CITY OF SAN MARCOS COMMUNITY DEVELOPMENT BLOCK GRANT
PY2026-2027 PROJECT APPLICATION

NOTE: This form IS NOT TO BE USED by applicants seeking funds to support social services programs. A separate application form for "Public Services" is available and should be used for programs of that nature.

I. APPLICANT SUMMARY INFORMATION

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

Applicant Organization: Mission Able

Contact Name, Title: Monica Followell, Executive Director

Telephone: O:512-392-3377, M:214-991-2529

Contact E-Mail Address: monica@missionablesmtx.org

Website: www.missionablesmtx.org

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

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

PROJECT SUMMARY INFORMATION

Project Name: Mission Able Home Repair

Project Location: While our physical administrative office is housed at the First Baptist Church of San Marcos, our service projects are scattered out in the community. We support clients in Victory Gardens, Rio Vista, Wallace Addition, Blanco Gardens, Millview East and West, El Camino Real, Sunset Acres, East Guadalupe and other neighborhood communities.

Amount of CDBG Funds Requested: $250,000

What percentage of the cost of this project is requested as funding through this application? 62.5% of the project cost, but not including our total organizational budget.

A. PROJECT SCOPE:

Please check all statements that apply to this project:

_____ All project design work is complete for this project (plans, specifications, etc.)

_____ This project will include selection of professional service providers (architect, engineer, etc.)

_____ This project includes acquisition of real property

__√___ This project includes the rehabilitation of existing buildings

_____ This project includes new construction

__√___ This project includes demolition of existing structures (Occasionally we have to deconstruct part of a structure in disrepair in order to rebuild it functionally making it habitable.)

_____ This project includes a public facility (such as a senior center)

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 project for which funding is being requested, the benefit it provides, and the people it serves.

Mission Able is a San Marcos based nonprofit which serves the most vulnerable in our community, right in the center of their lives- inside their own homes.

We mobilize volunteers alongside skilled professionals to meet critical needs for individuals and families. Since 2013 Mission Able has provided practical assistance that improves the quality of life for the elderly, and other low income at risk populations.

By completing critical home repair projects which promote safe, functional living environments we are able to: improve human dignity, strengthen neighborhood stability, and address the root causes of housing displacement. Our services include: humanitarian outreach, case management coordination, financial stewardship support and disaster recovery assistance.

Community Need and Justification –20 points

Evaluation: documentation and justification of the need for the project in the City of SanMarcos.

1. Describe in detail the need for this project in San Marcos.

Blight and decay in older homes throughout San Marcos is not merely an eyesore. It is not a cosmetic feature on a home "in bad shape," in a distant "rough part of town."

It's a legitimate health and safety hazard with damaging effects on at risk populations of the elderly and low income residents. The effects of blight and decay move beyond the home, into neighborhoods, impacting families, physically, financially, socially, intergenerationally. This is not an abstract issue. These are grandmothers, someone's daughter, elderly fathers, children, neighbors, the disabled, and the neglected.

Many face challenges such as limited financial resources, rising housing costs, physical accessibility needs, and lack of access to skilled repair services.

Our population often includes long-term residents who are deeply connected to their neighborhoods but at risk of displacement due to deferred maintenance, safety concerns, or limited financial resources. Mission Able's work creates generational impact by stabilizing housing and helping families remain safely in their homes, preventing the cascading effects that housing instability can have across generations. When homes are made safe and functional, older adults are able to age in place, families avoid unnecessary financial strain, and future generations benefit from preserved stability, community connection, and long-term well-being.

For example, in one older neighborhood undergoing infrastructure upgrades, homeowners were required to connect to a new water system in order to keep pace with surrounding development. Mission Able was contacted about an elderly widow living alone in a century-old home on a fixed income who, due to financial and cognitive challenges, had been left without a functioning bathroom for nearly two years after an incomplete plumbing repair. Through relationship-based engagement, Mission Able completed the necessary plumbing connections, flooring, and fixture installation, restoring safe and usable bathroom facilities essential to her health, safety, and dignity. This intervention allowed her to remain safely in her home and community rather than face displacement or further health risk.

2. Has the need for this project 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 in four San Marcos residents 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 project are available and ready. • Applicant has clearly defined objectives focusing on results and measurable outcomes • Past performance on projects funded by CDBG has met expectations.

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

Yes. We are already up and running. Mission Able is designed to be a home repair machine. That is why we exist. We have the volunteers who offset cost, the business partners that reduce rates because they believe in our mission, and the network to connect these partners. Our process and documentation is designed for efficient time sensitive outcomes. We recognise that CDBG requirements will require slightly different documentation which we are ready to put into effect.

There is a need for additional funds to help with operational expenses and the costs of building supplies beyond what is donated generously by our partners.

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

In 2024 Mission Able assembled 592 volunteers who generously gave 1,956 hours of volunteer labor which led to the completion of 113 individual home improvement projects. In that year 66.2% of our budget was spent on projects.

In 2025 we assembled 756 volunteers who generously gave 6,828 hours of volunteer labor to complete 149 unique home improvement projects. Last year 70.5% of our budget was spent on our Home Repair Program. We are committed to growing this number to 180+ unique home improvement projects.

These projects will serve elderly, disabled, and low-income residents in San Marcos, many of whom are living in unsafe or unstable conditions. Repairs will address issues such as roofing, plumbing, accessibility modifications, and exterior maintenance to prevent code violations and restore livability. Each home will be assessed individually, with work prioritized based on urgency and client vulnerability.

The three main outcomes of the Mission Able Home Repair Program are:

- Neighbors looking after neighbors.
- Keeping more at risk individuals and families in their homes safely, securely, and effectively. 180+
- Training the next generation how to take care of existing homes by building up an identity of service and compassion.

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. Describe in detail the impact this project will have on the identified need and on San Marcos residents.

This project will directly address the growing need for safe, stable, and affordable housing preservation among low- and moderate-income homeowners in San Marcos. As housing costs continue to rise, many long-term residents—particularly seniors, individuals with disabilities, and families on fixed incomes—lack the financial ability to complete essential home repairs. Without intervention, these residents face unsafe living conditions, accelerated property deterioration, and increased risk of displacement.

In 2025, Mission Able invested $188,591.03 in home repair projects, serving 81 households and directly impacting 220 individuals. The average investment per household was approximately $2,328. These projects addressed critical health and safety concerns including roof failures, structural instability, plumbing deficiencies, accessibility barriers, and environmental hazards. An additional $119,201.45 was spent on the home repair program to support the ongoing efforts.

CDBG funding of $250,000 would allow us to expand this impact significantly. Based on our current cost-per-household average, this investment would stabilize approximately 100–110 additional homes. This equates to protecting more than 250 San Marcos residents from unsafe housing conditions and potential displacement.

The impact extends beyond physical repairs. When a roof is replaced, leaks are eliminated that threaten mold growth and interior damage. When accessibility modifications are installed, elderly and disabled residents can safely remain in their homes rather than facing institutional care or relocation. When plumbing systems are repaired, sanitation and public health risks are reduced. Each project restores safety, habitability, and dignity.

Dedicated staff play a critical role in ensuring that this impact is delivered efficiently, safely, and equitably. Staff oversee applicant qualification, project assessment, scope development, contractor coordination, compliance monitoring, and quality control. Their involvement ensures that repairs address true health and safety priorities, that funds are used responsibly, and that projects are completed to professional standards. This structured oversight allows the program to scale responsibly while maintaining accountability and measurable outcomes.

Preserving owner-occupied affordable housing also stabilizes neighborhoods. By preventing property decline and displacement, this project protects generational roots within established communities and reduces pressure on the already strained rental market. Home repair is a preventative investment that strengthens families, maintains neighborhood integrity, and supports long-term economic stability within San Marcos.

Ultimately, this funding will not only repair homes—it will preserve housing security, protect vulnerable residents, and reinforce the fabric of the San Marcos community.

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

Mission Able utilizes a diversified and community-supported funding model to sustain its home repair program and ensure long-term stability.

In FY2025, total revenue was $437,025.05, generated through a combination of corporate and foundation grants, individual donations, nonprofit grants, reimbursement agreements, and investment income.

Key funding sources include:

- Corporate & Foundation Grants: $168,614.56
- Individual Donations: $86,380.55
- Grants from Other Nonprofits: $20,226.82
- City of San Marcos reimbursement funding from the ARPA funding: $136,819.43
- Microcredit reimbursement agreements: $11,190
- Faith-based and community partners including First Baptist Church of San Marcos and other congregations
- Other smaller areas of funding include in-kind donations, cash back income, and investment income. Our investment income brought in over $8,000 for FY2025.

This diversified revenue structure reduces reliance on any single funding source and strengthens financial resilience.

Mission Able also receives an additional category of in-kind donations, totaling $3,016.54 in FY2025. These contributions include materials, discounted supplies, and donated goods that directly offset project expenses.

Volunteer engagement is our program's strength. In 2025:

- 756 volunteers contributed 6,828 hours of service.
- Using the national volunteer valuation rate of $34.79 per hour, this equates to $237,546.12 in community-contributed labor value.

Volunteer labor allows funding to be directed primarily toward materials and licensed professional work, significantly increasing the cost-efficiency of each project.

In addition, Mission Able operates a microcredit cost-share program that homeowners may elect to participate in when financially feasible. In FY2025, the microcredit program generated $11,190.00 in billable expense income. This model allows qualifying homeowners to repay a portion of project costs through manageable terms, reinforcing homeowner investment, encouraging financial participation, and recycling funds back into future repair projects.

Paid staff oversee applicant qualification, income verification, project scoping, contractor coordination, compliance monitoring, and quality assurance. This professional oversight ensures accountability, responsible stewardship of funds, and alignment with funding requirements, while volunteers provide supervised labor support.

The combination of diversified funding sources, microcredit participation, in-kind donations, professional staff oversight, and substantial volunteer engagement allows Mission Able to maximize every dollar invested and sustain a scalable, community-driven home repair model for San Marcos residents.

Community Support – 15 points

Evaluation:

- *A minimum of three letters of reference that indicate strong local support for the project and the agency's ability to implement it as described in the application. Letters must be in support of the specific project requesting funding, not the agency as a whole. Letters will preferably be from San Marcos residents as well as direct beneficiaries of the project.*
- *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 provides active governance, financial oversight, and direct program support to ensure the successful implementation of its home repair initiatives.

The Executive Board consists of 5–7 voting members serving staggered three-year terms and meeting at least six times per year. The Board oversees mission alignment, approves and monitors the annual budget, reviews financial statements, supervises the Executive Director, and ensures compliance with all legal and fiduciary responsibilities. Attendance standards and structured term limits promote accountability and continuity of leadership.

Board members demonstrate direct financial commitment through a formal "give or get" policy. In 2025, 100% of Board members fulfilled this requirement, contributing or securing funds. This year more than $24,000 has been pledged to support Mission Able's programs. This ensures shared ownership of the organization's mission and reinforces financial sustainability.

The Advisory Board serves in an advocacy and fundraising capacity, meeting regularly to cultivate partnerships, expand donor relationships, and promote community awareness of the home repair program. Advisory members include individuals from multiple churches and community organizations, strengthening cross-sector support within San Marcos.

Board members also serve as ambassadors in the community—leveraging professional expertise in finance, construction, nonprofit leadership, and community engagement to strengthen operational oversight and expand strategic partnerships.

Through structured governance, full financial participation, strategic fundraising involvement, and active community representation, Mission Able's Board provides meaningful and measurable support to ensure program effectiveness and long-term sustainability.

Council Priorities - 20 points

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

Mission Able has been in operation for 13 years. It began in 2013 as a week-long service project through the First Baptist Church of San Marcos. Over the years it has grown into a year round operation with roughly 2-3 projects occurring each week. In 2025 the San Marcos Chamber of Commerce voted Mission Able "Non-Profit of the Year."

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)

It all starts with neighbors looking after neighbors. Though word of mouth is a powerful phenomenon it can lead to significant gaps particularly among the marginalized. Because of this partnerships are essential to our impact. Mission Able collaborates with local organizations, skilled trade professionals, civic groups, and community volunteers to coordinate services and maximize resources.

One of our greatest partners is the City of San Marcos Neighborhood Enhancement Department. Code Compliance Officers are one of our largest referral sources. They notice when homeowners are facing substantial challenges and require creative solutions

We also work with Resource Management for the Love Where you Live Program. We have been able to concentrate our rebuild efforts in those neighborhoods as assigned.

We also have a website and a social media presence. The public can contact us: via phone 830-494-3436, email: info@missionablesmtx.org, our website: missionablesmtx.org, and our "Request Help" portal on our website https://www.missionablesmtx.org/request-help.

We also receive many client referrals from the Lion's Club, BNI, and Community Organizations Active in Disasters. Other entities that refer clients to us are health care providers, school district personnel, and local faith communities.

RISK - 10 POINTS

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

Mission Able has been operating since 2013 and has more than 12 years of experience implementing home repair and housing stabilization projects in San Marcos.

The organization began by mobilizing volunteers to complete small-scale repairs for vulnerable homeowners, initially operating on an annual budget of approximately $3,000 and completing roughly $20,000 in repair work each year. Through consistent community engagement and strategic partnerships, the scope and complexity of projects steadily increased.

In 2018–2019, Mission Able formalized collaboration with the City of San Marcos Neighborhood Enhancement division to assist homeowners facing code compliance issues who lacked financial resources. This partnership required structured intake procedures, project documentation, compliance coordination, and accountability standards aligned with municipal processes—marking a significant operational expansion.

In 2022, Mission Able transitioned to an independent 501(c)(3) nonprofit organization, strengthening governance, financial management systems, and board oversight. In 2023, the organization entered into a contract associated with the Coronavirus State and Local Fiscal Recovery Funds and successfully scaled operations to manage increased public funding and reporting requirements.

In 2025, Mission Able generated over $437,000 in revenue and expended $188,591.03 in direct project costs while serving 81 households and impacting 220 residents. The organization also mobilized 756 volunteers contributing 6,828 hours of labor. These figures demonstrate operational capacity consistent with the proposed $250,000 CDBG project size.

Mission Able maintains strong financial controls to reduce implementation risk. Annual budgets are reviewed and approved by the Executive Board, and financial statements are monitored regularly. The organization utilizes professional accounting support to ensure proper recordkeeping, compliance, and reporting. City-donated funds and other restricted funding streams are tracked separately within the accounting system to ensure that every dollar is clearly documented by source and expenditure category. These financial controls provide transparency, accountability, and accurate reporting to funding partners.

Importantly, the organization continues to grow in a measured and sustainable manner. Year-over-year increases in project volume, volunteer participation, and operational infrastructure reflect expanding community demand while maintaining responsible financial oversight.

With more than a decade of experience, established municipal partnerships, formal nonprofit governance, and demonstrated financial accountability, Mission Able is well-positioned to implement a project of this size and complexity effectively and responsibly.

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

Mission Able's FY2026 operating budget reflects diversified revenue streams totaling \$531,500. Of that amount, \$153,400 represents time-limited COSM reimbursement funds that are scheduled to conclude during the fiscal year.

Excluding those transitional funds, Mission Able maintains approximately \$378,100 in ongoing non-City revenue derived from corporate and foundation grants, individual donations, nonprofit grants, microcredit participation, and investment income.

If awarded \$250,000 in CDBG funding, total program funding and operations would equal approximately \$628,100. Non-city funding would equate to 61.2% if CDBG was awarded.

III. Beneficiaries

The CDBG program allows several different methods of documenting that a project benefits low to moderate income persons. *Direct Benefit* projects provide services directly to an individual or family; for example, a housing rehabilitation project is a Direct Benefit project. *Area Benefit* projects benefit a geographic location; for example, a Sidewalk Project.

A. Direct Benefit Projects:

Applicants must be able to document that at least 51% of the beneficiaries have an annual income that is at or below 80% of the Area Median Income and are San Marcos residents.

1. How many unduplicated individuals or households are expected to be served by this project?

In 2025, Mission Able served 81 unduplicated households, directly impacting 220 individuals through 149 completed repair projects. Each household is counted once regardless of the number of repairs completed at the property.

Based on the current average cost per household of approximately \$2,328, a \$250,000 CDBG investment is projected to serve approximately 100–110 additional unduplicated households. Using historical averages, this would directly benefit an estimated 250–300 San Marcos residents.

Mission Able serves a mix of low- and moderate-income homeowners; however, CDBG funds will be restricted exclusively to households whose verified annual income is at or below 80% of Area Median Income (AMI). The organization maintains a formal intake and documentation process that requires applicants to submit income verification and supporting financial documentation to determine eligibility. Only income-qualified San Marcos residents will receive assistance funded through CDBG.

Program tracking systems segregate funding sources to ensure that CDBG expenditures are applied solely to eligible households and documented in compliance with federal requirements.

In 2025, 48% of clients were elderly, 22% were disabled, and 33% of households were female-led, reflecting a population particularly vulnerable to housing instability.

Presumed Benefit: Activities that exclusively serve a group of persons in any one or a combination of the following categories may be presumed to benefit a population in which at least 51% of the population is low-to-moderate income. Individual income verification is not required, although residency and other client statistics must be collected. The

Presumed Benefit categories are:

a. Elderly persons (62 or older)	e. Battered spouses
b. Homeless persons	f. Abused children
c. Persons living with AIDS	g. Migrant farm workers
d. Illiterate persons (includes non-English speakers)	h. Severely disabled adults (Census Bureau definition)

2. Will all the program's beneficiaries be in a Presumed Benefit Category? ___ Yes or __X_ **No**

If "yes", list the categories:

3. If the program's beneficiaries cannot be considered "Presumed", how will income eligibility be determined?

_____ Projection of the individual or family's income based on family size; or,

__X__ **Other. Please provide details of how eligibility will be determined:**

Mission Able does not rely on Presumed Benefit categories for CDBG eligibility determination. Instead, eligibility is established through documented income verification in accordance with HUD guidelines.

All applicants complete a formal intake application and are required to submit documentation verifying total annual gross household income, including pay stubs, Social Security statements, disability benefits, pension income, or other applicable income sources. Household size is documented and used to calculate total household income relative to current HUD Area Median Income (AMI) limits for Hays County.

Mission Able utilizes standardized HUD AMI charts and updates them annually to ensure eligibility determinations reflect current federal thresholds. Only San Marcos residents whose verified household income is at or below 80% of AMI will receive assistance funded through CDBG.

All income documentation is retained in program files to ensure compliance, reporting accuracy, and audit readiness.

While the program serves vulnerable populations including elderly individuals, severely disabled adults, and other at-risk residents, CDBG eligibility will be determined strictly through documented income verification rather than presumed category designation.

B. Area Benefit Projects:

Some projects, such as a senior center or a park, serve an area rather than individual persons. HUD defines an area benefit project as an activity which is available to benefit all the residents of an area which is primarily residential. To meet the eligibility requirement of benefitting low to moderate persons, the area served must be an area where at least 51% of the residents are low/mod income persons. Most, but not all, San Marcos residential neighborhoods are low/ mod.

1. Will this project be available to benefit all persons in the service area? ____Yes __X___ **No**

2. Are the neighborhoods that will benefit from this project primarily residential? __X__**Yes** _____ No If "No", please explain:

3. What neighborhoods will benefit from this project? Please list either individual neighborhoods or describe the boundaries that will define the service area:

We support clients in Victory Gardens, Rio Vista, Wallace Addition, Blanco Gardens, Millview East and West, El Camino Real, Sunset Acres, East Guadalupe and other neighborhood communities like them limited to the city of San Marcos.

C. PUBLIC FACILITY PROJECTS

In the CDBG program, Public Facilities are broadly interpreted to include all improvements and facilities that are either publicly owned or that are traditionally provided by the government, or owned by non-profit organizations, and operated so as to be open to the general public. Facilities providing shelter for persons having special needs are also considered to be public facilities.

- *Public facility projects cannot include the costs of operating and maintaining public facilities, costs of purchasing construction equipment, the costs of furnishings and other personal items such as uniforms, or new construction of public housing.*
- *Public facilities are intended to benefit all the residents of an area; thus, in most cases it must serve an area having at least 51% low/mod population.*
- *Public facilities owned by a nonprofit must be made available to the general public and must be open for use by the general public during all normal hours of operation.*
- *Reasonable fees may be charged for the use of the facilities assisted with CDBG funds, but charges, such as excessive membership fees, which will have the effect of precluding low/mod income persons from using the facilities, are not permitted.*

1. Who is/will be the owner of the facility? N/A. Mission Able does not have a public facility.

2. Will fees be charged for the use of the facility? _____ Yes or __X___ No

If yes, please attach a fee schedule.

3. How will the facility be made available to the general public? Not applicable.

FUNDING HISTORY

1. Has your organization received CDBG funding in the past 5 years? _____ Yes **__X___No**

2. If yes, how were the funds used? N/A

3. Is the project complete? _____Yes _____ No ___X__ N/A

IV. PROJECT BUDGET

The CDBG program requires that a project be completed and serving beneficiaries within a reasonable time – preferably within one year of award date. Thus, it is important for any additional funds needed to complete the project to be secured prior to award of CDBG funds or shortly thereafter.

1. Estimated total project cost: $432,000 **CDBG Funds requested:** $250,000

2. Funds from all other sources that will be available on or before October 1,: approximately $500,000

3. How will budget shortfalls be addressed?

Mission Able maintains diversified revenue streams, including corporate and foundation grants, individual donations, nonprofit grants, reimbursement agreements, and microcredit participation. As outlined in the FY2026 budget, approximately $500,000 in non-City funding is projected to be available on or before October 1.

In the event of a budget shortfall, Mission Able will implement a combination of the following measures:

- Adjust project scheduling to align expenditures with confirmed funding availability.
- Prioritize critical health and safety repairs to ensure compliance with program objectives.
- Utilize unrestricted donor contributions and reserve balances to bridge temporary funding gaps.
- Continue active grant submissions and donor cultivation efforts already underway.

The Board of Directors reviews financial statements monthly and maintains oversight of budget performance. This structured monitoring allows for early identification of revenue fluctuations and timely corrective action.

Because the majority of program costs are materials and scalable repair expenses, the organization retains flexibility to adjust project volume without compromising compliance or program integrity.

4. Are any additional funds for this project being requested from the City of San Marcos?

__X___ Yes _____No. If "*yes*", please describe type and amount requested: $50,000

Type of funds requested: We are also submitting an application for the Human Services Advisory Board. These funds are being requested for expanding our own camp program that brings groups from all over the nation to serve with us among our own neighbors in our rehabilitation program. This is designed to help us host these groups so that we can expand our volunteer base. Funds are also being requested for our operation costs.

LINE ITEM BUDGET

Please use the following format to present your proposed line-item budget. Secured funds are funds on-hand, pledged, or awarded. City Council has waived fees for Construction Permitting and Development Code Processes for CDBG projects. Impact fee charges, when applicable, are not waived. Round budget numbers to the nearest dollar.

CDBG funds cannot be spent or obligated until final environmental clearance for the project has been obtained. HUD has interpreted "obligated" to mean that we cannot execute contracts or take bids as that will "obligate" funds. The environmental review is generally prepared by the City's CDBG staff.

Budget Item	Total Budget	CDBG Funding Proposed	Other Funding Source(s)	Secure Funds available at project start	Additional Funds Needed to Complete Project
Project Soft Costs					
Professional Services	$8,000	$4,000	Private funds	$4,000	$4,000
Publication Costs	$2,000	$2,000		$0	$2,000
Project Management	$136,000	$50,000	Private Grants and donations	$86,000	
SOFT BUDGET TOTAL	**$146,000**	**$56,000**		**$90,000**	
Project Hard Costs					
Environmental Testing (lead paint, etc.)	$20,000	$20,000	–	$0	$20,000
Dumpsters / Fencing/ Portable Toilets, etc.	$12,000	$12,000	–	$0	$12,000
Demolition / Clearance Expenses	$10,000	$10,000	–	$0	$20,000
Rehabilitation or New Construction Costs	$210,000	$130,000	Grants/Donation s	$80,000	$0
Property Acquisition	$0	$0			
Vehicle (Fuel & transport for site visits and materials)	$14,000	$12,000	Private Funds	$2,000	$0
Volunteer Support (Safety, equipment, project supplies)	$20,000	$10,000	Private Funds	$10,000	$10,000
HARD BUDGET TOTAL	**$286,000**	**$194,000**		**$92,000**	
TOTAL BUDGET	**$432,000**	**$250,000**		**$182,000**	

V. PROJECTED IMPLEMENTATION SCHEDULE WITH PERFORMANCE GOALS

The first activity should be environmental review. Projects that do not impact the physical environmental generally take about 15 days for environmental review – this would include public services, professional services, homebuyer assistance.

Projects that will potentially have a physical impact on the environment (construction or demolition, for example) generally take 45 to 60 days for environmental review. If the project is in a FEMA floodplain, add 30 additional days.

Please include reasonable time for competitive procurement activities, including procurement of professional service *providers.*

Projected Start Date: 10/1/2026 **Projected Completion Date:** 9/31/2027

Projected Implementation Schedule with Performance Goals			
Activity Description	**Start Month/Year**	**End Month/Year**	**Performance Measurement Goal**
City Environmental Review	October 2025	November 2026	Approval to use funds
Approval to use funds	December 2026	December 2026	Written authorization to proceed
Procurement of Contractors (if required)	December 2026	January 2027	Contractors selected in compliance with procurement policies
Finalize Homeowner Eligibility and Project Scoping	January 2027	March 2027	20-25 eligible San Marcos households approved and scoped
Material Procurement & Scheduling	March 2027	May 2027	Materials secured and projects scheduled
Volunteer Service Camp Project Implementation	June 2027	August 2027	20-25 unduplicated households served; health & safety repairs completed
Project Inspections & Clos-out Documentation	July 2027	September 2027	100% of projects inspected and documented
Final Reporting & Reimbursement	August 2027	September 2027	All required reports submitted; funds fully expended

VI. Organization Information

Background Information

1. Organization Type:

   _X___ 501(c) Non-Profit Corporation ____ Public Corporation ____ Government Entity Other:

2. Name and title of Board of Directors chair or president: Morgan Hammer, Board of Director President
3. How many years has your organization been in business? 13
4. Organization's Taxpayer Identification Number (EIN): 93-1769819
5. Organization's Unique Entity Identifier Number (if available): NA
6. Is the organization currently registered in the federal System for Award Management (SAM)?

   __X___ Yes _____

Financial Information

1. What is the date of your fiscal year end? December 2026

2. **Does your organization have a purchasing policy?** __X__ Yes _____ No

3. **Has your organization currently or within the past five years had any litigation that is pending or has been resolved?** _____ Yes __X__ No

   If "Yes", please attach a summary of the litigation and its status, including any outstanding judgments.

4. **Has your organization filed a petition for bankruptcy or has a petition for bankruptcy been filed against your organization?** _____ Yes __X__ No

   If "Yes", please attach an explanation that includes the status.

5. **During the last fiscal year, did your organization spend $750,000 or more in Federal financial assistance?** _____ Yes __X__ No

6. **What level of financial review does your organization obtain from an independent source?** Select from the following options:

   ____ Single Audit ____ Audited Financial Statement

   ____ Reviewed Financial Statement ____ Compiled Financial Statement

   __X_ No independent review ____ Other (describe):

7. **What period was covered by your most recent financial review?** FY 2025 was reviewed by the Executive Board of Directors Treasurer and brought before the whole Board of Directors.

8. **Has your organization received City of San Marcos funding in the past two years?** _*X*_ Yes ____ No *If yes, please attach a short summary of the purpose and amount of City funding.*

We received a contract for $400,000 from the Coronavirus State and Local Fiscal Recovery Funds to be spent over the course of three years. Those funds will be used completely by the end of 2026. Funds were to be used for home repair and rehabilitation.

PERSONNEL AND POLICIES

1. **Name and Title of your chief administrator:** Monica Followell, Executive Director

   Number of years in this position? Monica Followell has served as Executive Director over the past two years. She is also the founder of Mission Able, has overseen it since the beginning, and served as President on the Board of Directors before the Executive Director position was created.

2. **Total number of current employees at all locations:** 4

3. **Total number of current employees who will be involved in this project:** 1

4. **Total number of new employees expected to be hired for the project:** 1

5. **Does your organization have a personnel policy manual?** __X__ Yes ____ No

   Does it include a procedure for filing grievances? __X__ Yes ____ No

   Does it include a non-discrimination clause? _X___ Yes ____ No

6. **Does your organization maintain a written code or standards of conduct that governs the performance of its officers, employees or agents engaged in the award and administration of contracts supported by Federal funds?**

   __X__ Yes ____ No = We have standards of conduct that relate to every interaction with a potential client and funding source. It is not just related to Federal funds.

7. **Separation of duties for financial transactions regarding this project (respond with job title):**

a. Who will approve payment of incurred expenses? Executive Director

b. Who will prepare the payment check? Executive Director

c. Who will sign checks paying project expenses? Executive Director

d. Who posts the transaction to your financial records? Treasurer

e. Who reconciles monthly bank statements? CPA

Accessibility of Programs and Services

1. Are all facilities to be served by the program ADA Accessible? __X__ Yes ____ No

2. Do you have a Section 504 (ADA) Self-Evaluation on file? ____ Yes __X__ No

3. How will you provide services to persons with Limited English proficiency? We request assistance from a Spanish speaking volunteer.

Insurance, Bonding, and Worker's Compensation

1. Does your organization have liability insurance coverage? ___X__Yes _____No

2. If yes, in what amount? $ 2,000,000

3. Does your organization pay worker's compensation in accordance with Federal and state laws?

_____Yes __X___ No Our Board of Directors are currently working on finding a worker's compensation policy. This is a priority and will be implemented by April 2026. We do carry General Liability, Board of Director Insurance and Volunteer Insurance.

4. Does your organization have fidelity bond coverage for principal staff members who handle the organization's accounts? _____ Yes __X___ No

5. Will vehicles owned by the organization be used in conjunction with the proposed project?

__X___ Yes _____ No

6. If yes, what level of liability insurance is maintained on the vehicles? $30,000/$60,000

VII. Conflicts of Interest (24 CFR 570.611; 24 CFR 85.36; and 24 CFR 84.42)

Two sets of conflict-of-interest provisions apply to activities carried out with CDBG funding. The first set, applicable to the procurement of goods and services by subrecipients *(funded applicants),* is the procurement regulation found in the *Uniform Administrative Requirements, Cost Principles and Audit Requirement for Federal Awards as codified in Title 2, Part 200 of the Code of Federal Regulations.* The second set of provisions is located at 24 CFR 570.611(a)(2).

With respect to procurement activities, the subrecipient must maintain written standards of conduct governing the performance of its employees engaged in the award and administration of contracts. At a minimum, these standards must:

1. Require that no employee, officer, or agent may participate in the selection, award, or administration of a contract supported by federal funds if a real or apparent conflict would be involved. Such a conflict would arise when any of the following parties has a financial or other interest in the firm selected for an award:
    - An employee, officer, or agent of the subrecipient;
    - Any member of an employee's, officer's, or agent's immediate family;
    - An employee's, agent's, or officer's partner; or

- An organization which employs or is about to employ any of the persons listed in the preceding sections.

2. Require that employees, agents, and officers of the subrecipient neither solicit nor accept gratuities, favors, or anything of value from contractors or parties to sub-agreements. However, subrecipients may set standards for situations in which the financial interest is not substantial, or the gift is an unsolicited item of nominal value.

3. Provide for disciplinary actions to be applied for any violation of such standards by employees, agents, or officers of the subrecipient.

With respect to all other CDBG-assisted activities, the general standard is that no employee, agent, or officer of the subrecipient who exercises decision-making responsibility with respect to CDBG funds and activities is allowed to obtain a financial interest in or benefit from CDBG activities, or have a financial interest in any contract, subcontract, or agreement regarding those activities or in the proceeds for the activities. Specific provisions include that:

- The requirement applies to any person who is an employee, agent, consultant, officer, or elected or appointed official of the City, a designated public agency, or a subrecipient, and to their immediate family members and business partners.

- The requirement applies to such persons during their tenure and for a period of one year after leaving the grantee or subrecipient organization.

- Upon written request, exceptions may be granted by HUD on a case-by-case basis.

CONFLICT OF INTEREST QUESTIONNAIRE

NOTE: For the purpose of this form, a "covered person" includes any person who is an employee, agent, consultant, officer or elected or appointed official of the City of San Marcos, your organization, or any designated public agency.

Name of Organization: Mission Able

1. Does your organization maintain a written code or standards of conduct that governs the performance of its officers, employees or agents engaged in the award and administration of contracts supported by Federal funds?

Yes __X___ No _______ If "No" is checked, please explain how you will comply with this requirement:

2. Are any of your Board Members or employees that are responsible for carrying out this project or members of their immediate families or their business associates also:

a. Employed by the City of San Marcos? Yes _____ No _X____

b. Members of or closely related to members of the San Marcos City Council? Yes _____ No __X___

c. Members of or closely related to an employee of the City of San Marcos? Yes _____ No __X___

d. Current beneficiaries or related to beneficiaries of the project for which funds are requested?

Yes _____ No __X___

e. Paid providers of goods or services to the program or having other financial interest in the program or related to such individuals? Yes _____ No __X___

3. For **each** relationship described above, please answer the following questions: (attach additional page if necessary)

a. Name of employee or official: NA

b. Is this person receiving or likely to receive taxable income from your organization?

Yes _____ No _____

c. Is your organization receiving or likely to receive taxable income from or at the direction of the employee or official AND the taxable income is not from the City of San Marcos?

Yes _____ No _____

d. Is your organization affiliated with a corporation or other business entity in which the employee or official serves as an officer or director, or holds an ownership interest of 10% or more?

Yes _____ No _____

4. Describe any other affiliation or business relationship that might cause a conflict of interest with respect to CDBG funds and activities.

Morgan Hammer presides over our Executive Board as President and also serves as County Commissioner here in Hays County.

Allison Hardy serves on the Executive Board of Directors, and is also the CEO of Divided Sky Roofing and Solar. Mission Able's contractor bids are public. Divided Sky may submit an estimate for a roof project, but they would only win the bid after we compare the estimated amount to the scope of work and other bid submissions. Roof work is only a subset of our total work and contractors are selected through an open and competitive process.

5. Will any of your organization's employees, officers, board members, or members of their immediate family or business partners have a financial interest in any contract, subcontract, or agreement regarding CDBG funded activities?

Yes __X____ No ______. *If yes, please attach an explanation.*

Allison Hardy serves on the Executive Board of Directors, and is also the CEO of Divided Sky Roofing and Solar. Mission Able's contractor bids are public. Divided Sky may submit an estimate for a roof project, but they would only win the bid after we compare the estimated amount to the scope of work and other bid submissions. Roof work is only a subset of our total work and contractors are selected through an open and competitive process.

VIII. Applicant Assurances and Certifications

The applicant hereby assures and certifies with respect to this project or program, by the submission of this application, that the following are true statements:

1. It possesses legal authority to apply for the grant and to finance the proposed request; that a resolution, motion or similar action has been duly adopted or passed as an official act of the applicant's governing body, authorizing the filing of the application, including all understandings and assurances contained therein, and directing and authorizing the person identified as the official representative of the applicant to act in connection with the application and to provide such additional information as may be required.
2. It will comply with the Uniform Administrative Requirements, Cost Principles and Audit Requirement for Federal Awards as codified in Title 2, Part 200 of the Code of Federal Regulations (UAR) and agrees to adhere to the accounting principles and procedures required therein, utilizing adequate internal controls and maintaining necessary source documentation for all costs incurred.
3. If it expends $750,000 or more of federal funds in a fiscal year, it will comply with the Single Audit Act of 1984.
4. It will comply with the provisions of Executive Order 11988, relating to evaluation of flood hazards, and Executive Order 11990, relating to protection of wetlands. It will comply with the flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973, Public Law 93-234, 87 Stat. 975, and approved December 31, 1976. Section 102(a).
5. It will have sufficient funds available or the ability to obtain the non-federal share of the cost for construction projects. Sufficient funds will be available when construction is completed to assure effective operation and maintenance of the facility for the purposes constructed.
6. It will give the City and the Comptroller General, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the grant.

7. It will cause work on the project to be commenced within a reasonable time after receipt of notification from the City that funds have been approved and that the project will be performed to completion with reasonable diligence.

8. It will comply with Title VI of the Civil Rights Act of 1964 (P.L. 88-352) and in accordance with Title VI of that Act, no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the applicant receives federal financial assistance and will immediately take any measures necessary to effectuate this agreement.

9. It will comply with the requirements of Title II and Title III of the Uniform Relocation Assistance and Real Property Acquisitions Act of 1970 (P.L. 91-646), which provides for fair and equitable treatment of persons displaced because of federal and federally-assisted programs.

10. It will comply with the provisions of the Hatch Act, which limit the political activity of employees.

11. It will comply with the minimum wage and maximum hours provisions of the Federal Fair Labor Standards Act as they apply.

12. It will insure that the facilities under its ownership, lease or supervision which shall be utilized in the accomplishment of the project are not listed on the Environmental Protection Agency's (EPA) list of Violating Facilities and that it will notify the city/federal grantor agency of the receipt of any communication from the Director of the EPA Office of Federal Activities indicating that a facility to be utilized in the project is under consideration for listing by the EPA.

13. It will assist the city/federal grantor agency in its compliance with Section 106 of the National Historic Preservation Act of 1966 as amended (16 U.S.C. 470), Executive Order 11593, and the Archeological and Historic Preservation Act of 1966 (16 U.S.C. 469a-1 et seq.).

14. It will comply with Texas Civil Statutes, Article 5996a, by ensuring that no officer, employee, or member of the applicant's governing body or of the applicant's contractor shall vote or confirm the employment of any person related within the second degree by affinity or third degree by consanguinity to any member of the governing body or to any other officer or employee authorized to employ or supervise such person. This prohibition shall not prohibit the employment of a person who shall have been continuously employed for a period of two years prior to the election or appointment of the officer, employee, or governing body member related to such person in the prohibited degree.

15. It will ensure that all information collected, assembled or maintained by the applicant relative to this project shall be available to the public during normal business hours in compliance with Texas Civil Statutes, Article 6252-17a, unless otherwise expressly provided by law.

16. It will conduct and administer the program in conformity with the Fair Housing Act (42 USC Section 3901 et. Seq.) and that it will affirmatively further fair housing.

17. It will minimize displacement of persons because of activities assisted with CDBG funds. If displacement of residential dwellings will occur in connection with a grant-assisted project, it will follow a residential anti displacement and relocation assistance plan as specified by the City of San Marcos.

18. It certifies that it is not now, nor has it ever been, on the Federal List of Debarred Contractors.

19. It will not attempt to recover any capital costs of public improvements assisted in whole or in part with such funds by assessing any amount against properties owned and occupied by persons of LMI, including any fee charged or assessment made as a condition of obtaining access to such public improvements unless (a) such funds are used to pay the proportion of such fee or assessment that related to the capital costs of such public improvements that are financed from revenue sources other than such funds; or (b) for purposes of assessing any amount against properties owned and occupied by persons of moderate income, applicant certifies that it lacks sufficient funds under this contract to comply with the requirements of clause (a).

20. It agrees to comply with the requirements of Title 24 of the Code of Federal Regulations, Part 570 (the U.S.

Housing and Urban Development regulations concerning Community Development Block Grants (CDBG)) including subpart J and subpart K of these regulations, except that (1) the Agency does not assume the recipient's environmental responsibilities described in 24 CFR 570.604 and (2) Agency does not assume the recipient's responsibility for initiating the review process under the provisions of 24 CFR Part 52. Agency also agrees to comply with all other applicable Federal, State, and local laws, regulations, and policies governing the funds provided. Agency further agrees to utilize funds available to supplement rather than supplant funds otherwise available. Agency shall comply with all applicable Federal laws, regulations, and requirements, which include compliance with the provisions of the HCD Act and all rules, regulations, guidelines, and circulars promulgated by the various Federal departments, agencies, administrations, and commissions relating to the CDBG Program. The applicable laws and regulations include, but are not limited to:

- 24 CFR Part 570;
- 24 CFR Parts 84 and 85;
- The Davis-Bacon Fair Labor Standards Act;
- The Contract Work Hours and Safety Standards Act of 1962;
- Copeland "Anti-Kickback" Act of 1934;
- Sections 104(b) and 109 of the Housing and Community Development Act of 1974;
- Section 3 of the Housing and Urban Development Act of 1968;
- Equal employment opportunity and minority business enterprise regulations established in 24 CFR part 570.904;
- Non-discrimination in employment, established by Executive Order 11246 (as amended by Executive Orders 11375 and 12086);
- Section 504 of the Rehabilitation Act of 1973 Uniform Federal Accessibility Standards;
- The Architectural Barriers Act of 1968;
- The Americans with Disabilities Act (ADA) of 1990;
- The Age Discrimination Act of 1975, as amended;
- National Environmental Policy of 1969 (42 USC 4321 et seq.) as amended;
- Lead Based paint regulations established in 24 CFR Parts 35, 570.608, and 24 CFR 982.401;
- Asbestos guidelines established in CPD Notice 90-44;
- HUD Environmental Criteria and Standards (24 CFR Part 51);
- The Energy Policy and Conservation Act (Public Law 94-163) and 24 CFR Part 39
- Flood Disaster Protection Act of 1973;
- Colorado House Bill 06-1023 and 06-1043;
- Procurement Standards (2 CFR 200.322);
- Rights to Inventions Made Under a Contract or Agreement (37 CFR 401.2 (a));
- Energy Efficiency (2 CRF Part 200 Appendix II); and
- Recycling (2 CFR Part 200 Appendix II).

CERTIFICATIONS REGARDING LOBBYING:

21. No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.

22. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit standard form – "Disclosure Form to Report Lobbying", in accordance with its instructions.

23. The undersigned shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative

agreements) and that all subrecipients shall certify and disclose accordingly.

24. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

GENERAL CERTIFICATIONS:

25. The information, exhibits, and schedules contained in this application are true and accurate statements and represent fairly the financial condition of our organization;
26. Our organization is eligible to receive federal funding and has not been placed in a debarred or otherwise ineligible status under the provisions of CFR Part 24;
27. Our organization prohibits discrimination in accordance with Title VI of the Civil Rights Act of 1964; and,
28. Our governing body has duly authorized submission of this document. If funded, we agree to comply with the procedures outlined in the "Playing by the Rules" handbook that will be supplied by the City of San Marcos.

CITY OF SAN MARCOS FUNDING RESTRICTIONS:

29. All CDBG funding will be spent on San Marcos residents.
30. Funding requested is not more than 50% of the total funding for the agency.
31. Funding will not be used to fund more than 20% of a full time position.
32. Agency has been in existence for at least 2 years. (This can include serving communities other than San Marcos.)

I, the duly authorized representative of the applicant organization, certify that the foregoing statements are true to the best of my knowledge and belief:

CERTIFIED BY:

Signature: M Jeal

Date Signed: 2/28/2026

Printed Name: Title: Executive Director

Organization Name: Mission Able

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**

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	$650.00
Directors & officers insurance	$1000.00
Liability insurance	$6000.00
Property insurance	
Total Insurance	**$7650.00**
Occupancy	$2500.00
Cleaning	
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

MISSION Able
EPHESIANS 3:20-21

CDBG BUDGET TABLE

Budget Item	Total Budget	CDBG Funding Proposed	Other Funding Source(s)	Secure Funds available at project start	Additional Funds Needed to Complete Project
Project Soft Costs					
Professional Services	$8,000	$4,000	Private funds	$4,000	$4,000
Publication Costs	$2,000	$2,000		$0	$2,000
Project Management	$136,000	$50,000	Private Grants and donations	$86,000	
SOFT BUDGET TOTAL	**$146,000**	**$56,000**		**$90,000**	
Project Hard Costs					
Environmental Testing (lead paint, etc.)	$20,000	$20,000	–	$0	$20,000
Dumpsters / Fencing/ Portable Toilets, etc.	$12,000	$12,000	–	$0	$12,000
Demolition / Clearance Expenses	$10,000	$10,000	–	$0	$20,000
Rehabilitation or New Construction Costs	$210,000	$130,000	Grants/Donation s	$80,000	$0
Property Acquisition	$0	$0			
Vehicle (Fuel & transport for site visits and materials)	$14,000	$12,000	Private Funds	$2,000	$0
Volunteer Support (Safety, equipment, project supplies)	$20,000	$10,000	Private Funds	$10,000	$10,000
HARD BUDGET TOTAL	**$286,000**	**$194,000**		**$92,000**	
TOTAL BUDGET	**$432,000**	**$250,000**		**$182,000**	

512-392-3377 info@missionablesmtx.org
325 W. McCarty Lane, SMTX 78666 www.missionablesmtx.org

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 McCoys Building Supply	1 year	At Large	[redacted]	[redacted]	[redacted], San Marcos, TX 78666
	Morgan Hammer	Edward Jones Financial Advisor	2 year	President	[redacted]	254-485-5814	[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]	972-567-0013	[redacted] San Marcos, TX 78666
	Scott Davis	Administrator	3 year	At Large	[redacted]	[redacted]	[redacted] New Braunfels, TX 78130
Advisory	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 Sutherlun	Matheus Lumber Project Manager	1 year	Advisory	[redacted]	[redacted]	[redacted] San Marcos, TX 78666
	Jimmy Allen	Director of McCoy College of Business Center for Banking & Financial Services	1 year	Advisory	[redacted]	[redacted]	[redacted] San Marcos, TX 78666
	Al Heinroth	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
Staff	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
	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

Form **990** — Department of the Treasury, Internal Revenue Service

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.

OMB No. 1545-0047 — **2024** — **Open to Public Inspection**

A For the 2024 calendar year, or tax year beginning , and ending

B Check if applicable: [ ] Address change [ ] Name change [ ] Initial return [ ] Final return/terminated [ ] Amended return [ ] Application pending

C Name of organization: MISSION ABLE

Doing business as:

Number and street (or P.O. box if mail is not delivered to street address): 325 W MCCARTY LN — Room/suite:

City or town, state or province, country, and ZIP or foreign postal code: SAN MARCOS TX 78666

D Employer identification number: 93-1769819

E Telephone number: 512-392-3377

G Gross receipts $ 440,627

F Name and address of principal officer: ROBERT KEITHLEY, 515 PINNACLE PARKWAY, NEW BRAUNFELS TX 78132

H(a) Is this a group return for subordinates? [ ] Yes [X] No

H(b) Are all subordinates included? [ ] Yes [ ] No — If "No," attach a list. See instructions

H(c) Group exemption number

I Tax-exempt status: [X] 501(c)(3) [ ] 501(c) ( ) (insert no.) [ ] 4947(a)(1) or [ ] 527

J Website: WWW.MISSIONABLESMTX.ORG

K Form of organization: [X] Corporation [ ] Trust [ ] Association [ ] Other — **L** Year of formation: — **M** State of legal domicile:

Part I Summary

Activities & Governance

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

2 Check this box [ ] if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a)	3	7
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	7
5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	4
6 Total number of volunteers (estimate if necessary)	6	0
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

		Prior Year	Current Year
Revenue	8 Contributions and grants (Part VIII, line 1h)		436,492
	9 Program service revenue (Part VIII, line 2g)		0
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		4,135
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
	12 Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)		440,627
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
	14 Benefits paid to or for members (Part IX, column (A), line 4)		0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)		59,827
	16a Professional fundraising fees (Part IX, column (A), line 11e)		2,720
	b Total fundraising expenses (Part IX, column (D), line 25) 2,720		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)		169,718
	18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)		232,265
	19 Revenue less expenses. Subtract line 18 from line 12		208,362
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	6,210	216,572
	21 Total liabilities (Part X, line 26)	0	2,000
	22 Net assets or fund balances. Subtract line 21 from line 20	6,210	214,572

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 — Date

ROBERT KEITHLEY TREASURER

Type or print name and title

Paid Preparer Use Only

Preparer's name	Preparer's signature	Date	Check [ ] if self-employed	PTIN
CARLTON SEAN CROWDER	CARLTON SEAN CROWDER	06/10/25		P00667387

Firm's name: CROWDER CPA LLC — Firm's EIN: 99-4418983

Firm's address: 110 WILLOW SPRINGS DR STE 101, SAN MARCOS, TX 78666 — 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? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

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@hayscountytx.gov.

Blessings,

Monica Followell
President
214-991-2592

SERVICE AREA BOUNDARY FOR AREA BENEFIT PROJECTS

This project is proposed as a Direct Benefit housing rehabilitation activity. Assistance will be provided to income-qualified homeowners who are residents of the City of San Marcos.

Eligibility for CDBG-funded assistance will be determined through verified household income documentation consistent with HUD guidelines (≤ 80% AMI). All CDBG funds will be applied exclusively to qualifying San Marcos properties.

While Mission Able may serve surrounding counties using unrestricted funds, CDBG funding will be limited strictly to eligible households residing within the City of San Marcos in accordance with program requirements.

512-392-3377 info@missionablesmtx.org
325 W. McCarty Lane, SMTX 78666 www.missionablesmtx.org

MISSION Able
EPHESIANS 3:20-21

APPLICANT INCOME DETERMINATION

Mission Able does not rely on Presumed Benefit categories for CDBG eligibility determination. Instead, eligibility is established through documented income verification in accordance with HUD guidelines.

All applicants complete a formal intake application and are required to submit documentation verifying total annual gross household income, including pay stubs, Social Security statements, disability benefits, pension income, or other applicable income sources. Household size is documented and used to calculate total household income relative to current HUD Area Median Income (AMI) limits for Hays County.

Mission Able utilizes standardized HUD AMI charts and updates them annually to ensure eligibility determinations reflect current federal thresholds. Only San Marcos residents whose verified household income is at or below 80% of AMI will receive assistance funded through CDBG.

All income documentation is retained in program files to ensure compliance, reporting accuracy, and audit readiness.

While the program serves vulnerable populations including elderly individuals, severely disabled adults, and other at-risk residents, CDBG eligibility will be determined strictly through documented income verification rather than presumed category designation.

512-392-3377 info@missionablesmtx.org
325 W. McCarty Lane, SMTX 78666 www.missionablesmtx.org

To Whom It May Concern,

I am writing to recommend Mission Able for the Community Development Block Grant for the City of San Marcos Department of Housing and Urban Development (HUD).

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: 2-2-26

Sandra Kirk
[redacted]

[redacted]
San Marcos TX 78666
2/25/26

To Whom It May Concern:

I write in support of the Mission Able grant in the amount of $250,000.

Please feel free to contact me because I can personaly share the help this agency has given to the citizens of San Marcos.

The help provided without charge but with great love and good will to applicants has helped many limited-income homes!

Their staff and valued Volunteers are helping with needed repairs for fixed-income recipients!

Please accept this letter of recommendation and Keep this program going

Judy E Lanning
[redacted]

FIRST
PRESBYTERIAN
CHURCH
SAN MARCOS
410 W. Hutchison, San Marcos, TX 78666
512-392-1144
www.fpcsanmarcos.org

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 CDBG. 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.

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 Sutherlun

Co-Pastor, First Presbyterian Church of San Marcos

BLANCO RIVER
Regional Recovery Team
Recover • Rebuild • Restore

February 6, 2026

City of San Marcos
630 East Hopkins
San Marcos, TX 78666

RE: Letter of Support for Mission Able – CDBG Grant Application

To the CDBG Review Committee,

On behalf of the Blanco River Regional Recovery Team (BR3T), I am writing to express our full support for Mission Able's application for Community Development Block Grant (CDBG) funding. As an organization dedicated to long-term recovery and housing stability in the San Marcos area, we recognize Mission Able as an invaluable partner in addressing the critical need for safe and accessible housing.

BR3T and Mission Able share a deeply aligned vision: ensuring safe, secure, and stable housing for our most vulnerable neighbors. While BR3T focuses on long-term recovery and housing stability services—such as rental and utility assistance— Mission Able provides the critical physical "sweat equity" and technical expertise required to bring low-income homes up to livable standards. Their work is a cornerstone of the local effort to keep low-income residents, seniors, and individuals with disabilities safely in their homes.

Our endorsement of Mission Able is based on the following:

- **Community Impact:** Mission Able has a proven history of completing high-quality repair projects that significantly improve the living conditions and safety of residents who have nowhere else to turn.
- **Operational Excellence:** They efficiently mobilize skilled volunteers and professional contractors to maximize the impact of every dollar received, ensuring that funds are translated directly into tangible home improvements.
- **Collaborative Spirit:** They are a reliable and transparent partner within the local non-profit network, often stepping in to solve complex housing challenges that require specialized physical labor.

The demand for home rehabilitation in San Marcos consistently outpaces available resources. By funding Mission Able's project, the City of San Marcos will be investing in a program with a demonstrated ability to deliver results and preserve the existing housing stock for those who need it most.

We have full confidence in Mission Able's capacity to execute this project and continue their vital work in our community. We strongly recommend their application for CDBG funding.

Sincerely,

Elizabeth Wills

Elizabeth Wills
BR3T Executive Director

RESOLUTION OF THE BOARD OF DIRECTORS OF MISSION ABLE

At a duly called meeting of the Board of Directors of Mission Able, at which a quorum was present, the following resolution was adopted:

RESOLVED, that Monica Followell, Executive Director of Mission Able, or Morgan Hammer, President of Mission Able's Executive Board of Directors, is hereby authorized to execute and submit grant applications, contracts, agreements, certifications, reimbursement requests, and all related documents necessary to apply for, receive, and administer grant funding on behalf of the organization.

This authorization shall remain in effect until modified or rescinded by the Board of Directors.

Adopted this 2 day of March, 2026.

Secretary, Allison Hardy
Mission Able

MISSION Able
EPHESIANS 3:20-21

CPA FINANCIAL REVIEW STATUS

Mission Able is in the process of securing a CPA financial review for the 2025 fiscal year. The Board of Directors will formally approve engagement of a CPA firm at its upcoming board meeting. The organization anticipates completion of the financial review prior to execution of any funding agreement or disbursement of funds.

Mission Able maintains internal financial oversight systems, including monthly Board review of financial statements and separation of restricted and unrestricted funding. The forthcoming CPA review will provide additional third-party verification of financial practices and reporting.

Upon completion, the financial review will be promptly submitted to the City of San Marcos.

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325 W. McCarty Lane, SMTX 78666 www.missionablesmtx.org

Litigation Statement

January 1, 2026

To whom it may concern,

At this time, Mission Able has not been engaged or threatened with any litigation. Nor has Mission Able not been investigated for any reason or has been presented with any governmental actions involving our organization. We have had attorneys review our documentation process and order to ensure that our required documents by clients and volunteers are above par. We also have a new board member who is an attorney in Austin. We want to assure that we continue to operate with best practices.

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@hayscountytx.gov.

Blessings,

Monica Followell
President
214-991-2592

	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	☑	☑	☐	☐	☐	☐	☐
Allison Hardy	☐	☑	☐	☐	☐	☐	☐
John Meeks	☑	☑	☐	☐	☐	☐	☐
Morgan Hammer	☑	☑	☐	☐	☐	☐	☐
Wayne Schaffer	☑	☑	☐	☐	☐	☐	☐
Justin Payne	☑	☑	☐	☐	☐	☐	☐
Scott Davis	☑	☑	☐	☐	☐	☐	☐

	Meeting Date				
Advisory Board Member	Feb 12, 2026	Mar. 26, 2026	April 23, 2026	Aug. 3, 2026	Dec. 11, 2026
Robbie Keithley	☑	☐	☐	☐	☐
Russ Majors	☑	☐	☐	☐	☐
Jacob Sutherlun	☑	☐	☐	☐	☐
Jimmy Allen	☐	☐	☐	☐	☐
Al Heinroth	☑	☐	☐	☐	☐
Ryan Wood	☑	☐	☐	☐	☐