

*General Agency Overview: Does your organization include people with disabilities on its board and staff, and among those you serve?*

Equity is one of our three core values. We ensure everyone has an equal opportunity in developing this organization. Not only do we ensure that we have neurodiverse staff, but we have neurodiverse Board members and a partnership with [Hire Autism](#), a program run by the Organization for Autism Research (OAR). We have built this equity into not only our business plan but our organizational chart as well. We have allocated at least one position in each department for our partnership with Hire Autism. This partnership will help us create a neurodiverse-friendly and accessible work environment; as I have spent my career on [Universal Design](#) and differentiation for my students, I now have the opportunity to bring that to the employees we work with. We have also recently been awarded the Growing Advocacy grant from the New York State Developmental Disabilities Planning Council for our work.

*Program Request: How does the proposed program align with the foundation's mission and funding priorities? Include evidence of need in the community and how the program meets that need.*

The site notes, “The J.E. & Z.B. Butler Foundation supports community-based organizations dedicated to improving the lives of people of all abilities in under-resourced communities.” Before the pandemic, 25% of New York State children eligible for early intervention (EI) services had to wait for EI services, losing valuable opportunities to address developmental delays due to a lack of available trained professionals. In the Bronx, 39% of children eligible for EI services did not receive them by the 30-day legal deadline—more than in any other NYC or district state-wide county. These neighborhoods where children referred for EI evaluations are least likely to receive evaluations are consistently low-income communities of color. In the Bronx, nearly one in five children referred for an EI evaluation due to a concern about a possible developmental delay or disability never receive an evaluation. On average, 88% of children referred for EI evaluations in these neighborhoods were Black or Hispanic. We need to go back to the community model of care. We train the community members in the community to serve the community. We are dedicated to improving the lives of neurodiverse children, their families, and the community members of the Bronx, one of the most historically underserved counties in the country, not just the state.

We are not only innovative, but our direct service model will expand educational opportunities and outcomes not only for the students who receive the therapy but the families that receive the advocacy coaching and the community members that will be provided life enhancing career options, fostering healthy living through social, financial and engagement within the neurodiverse community.

The Training & Excellence Program is not only a work readiness program that provides educational opportunities but also creates new career pathways for and with participants with disabilities. “The Foundation encourages projects that enhance interaction with the community; that empower individuals and their families to become better advocates for their loved ones,” Advocacy is one of our three core values for this reason. You cannot support a child alone; you must empower the entire family. “To ensure optimal outcomes, professional development is essential for staff working with

people with disabilities and their families,” That is why we have the Family Advocacy Coaching program for our families and the Training & Excellence program for our staff; everyone leaves us better than they came.

Our Training & Excellence Program is designed to be hyper-local and self-sustaining. This blueprint model hinges on “those closest to the problem are closest to the solution.” Our Bronx location prioritizes and doubles down on the talent in the Bronx. The minimum criteria for participation in this program are a high school diploma and a desire to work with children in the Bronx community. Our outreach has been with Bronx-based organizations, workforce development programs such as [REDACTED] and career services within Bronx community colleges and universities. Our enrollment and interview process will score applicants in three categories: location, experience, and purpose (what they want to get out of their year workforce development program with us). We have had an overwhelming response from the community and over 200 applicants for the 75 spots. Our interview process will be group interviews, so everyone has a chance to ask questions, but those who are not as outgoing can hear the answers to the questions they probably have as well; “camera on” and participation are not required—more of a Town Hall in small 10-person groups. Questions can also be submitted beforehand, and follow-up questions will be answered after. Once we secure the funding, we will provide everyone ample notice if they need to transition from their current work or other obligations. We are looking to launch our first cohort this May.

*Describe your efforts to engage participants and their families in your organization and how you address their evolving needs?*

“No decision about us without us.” This is the bedrock of all of our decision-making. Everything from program design to programmatic partners is made with this statement in mind. Our entire model is based on Quality Assurance and feedback loops. Our families whose children graduate with us are then given the opportunity to join us as “Mentor Families,” supporting families who are going through the new and scary road that they have just traveled. This feedback loop also allows us to know what was helpful, what was too time-consuming, and what they needed more of. Working with hire Autism also gives us the immeasurable and invaluable perspective of an autistic adult who can speak to our programming through their lens of experience to help us ensure we are responsive and respectful. We will always be learning, open, and willing to listen to those impacted by the decisions being made; if they’re not in the room, then “no decision about us without us.”

*What other organizations will you collaborate with to achieve your stated goals?*

We have been very fortunate to have partnered with many amazing organizations and people. We have received overwhelming support from City Council Members [Eric Dinowitz](#) and [Marjorie Velázquez](#) and The Bronx Chamber of Commerce. [REDACTED]

We were awarded the Innovative Grant and have partnered with [NewSchools Venture fund](#). We were awarded the Growing Advocacy grant by New York State Developmental Disabilities Planning Council for our Advocacy work. We will be working with them on a few different projects coming up. I was

invited to speak at [New York University's Alumni Conference](#) on the topic of Neurodiversity x Education, highlighting our training program and model. I have been invited to speak at the [Center for Bronx Nonprofits Women's Resilience Conference](#) on March 24th about our work. I have partnered with them for some upcoming projects as well. We are working with [REDACTED] increase our recruitment and keep it focused on local talent. We are working on [REDACTED] education and health services departments to create internship and practicum placements. We are working with CUNY to see if we can get the Training & Excellence accredited toward their Continuing Education program. We most recently partnered with [Educating All Learners Alliance](#) (EALA) to begin contributing to their vast network of resources for families of neurodiverse children. A full list of our partnerships and supporters is on our website (since we're limited to 5 pages here).

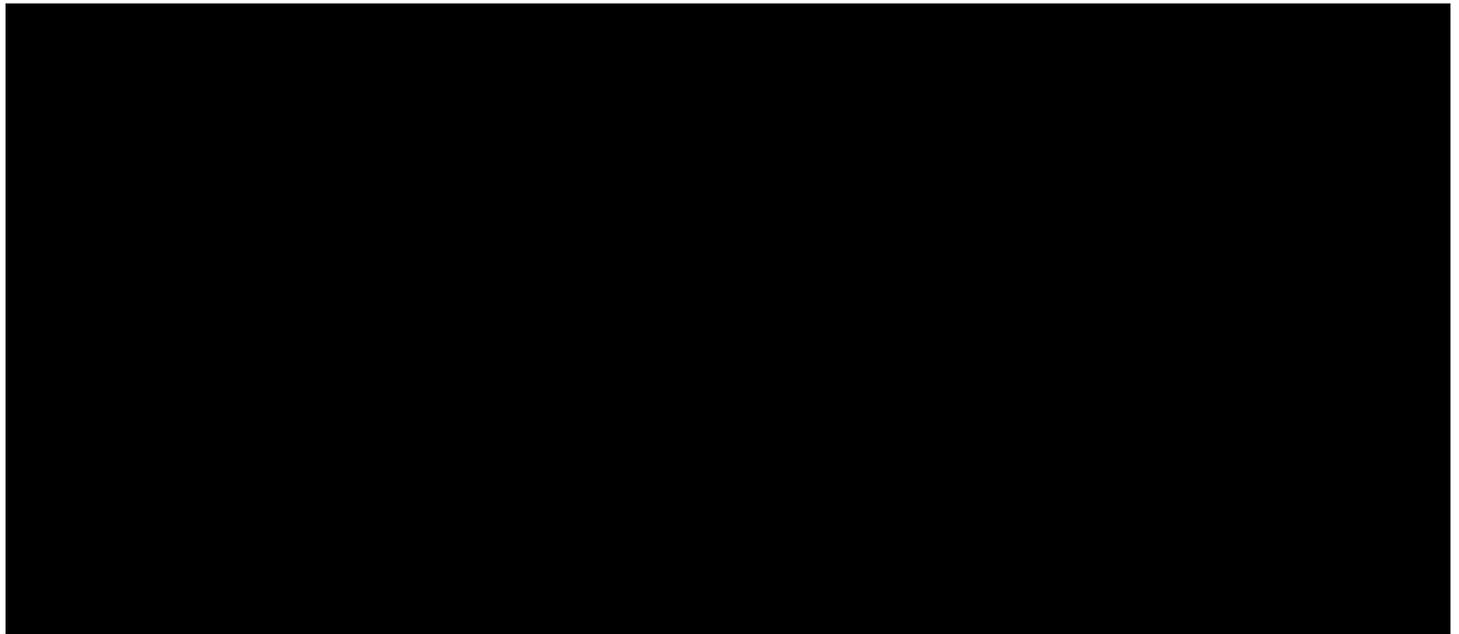
*Impact: Explain how you will measure the effectiveness of your activities, your criteria for a successful program and the results you expect to achieve by the end of the funding period. How will you use the data you collect to improve current programming and plan for the future?*

For each fiscal year of operation, we will train and support new Registered Behavior Technicians (RBTs) who can provide Applied Behavior Analysis (ABA) services for Bronx children with special needs in the community they both reside. The criteria for a successful program will be graduating at least 60% of our cohort enrollment, as indicated by successfully passing the Registered Behavior Technicians exam. The group of 60+ graduated RBTs will be able to provide more than 60,000 ABA per year in the Bronx, where currently there is a deficit of services and professionals. We can measure the effectiveness of this program through the module scores every two months. The data will inform us about modules that need to be reworked or improved depending on the cohort averages and class feedback. We engage a full feedback loop for each module to ensure we can incorporate that feedback in real-time for the next module.

*Key Staff: Describe roles, qualifications and education and experience of key staff involved in the project.*

Jill Moses MA, BCBA, NYS-LBA, CEO & Educational Director. Jill has been in the special education community for almost 15 years. Beginning her career in direct service providing applied behavior analysis (ABA) therapy to children with autism. In 2010, she started a small business to serve the families of the special needs community by providing in-home childcare after witnessing a lack of options for those families who have children on the spectrum; finding safe, trained, and reliable childcare was near impossible. That same year Jill started teaching for the New York City Department of Education in District 75, the special education district serving students with the highest needs. In 2015 she became a Board Certified Behavior Analyst and began supervising in-home services and programming. In 2019 she was asked to run an early intervention nonprofit program as the Managing Director in charge of clinical and educational programming. In July 2021, at the insistence of many colleagues and experienced industry professionals, she started a nonprofit led by educators and special education professionals focusing on equity and representation. In January of 2023, Jill left the classroom to become the full-time founding CEO of The Inspired Community Project.

Donna McDermott, LMSW, BCBA, NYS-LBA, Director of Clinical Operations. Donna has been involved with fundraising and event support as a volunteer for TICP until joining full-time in January 2023. She holds a master's degree in Social Work from Lancaster University and a Master of Arts in Applied Behavior Analysis from Ball State University. She is a Licensed Master Social Worker (LMSC), Board Certified Behavior Analyst (BCBA), and Licensed Behavior Analyst (LBA) and has received a Certification in Solution Focused Therapy from Framingham University. After moving to New York from the UK, Donna discovered ABA and fell in love with it. While she had prior experience working with children and young adults with ASD in community, residential, and respite settings, ABA was not commonplace in the UK. Working with TICP founder Jill Moses at another organization, she was inspired by Jill's person-centered approach to management and wanted to be involved with the Project right from the onset. Donna is inspired by the holistic approach of TICP and its view of and focus on the individual, the family, and the greater community instead of just billable services. The mission of TICP resonates with her, as she has family members with additional needs and a mother who worked as a support professional. Donna wants to make a difference by making TICP the standard service model for recipients and providers. Seeing the changes that quality service with children; watching them as they learn new skills and how to engage and communicate with the world is what motivates her the most.



Financial Accounting and Sustainability: *What favorable or unfavorable conditions occurred during this grant period that impacted your program budget?*

Through my many years in the NYC education scene, I have been so very fortunate to work with, become connected to, or be introduced to wonderful advocates and supporters who are very excited to support us. We are in a unique situation for a nonprofit as we are looking for front-loaded support to move into our “unicorn” of space for this Spring. However, our program, once open, will be sustained on our direct service, partnerships, and other revenue streams. Most nonprofits seek

long-term donors, legacy giving, major annual gifts, and the sorts, and they need them for sustainability. We need enough support for establishing holistic and self-supporting special education programs that funders/donors/supporters are willing to help raise enough money to move into our space. The unfavorable conditions were mostly around the idea that we are too young to have audited financial statements (we only incorporated in September 2021), and despite the immense support we were shown, it wasn't until New School Ventures granted us the first "large check" were other organizations willing to take our applications seriously. We are now making great strides, and we hope the Butler Foundation can be added to the list of forward thinkings advocates for the neurodiverse community.

*Describe efforts you are making to secure additional revenue to support this program.*

As you will see from our budget sheet, we are actively seeking other grants, as well as corporate and donor-advised funds to cover this program's first couple of months. We have raised all of the money needed up until now, [REDACTED] from grants, awards, corporate sponsorships, and individual donors. I have completed over 50 grants and innumerable hours of outreach and networking, and I will continue until we get our doors open and this model shows what it's made of. Tenacity.

*Is there a possibility that this program will ever be eligible for government funding or other institutional funding?*

After we are open and past the first three operating months, we will have our direct service revenue from Medicaid reimbursements to cover all programming costs; the direct service, the Training & Excellence, and the Family Advocacy Coaching. All of our programming and overhead will be covered by that revenue. We will not need to seek additional funding to operate. Still, we will work with our City Council members on their yearly discretionary funding as it is reimbursement based, and we know they are very excited about our program.

N/A

*Outline your previous Butler Funding:*

*List your other funders for this program.*

