	1 year	Advisory	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
Advisory	Jimmy Allen	Director of McCoy College of Business Center for Banking & Financial Services	1 year	Advisory	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Al Heinrich	Retired Contractor	1 year	Advisory	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Ryan Wood	Attorney at Richie & Gueringer, P.C.	1 year	Advisory	[REDACTED]	[REDACTED]	[REDACTED] Kyle, TX 78640
	Monica Followell	Mission Able Staff	N/A	Executive Director, Founder	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Paul Douglas Evans	Mission Able Staff	N/A	Project Manager	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
Staff	Tiffany Portis	Mission Able Staff	N/A	Administrative Assistant	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666
	Josh Thiering	Mission Able Staff	N/A	Grant Writer & Communications Assistant	[REDACTED]	[REDACTED]	[REDACTED] San Marcos, TX 78666

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

A For the 2024 calendar year, or tax year beginning, and ending
B Check if applicable:
C Name of organization MISSION ABLE
D Employer identification number 93-1769819
E Telephone number 512-392-3377
F Name and address of principal officer: ROBERT KEITHLEY, 515 PINNACLE PARKWAY, NEW BRAUNFELS, TX 78132
G Gross receipts \$ 440,627
I Tax-exempt status: 501(c)(3)
J Website: WWW.MISSIONABLESMTX.ORG
K Form of organization: Corporation
L Year of formation:
M State of legal domicile:

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1 Briefly describe the organization's mission... 2 Check this box... 3 Number of voting members... 4 Number of independent voting members... 5 Total number of individuals employed... 6 Total number of volunteers... 7a Total unrelated business revenue... 7b Net unrelated business taxable income... 8 Contributions and grants... 9 Program service revenue... 10 Investment income... 11 Other revenue... 12 Total revenue... 13 Grants and similar amounts paid... 14 Benefits paid... 15 Salaries, other compensation... 16a Professional fundraising fees... 16b Total fundraising expenses... 17 Other expenses... 18 Total expenses... 19 Revenue less expenses... 20 Total assets... 21 Total liabilities... 22 Net assets or fund balances.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here: Signature of officer ROBERT KEITHLEY, Title TREASURER
Paid Preparer Use Only: Preparer's name CARLTON SEAN CROWDER, Signature CARLTON SEAN CROWDER, Date 06/10/25, Firm's name CROWDER CPA LLC, Firm's address 110 WILLOW SPRINGS DR STE 101, SAN MARCOS, TX 78666, Firm's EIN 99-4418983, Phone no. 512-392-0576

May the IRS discuss this return with the preparer shown above? See instructions [X] Yes [] No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:
MOBILIZE VOLUNTEERS OR SKILLED PROFESSIONALS TO MEET NEEDS THAT PRIMARILY SERVE THE SAN MARCOS, TEXAS AREA.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?
If "Yes," describe these new services on Schedule O. [] Yes [X] No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?
If "Yes," describe these changes on Schedule O. [] Yes [X] No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 229,545 including grants of \$) (Revenue \$)
PROVIDING ASSISTANCE TO MEMBERS OF THE COMMUNITY BY COMPLETING VARIOUS TASKS TO MEET STANDARDS OF QUALITY LIVING CONDITIONS AND MORE OPTIMAL FUNCTIONALITY.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)
N/A

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)
N/A

4d Other program services (Describe on Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 229,545



Non-Discrimination Statement

January 1, 2026

To whom it may concern,

At this time, Mission Able's Non-Discrimination Statement is reflected in our ratified bylaws as of August 16, 2023, and reads as follows:

Section 2.4 Non-discrimination. MISSION ABLE does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in regards to whom MISSION ABLE provides assistance.

If you have any further questions, please feel free to contact myself or our President, Morgan Hammer. She also serves as the Hays County Commissioner for Precinct 3. Her email is morgan.hammer@hayscountytexas.gov.

Blessings,

Monica Followell
President

To Whom It May Concern,

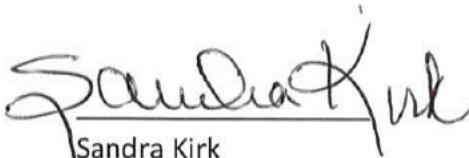
I am writing to recommend Mission Able for the Human Services Advisory Board (HSAB) grant from the City of San Marcos, TX.

They have helped me with a number of critical home repair projects including:

- Removal of my rear porch
- Construction of a new front porch
- Installation of a new water heater
- Fixing a variety of plumbing issues in my home
- Cleanup and removal of 2 tons of debris from my backyard

I am satisfied with the work they provided and would recommend them to my neighbors. I am a San Marcos resident and believe additional funding for Mission Able's Home Repair Program would both benefit the community and be a responsible use of funds.

Best,


Sandra Kirk

Date: 3-2-26



[REDACTED]
San Marcos, TX 78666

Feb 24, 2026

To Whom it May Concern

I write to support Mission Able
in asking HSAB to grant their
request for funds.

The vision of this group
has helped bring needy recipients
and goodwilled workers together.

These people give with
love their time, effort and
skills! Many come to our
city from out of town groups
on mission trips. Youth
and retired - all give because
of kindness and Christ's
commandment that we love
one another.

Please feel free to contact
me at 512-243-4486, May
God bless you at HSAB in the
good work of Mission Able.

Judy E Lanning



March 2, 2026

To Whom It May Concern,

I'm writing this letter in support of Mission Able receiving funding to help with housing rehab. Working with Mission Able during our 2025 Love Where You Live program, I have witnessed the work they provide. They helped residents with roof replacement, bulk window frame repair and other home repairs. Having this funding will help them use other funds for fence repair, tree removal, and bulk removal.

Most recently, Mission Able helped a resident with a new front door. This resident was overwhelmed by the way her mom had left the property and is disabled. Mission Able came in and changed the front door to allow safety for her and to keep her little dog in the house.

I like the way Mission Able maximizes the use of funds, working with suppliers and donations from residents to help supplement materials or get them at a discounted rate.

Sincerely,

A handwritten signature in cursive script that reads "Amy Thomaidis".

Amy Thomaidis
Assistant Director- Neighborhood Enhancement



PLEASE RECYCLE THIS FLYER

FOLLOW US ON FACEBOOK: SMTX COMMUNITY SERVICES @ SMTXCS

CITY HALL • 630 EAST HOPKINS • SAN MARCOS, TEXAS 78666 • 512.393.8412
SANMARCOSTX.GOV

FIRST
PRESBYTERIAN
CHURCH
SAN MARCOS



4 [REDACTED] TX 78666

[www](#) [REDACTED]

To Whom it May Concern,

This letter is to enthusiastically and without reservation support the application of Mission Able in the 2026 in their grant application for HSAB. As the 2025 co-chair of the Homeless Coalition of Hays County and the pastor of First Presbyterian Church of San Marcos, I can say that the work of Mission is vital to keeping our neighbors housed in the city of San Marcos. Mission Able helps meet the critical need of shelter for those who are unable to afford to keep themselves warm, safe, and dry without their assistance.. They are also great partners in meeting the multifaceted needs of the people who live here, willingly working alongside other service organizations to love and serve this city. They are fantastic partners in mission to churches and other organizations. Our church has partnered with them in a multitude of projects since their inception putting to work our volunteers and their resources.

As this city continues to look for solutions to our housing needs, Mission Able is forward thinking in their desire to find ways to up our volunteer resources. The camp program will ensure we have the people we need to make a real and lasting impact on the lives of those who need their services. Our church looks forward to supporting those programs as they become a reality.

I can say with a full heart that whatever they are awarded will be used faithfully, honestly, and for the betterment of the citizens of San Marcos.

Thank you for your consideration,

Rev. Joshua Sutherland

Co-Pastor, First Presbyterian Church of San Marcos

Proposed Meeting Schedule

Month	Time	Board	Tasks
January 29	12 pm	Executive	Approval of Annual Budget Ministry goals Review Expectations Pledge for Give or Get Calendar Overview
February 10	6:30 pm	Advisory	Review Expectations Pledge for Give or Get Calendar Overview MATV Nominate positions
February 20	3:30 pm	Executive, Advisory & Staff	Prayer walk of Property TBD
March 2	9am	Executive	Budget Review Preliminary updates from Advisory B. MATV
April 9	5 pm	Executive and Advisory	MATV annual fundraiser
Thurs. April 23	9:30am?	Advisory	Post-fundraiser debrief Research Grant opportunities
May 11	9am	Executive	Post-fundraiser debrief Mid-year financial check-in Ministry evaluation Staff evaluation/ reports
June 11	12 pm	Nomination Committee (P, At Large, Chad)	Recommend Candidates for 2027 Executive and Advisory Board Send out applications
July 13	9 am	Executive	Discuss nomination progress Outline next year's strategic goals
Mon. August 3	6:00pm	Advisory	Review fall calendar Explore fundraising ideas/projects Plan for Giving Tuesday
September 14	9 am	Executive	Draft budget for next fiscal year Finalize nomination slate Review Insurances for next year
October 8	12 pm	Nomination	Meet via zoom over modifications to slate responses
October 19	9 am	Executive	Vote on new board members Year-end preparations
November 13	TBD	Executive and Advisory	Celebration and cast vision for next year Present new membership of the Board
Fri. December 11	10 am	Advisory	Review organizational highlights and faith impact

ARTICLE V. BOARD OF DIRECTORS

Section 5.1. Overview. The governance of Mission Able shall consist of two bodies: the Executive Board of Directors (“Executive Board”) and the Advisory Board (“Advisory Board”). Together, these groups will ensure Mission Able operates with integrity, accountability, and community engagement.

Section 5.2. Board Composition

Section 5.2.1 Executive Board Composition. Executive Board members shall have full voting authority and be responsible for governance, policy, and fiduciary oversight of Mission Able. The Executive Board shall consist of no fewer than five (5) and no more than seven (7) members, including the following officers: President, Vice President, Secretary, and Treasurer. The number of Executive Board members may be increased or decreased (provided such decrease does not shorten the term of any incumbent member) by amendment to these bylaws.

1. At least sixty percent (60%) of Executive Board members shall be active members of First Baptist Church of San Marcos, including at least one (1) member currently serving on the church staff.
2. All Executive Board members must be approved by a majority vote of the current Advisory Board.
3. No two Executive Board members related by blood or marriage/domestic partnership may serve simultaneously.

Section 5.2.2. Advisory Board Composition. Advisory Board members shall serve primarily in an advocacy and fundraising capacity, helping to promote Mission Able, cultivate partnerships, and secure financial support. Advisory Board members shall not have voting authority in matters of governance but may attend joint meetings, fundraising events, and strategic planning sessions.

1. The Advisory Board shall consist of individuals, including those from other churches and community organizations, who demonstrate a commitment to Mission Able’s purpose and values.
2. Advisory Board members shall be nominated by the Executive Board and approved by a majority vote.
3. Advisory Board members shall serve renewable one-year terms.

Section 5.3. Roles and Responsibilities

Section 5.3.1 Executive Board. The Executive Board is responsible for the administration and operation of Mission Able. Its duties include:

- Overseeing the organization’s mission, policies, finances, and personnel.
- Hiring and evaluating the Project Director and approving salaries for approved positions.
- Implementing and maintaining a working budget for Mission Able operations.
- Upholding Mission Able’s three primary legal duties:
 - **Duty of Care:** Exercise responsible oversight of all Mission Able assets and operations.
 - **Duty of Loyalty:** Place Mission Able’s mission and interests above personal or external interests.
 - **Duty of Obedience:** Ensure compliance with all laws, bylaws, and Mission Able’s stated purposes.

Section 5.3.2 Advisory Board. The Advisory Board provides strategic input and serves as ambassadors for Mission Able by:

- Promoting awareness of Mission Able’s mission and activities.
- Assisting in fundraising campaigns, donor development, and community engagement.
- Offering insight and counsel to the Executive Board when requested.
- Supporting Mission Able through prayer, participation, and advocacy.

Section 5.3.3. Give or Get Policy. To strengthen Mission Able’s financial sustainability and shared ownership of its mission, all members of both the Executive and Advisory Boards are expected to participate annually through a “give or get” contribution.

1. **Participation Requirement.** Each Board member shall contribute to Mission Able either by making a personal financial contribution, or securing an equivalent financial contribution through fundraising, donor connections, sponsorships, or in-kind gifts of comparable value.
2. **Purpose.** This policy ensures that all Board members—regardless of financial capacity—take an active role in advancing Mission Able’s mission and modeling generosity to the community.
3. **Annual Expectation.** The Executive Board shall determine and review the suggested annual contribution level for both the Executive and Advisory Boards at the beginning of each fiscal year. Contribution levels may vary depending on

the organization's financial goals.

4. **Reporting and Accountability.** The Treasurer shall provide an annual report of Board participation in aggregate form (not by individual). Participation in the "give or get" policy is expected of all members as a reflection of commitment, but specific amounts shall remain confidential.

Section 5.4. Board Officers. The following officers shall serve on the Executive Board:

- **President** – Presides over meetings, acts as spokesperson, represents Mission Able, and delegates tasks as necessary.
- **Vice President** – Assumes the duties of the President in his/her absence and is strongly considered the successor for the following term.
- **Secretary** – Records minutes of meetings, maintains organizational records, and fulfills the duties of the President or Vice President when necessary.
- **Treasurer** – Manages the financial accounts of Mission Able, oversees financial filings, confirms donor contributions, assists in budget planning, and provides financial reports to the Executive Board.

Section 5.5. Terms. Each member of the Board of Directors may hold office for a three-year term.

At the conclusion of the initial term, members of the Executive Board of Directors may serve additional three year terms if elected. Their terms shall be staggered so that at the time of each annual meeting, the terms of approximately one-third (1/3) of all members of the Board of Directors shall expire.

Advisory Board members shall serve renewable one-year terms.

Section 5.6. Vacancies. Whenever any vacancy occurs in the Board of Directors, it shall be filled without undue delay by a majority vote of the remaining Executive members of the Board of Directors at a regular meeting. Vacancies may be created and filled according to specific methods approved by the Board of Directors.

Section 5.7. Compensation. Members of both the Executive and Advisory Boards shall not receive any compensation for their services as Directors or Advisors.

Section 5.9. Advisory Board Roles. The Advisory Board may include, but not limited to, the following leadership roles, appointed annually by the President of the Executive Board with the approval of the Executive Board:

1. **Advisory Chair** – Serves as liaison between the Advisory Board and the Executive Board, coordinating joint meetings, fundraising campaigns, and communication.
2. **Vice Chair** – Assists the Chair and assumes leadership duties in their absence.
3. **Fundraising Coordinator** – Leads efforts to identify, plan, and execute fundraising initiatives in alignment with Mission Able’s strategic goals.
4. **Church & Community Relations Coordinator** – Cultivates partnerships with local churches, businesses, and community organizations to support Mission Able’s mission and outreach.
5. **At-Large Members** – Serve as ambassadors and advocates, supporting fundraising and awareness efforts through personal networks, professional expertise, and participation in events.

Advisory Board roles are not required to be filled at all times and may be adjusted by the Executive Board as needed to best serve the organization’s mission.

Section 5.10. Board Nomination and Election Process

A. Executive Board Elections

1. **Nomination Committee.** A Nomination Committee shall be established annually by the Executive Board, consisting of the President, one (1) other Executive Board member, and one (1) representative approved by the senior pastor or leadership of First Baptist Church of San Marcos.
 - The committee shall identify, vet, and nominate potential candidates for Executive Board vacancies.
 - Consideration shall be given to individuals who demonstrate spiritual maturity, leadership ability, alignment with Mission Able’s purpose, and (as required) active membership at First Baptist Church of San Marcos.
2. **Eligibility Requirements.** Candidates must affirm Mission Able’s Statement of Faith and Mission. Candidates must not be related by blood or marriage/domestic partnership to any current Executive Board member. At least sixty percent (60%) of Executive Board

members must be active members of First Baptist Church of San Marcos.

3. **Election Procedure.** The Nomination Committee shall present a slate of nominees to the Executive Board at least thirty (30) days before the annual meeting. Executive Board members shall be elected by a majority vote of the current Executive Board at the annual meeting. Elected members shall assume office at the beginning of the next fiscal year.
4. **Vacancies and Mid-Term Appointments.** Vacancies that occur between annual meetings may be filled by a majority vote of the remaining Executive Board members upon recommendation from the Nomination Committee. Appointed members will serve the remainder of the unexpired term and may be re-elected thereafter.

B. Advisory Board Appointments

1. **Nomination Process.** Advisory Board members may be recommended by any Executive Board member, the Project Director, or current Advisory Board members. All nominees must share Mission Able's values and demonstrate commitment to its mission. Preference will be given to individuals who bring community connections, fundraising ability, or specialized expertise.
2. **Approval.** The Executive Board shall approve Advisory Board nominees by majority vote. Approved members shall serve renewable one-year terms beginning on the date of their approval.
3. **Reappointment and Rotation.** Advisory Board members may serve consecutive terms, subject to annual re-approval by the Executive Board. The Executive Board may periodically rotate membership to encourage broader community participation.
4. **Removal.** Advisory Board members may be removed for cause by a two-thirds (2/3) vote of the Executive Board. Grounds for removal include failure to participate, breach of confidentiality, or conduct inconsistent with Mission Able's mission or Christian witness.

ARTICLE VI. BOARD MEETINGS

Section 6.1. Meeting Frequency. The Executive Board shall meet at least six (6) times per year, at times and locations determined by the President. Special meetings may be called by the President or by a majority vote of the Executive Board.

The Advisory Board shall meet at least four (4) times per year, including at least one (1) joint meeting with the Executive Board for collaboration on fundraising and strategic planning.

Notice of all meetings shall be given at least two (2) days in advance.

Section 6.2. Quorum. A quorum of the Board of Directors shall be defined as a simple majority of the total number of Board members on the roster. The presence, in-person, of a majority of current members of the Board of Directors shall be necessary at any meeting to constitute a quorum to transact business, but a lesser number shall have power to adjourn to a specified later date.

Section 6.3. Attendance and Forfeiture. Each Executive Board member shall attend at least two-thirds of the regular meetings each year. Failure to meet this requirement by September 1st shall result in automatic forfeiture of their seat. The Secretary shall provide written notice, and the Board may immediately proceed to fill the vacancy.

Section 6.4. Confidentiality. Directors shall not discuss or disclose information about the Organization or its activities to any person or entity unless such information: (1) is already a matter of public knowledge; (2) such person or entity has a need to know; (3) the disclosure of such information is in furtherance of the Organizations' purposes; or (4) can reasonably be expected to benefit the Organization. Directors shall use discretion and good business judgment in discussing the affairs of the organization with third parties. Without limiting the foregoing, Directors may discuss upcoming fundraisers and the purposes and functions of the Organization, including but not limited to accounts on deposit in financial institutions.

Section 6.5. Parliamentary Procedure. Any question concerning parliamentary procedure at meetings shall be determined by the President by reference to Robert's Rules of Order.

Section 6.6. Books and Records. MISSION ABLE shall keep complete books and records of account and minutes of the proceedings of the Board of Directors.

	Meeting Date						
Executive Board Member	Jan. 29, 2026	March 2, 2026	March 26, 2026	May 11, 2026	July 13, 2026	Sept. 14, 2026	Oct. 19, 2026
Jude Prather	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allison Hardy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
John Meeks	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Morgan Hammer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wayne Schaffer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Justin Payne	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scott Davis	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Meeting Date						
Advisory Board Member	Feb 12, 2026	Mar. 26, 2026	April 23, 2026	Aug. 3, 2026	Dec. 11, 2026		
Robbie Keithley	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Russ Majors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Jacob Sutherlun	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Jimmy Allen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Al Heinroth	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Ryan Wood	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		