



Thank you for applying to the Greater Harrisburg Foundation, a regional foundation of The Foundation for Enhancing Communities. Tell your story clearly and concisely. Attachments are required; follow all directions. Failure to answer questions, utilize this template, or attach required documents will disqualify your application. **Answer all questions using information that applies to the project seeking support of grant funds.** Contact Jennifer Strechay, Program Offer for Community Investment, at [jstrechay@tfec.org](mailto:jstrechay@tfec.org) or 717-236-5040 with questions.

## **APPLICANT PROFILE**

### **Applicant Organization Name**

**Christ the King Deaf Church - DeafCAN!**

*Provide your organization's name as currently recognized by the IRS*

- Check box if the Applicant Organization Name above is a "Doing Business As" name and the provided 501c3 letter states a different name. *To be recognized by the "Doing Business As" name, attach ONE legal document using the provided name. If not provided, TFEC will utilize the 501c3 name.*
- Check box if the Applicant Organization uses a Fiscal Sponsor and provide name here

### **Name, Title, Email, Phone of Executive Leader**

**Rev. Beth D Lockard, Executive Director , [BethLockard@deafcanpa.org](mailto:BethLockard@deafcanpa.org) , 484-995-9376 (text)**

*All contracts and notifications of grant status will be addressed to the individual provided here*

### **Applicant Organization's Physical Address**

**730 South New St West Chester, PA 19382**

### **Applicant Organization's Address for Mailed Communications**

**730 South New St West Chester, PA 19382**

*All contracts and notifications of grant status will be sent to the address provided here*

### **Name, Title, Email, Phone of Contact Completing Application**

**William Lockard, Program Director, [BillLockard@deafcanpa.org](mailto:BillLockard@deafcanpa.org) , 484-477-6489**

*If application questions arise, this individual will be contacted by TFEC staff*

### **Organization's Mission Statement**

The mission of DeafCAN! is to provide a range of community supports to Deaf, hard of hearing, deaf-blind and late-deafened people in need, especially the most vulnerable, who are often reluctant to go to others for help because of communication barriers.

**Organization History (Do not exceed this page)** In 1991, members of a Deaf congregation formed Christ the King Deaf Church in West Chester, PA. This group started multiple other groups, among them The Center on Hearing and Deafness would take 16 years to build a range of human services until its closure in 2010. DeafCAN! was established the same year to address the growing, unmet human service needs. In 2013, DeaCAN! was the first in PA to train and provide Sensory Service Providers for the Deaf and Blind in SE PA (yes, Helen Keller). In 2015, DeafCAN! established the only dedicated program for Deaf/Hard of Hearing (D/HH) immigrants/Refugees in PA with services in West Chester, Philadelphia and most recently Central PA. DeafCAN! remains the only dedicated program in PA for D/HH inmates and returning citizens. In 2019, DeafCAN! served a total of 275 unduplicated individuals and their families in SE and Central PA.

## PROJECT PROFILE

**Project Title**    **Launching Deaf Bhutanese in Growing Relocated Community in Harrisburg/Central PA**  
*Project Title must match title listed throughout application and online.*

**Project Areas of Focus**

UPSTREAM GENERAL

*Choose UPstream General if your project utilizes upstream strategies but is not principally centered upon the categories below. See the grant guidelines for additional detail.*

**UPSTREAM: FOCUS AREAS**

*Choose an UPstream Focus Area (if your project is principally centered upon one or more of the categories below). Please select only those area(s) that apply to this project. See the grant guidelines for additional detail.*

<p><b>EDUCATION</b></p> <p><input type="checkbox"/> Programs &amp; projects that focus upon or nurture access to early childhood education</p> <p><input type="checkbox"/> Education &amp; development programs for children &amp; youth</p> <p><input type="checkbox"/> Educational programs serving adults</p>	<p><b>ENVIRONMENT &amp; PARKS</b></p> <p><input type="checkbox"/> Environmental stewardship</p> <p><input type="checkbox"/> Horticulture &amp; the arts</p> <p><input type="checkbox"/> Health &amp; environment</p> <p><input type="checkbox"/> Park beautification &amp; improvement</p>
<p><b>HEALTH</b></p> <p><input checked="" type="checkbox"/> Health &amp; human services</p> <p><input type="checkbox"/> Cancer awareness and/or research</p> <p><input type="checkbox"/> Dental care for those in need</p> <p><input checked="" type="checkbox"/> Health &amp; human services</p> <p><input type="checkbox"/> HIV &amp; AIDS</p> <p><input type="checkbox"/> Individuals with debilitating or terminal illness</p> <p><input type="checkbox"/> Individuals with intellectual disabilities</p> <p><input type="checkbox"/> Prevention of head and/or spinal cord injury</p> <p><input type="checkbox"/> Purchasing of devices that improve accessibility</p>	<p><b>HOMELESSNESS</b></p> <p><input type="checkbox"/> Homelessness &amp; hunger</p>
<p><b>MENTAL HEALTH</b></p> <p><input type="checkbox"/> Counseling for children with terminally ill family members</p> <p><input type="checkbox"/> Guidance, counseling, or programming that includes guidance and/or counseling for youths</p> <p><input type="checkbox"/> Mental health</p>	<p><b>SENIORS</b></p> <p><input type="checkbox"/> Programs &amp; projects serving older adults</p>
<p><b>COMMUNITIES OF FOCUS</b></p> <p><input type="checkbox"/> Disaster relief &amp; human services that serve the communities of Lebanon City, PA and Cressona, PA</p> <p><input type="checkbox"/> Programs and projects that benefit residents of Millersburg, a borough of Dauphin County, PA</p> <p><input type="checkbox"/> Projects to enhance Camp Hill Borough parks provided by youth organizations such as Scout programs or other youth organizations; programs &amp; projects that focus upon or nurture access to early childhood education within Camp Hill.</p>	

**Counties to be served as part of project; check all that apply.**

Cumberland     Dauphin     Franklin     Lebanon     Perry     Northern York (Dillsburg Area)

**Projected Number of Individuals to be served by project**

80	Total number of ADULTS served
20	Total number of CHILDREN (ages 17 and under) served
100	Total number of ALL INDIVIDUALS served by the project

*If above data is not appropriate to project, be sure to fully state the audience type and numbers to be served in Question 2 of the Impact Narrative.*



## PROJECT SNAPSHOT

1. *Capture your UPstream project and the community need it seeks to address in 200 words or less.*

Central PA/Dauphin County has a growing Bhutanese Refugee community relocating from around the US, with a high number who are Deaf/Hard of Hearing (D/HH). We have identified 27 D/HH Women/Girls and 41 D/HH men/boys to date and with more arriving, 45 Women and over 50 men anticipated by 2021.

Because most only use/understand Nepali Sign Language, if left unattended they will remain extremely isolated, unaware/unable to access healthcare, human service, education or employment, resulting in poorer health, fewer economic opportunities and higher poverty. Factor in cultural differences, discrimination, language barriers and these vulnerable individuals will become doubly, triply isolated. Most are already isolated within their own families with hearing members making school, health etc. decisions 'for them' and even about their own children.

This project focuses on addressing their challenges upstream (now) by bringing THEIR Deaf community together by using their language, foods, families, and cultural celebrations. With mutual respect, confidence and DeafCAN! attitude in place, we will provide the language access, local resources and supports needed. Downstream they will become the responsible, knowledgeable, productive citizens, family members and community leaders/members they CAN be.

## PROJECT NARRATIVE

*Answer questions 2-10 clearly and concisely; no limit.*

2. *The GHCF UPstream grant opportunity seeks to improve our area communities by supporting existing or new "upstream" systems, interventions, programs, or projects that attempt to create positive social change by addressing a problem at its source rather than managing its "downstream" symptoms. Describe your proposed upstream project, the geographic area it will serve, and the audience to be served; state why this audience was selected. Include how/why your project is "upstream" and how your project is working to address a specific need or needs. You MUST use and complete the following statement within your answer, "Grant funds will be used to \_\_\_\_\_".*

Imagine - You were just diagnosed with breast cancer and given a daunting regimen of chemo and radiation treatments. There's just one problem. You have no idea what the doctor and papers are saying. You have no idea what this means for you and your family. You are unable to make any educated decisions concerning yourself. You are unable to prepare or plan. DeafCAN! was just asked to provide the crucial Nepali Sign language interpreting for a woman 300 miles away and to 'be there' Zoom... for her upcoming treatments.

Our services are needed much more so right here in Central PA with such a high concentration of Deaf Bhutanese. We have already assisted individuals at UPMC Pinnacle, Hamilton Health Center, the Kline Center and several PCPs but, as this proposal outlines, the needs are far greater than interpreting and healthcare. As such, our project is aligned perfectly with the UPSTREAM Grant focus.

In the summer of 2019 DeafCAN! attended and presented at the first national Deaf Refugee/Immigrant conference in the United States, in Rochester NY. We became aware of an unusually large number of Deaf/Hard of Hearing (D/HH) Bhutanese, former refugees relocating to Central PA, mainly Dauphin County. Many had been together in the refugee camps of Nepal for over 20 years, learned Nepali Sign Language and in 2010-2015 were resettled throughout the US. Most are now new to Central PA as they are reconnecting and re-establishing a new mini-homeland.



## NARRATIVE (cont.)

To date we have identified 27 Deaf/Hard of Hearing Bhutanese women/girls, 41 men/boys and those numbers are increasing each week as new people are found and others are still relocating. We anticipate serving 45 women/girls and over 50 men/boys in 2021. Because many of these individuals live in households with parents, grandparents, siblings and children, often 8 or more, this project will directly impact more than 200 people.

### Background

- The reason for becoming refugees was the “one country, one people” policy that required all Bhutanese citizens to dress, worship and speak as the Druks, the Buddhist ruling party. The refugee population is a mix of Buddhists, Hindus, Christians and others (or no faith).
- High incidence of deafness/hearing loss due to poor medical care, no vaccinations, unsanitary conditions, untreated ear infections etc.
- Stigma that “if a parent commits a sin, their children could be born with a disability.” So families often hid their Deaf children out of shame. There were few educational opportunities and no formal sign language or communication instruction. Nepali Sign was learned by some in an informal setting.
- Families never learned any visible sign language to communicate with them. Not one family member we have met knows or uses any sign language with their D/HH members so no one at home is reinforcing the language. Hearing children and grandparents speak to one another without Sign, leaving the Deaf family member clueless about many decisions related to food, school, housing, healthcare, etc.
- Both men and women work outside the house, women are expected to do the majority of the housework and caregiving in the home for both older and younger family members.

Communication is the key component to all our relationships with family, friends, work, education, health, even attaining the basic needs of food and shelter. Without a means of communication (little to no understanding of ASL), D/HH Bhutanese find themselves walled off from these relationships and the opportunity to lead self-determined lives. Furthermore, their native culture discourages mainstreaming people with disabilities so for some D/HH Bhutanese, family members are the greatest impediment to independence. They are seen as people who need help — not someone who can improve and move toward independent living skills. As a result they are isolated, removed from others, uneducated, unemployed, lacking healthcare, unaware of available opportunities.

After working with this population since August, 2019 and hiring our lead staff who is Deaf and Bhutanese himself, we are gradually building this program to what it needs by 2021...two full time equivalent staff to teach, interpret, and provide case management support. We initially gathered 15 D/HH Bhutanese in a crowded room provided by Catholic Charities. We quickly outgrew that and moved to the PA Council for Lions which provided white boards and internet. We knew many were still not attending. For this community to want to attend, participate and blossom, they need not only a large educational space to allow multiple learning environments, they need a ‘magnet’ to attract them, a vehicle in which to share their own culture, not just learn ours. This concept was explained at the Deaf Refugee Conference by Stephanie Kramer from New Hampshire. She organized a weekly program there called “The Kitchen” that focused on the women cooking their native foods (thereby drawing them out of the home) and sharing time together. Eventually the men attended.

## **NARRATIVE (cont.)**

We are using a similar approach for these individuals. First by establishing 'The Kitchen' and holding classes and supports each week. While assisting with the purchase, preparation and sharing of meals, DeafCAN! staff, volunteers (and these individuals themselves) will assist one another with citizenship, healthcare, budgeting, specialty assistive technology for D/HH and computers etc, and all in ASL so there is constant exposure to a new language. Throughout the week our case workers will assist individuals and their families with their specific needs and challenges for food, housing, healthcare, employment, and family concerns.

Just before COVID 19 appeared in March we located and reached an agreement with Good Shepherd Lutheran Church for this project. As our area gradually opens back up our plans include using their space every Friday or Saturday from 10-2 PM, as well as once a month for larger, full-family and community socials (complete with masks and social distancing). Good Shepherd had a Deaf ministry not long ago and is excited about being involved again so we expect this partnership to eventually draw in a broader Deaf community.

### Grant funds will be used to...

- employ two FTE (Full Time Equivalent) case workers to provide/coordinate the services listed below. We have hired Bhawani Dangal, Deaf himself, who worked with some of this population while in the camps in Nepal. Bhawani is responsible for many of these individuals' language (NSL) skills and is likely one reason they are coming back together. Bhawani is one of only a few people in the country who are fluent in both ASL and NSL and has already been approved to team interpret within the UPMC system (Provider - ASL - NPL - Patient).
- provide weekly classes (The Kitchen), family/community socials, and case management at Good Shepherd Lutheran Church. This will include ASL, English, citizenship, education, healthcare and open discussions on issues not discussed at home, as well as individual tutoring and supports related to each person's specific quarterly objectives and annual goals.
- assist individuals and their families throughout the week in their home or in the community (business, dr. appt, health center etc) with their own specific needs and challenges for housing, healthcare, employment, family concerns etc.
- ensure that each household obtains video phones and alerting devices for their home so these individuals are aware of their surroundings, even while sleeping. This includes doorbells, phones, fire/gas alarms, baby monitors etc that not only provide sounds but also flash lights, amplify sound, and vibrate. Being safe, independent and aware of what is happening in one's home is fundamental to being responsible and respected within that household and, therefore, the broader community.
- provide specialized Nepali Sign Language interpreting, in tandem with ASL interpreters, for all ADA (Americans with Disabilities Act) required situations, such as healthcare, government or for profit community services (landlord, employment...).
- network and cross train with the many health, human services, and for profit businesses in Central PA to better understand, accept, and serve this population.



## **NARRATIVE (cont.)**

We see every day how Deaf CAN! Our Executive Director is Deaf and, in fact, was the first Deaf woman Lutheran Pastor in the world. All but one of our board of directors are Deaf and half of our 17 member staff are Deaf.

The struggles of D/HH people are unique and those of D/HH relocating refugees much more so. The goal of this project is to plant seeds of acceptance, to grow languages of understanding, and walk with all these D/HH Bhutanese individuals as they grow and become "essential" productive citizens of the Central PA community. The goal is to work upstream, as they re-establish their homeland, before the downstream consequences of isolation (lack of communication, healthcare, employment, education, self esteem, independence etc.) take hold. It all starts with 'The Kitchen'.

COVID 19 has become a massive problem for those we serve due to communication barriers. Our D/HH refugees/immigrants have/had MANY anxieties and much misinformation. We have worked overtime on videophones, Zoom, FaceTime... to assist both this population and all essential workers/providers. Hopefully PA continues to open but may not. Either way we need to continue to be with these individuals and the Central PA community. If not DeafCAN!, who?

## **DATES & LOCATIONS**

3. *When and where will the project take place? List dates and locations as appropriate in chronological order. State if provided dates/locations are confirmed, estimated, or to be determined.*

Group Class confirmed

Saturdays 10AM - 2PM, plus monthly socials

Good Shepherd Lutheran Church

700 Rutherford St, Harrisburg, PA 17111

Individual/Family Case Management Support

Monday - Friday throughout the community (homes, offices, health centers, businesses...)

## **ROLES & RESPONSIBILITIES**

4. *Does the project involve partnerships, collaborations, service, or affiliations with other organizations that will strengthen the project? If so, LIST their name(s) and corresponding role(s) within the categories below OR if this does not apply to you, state why your project is best positioned for success as a single organization.*

### **SINGLE ORGANIZATION STATEMENT:**

At this point, DeafCAN! is leading this effort as a "single organization." This is more related to our still being new to Central PA, having to educate others and demonstrate the needs of this unique community that most are not aware of. We know from our experience that D/HH individuals all have the same needs/wants as others and our role is often to be a bridge to their education, housing, employment, safety and even their families.

**PARTNERSHIPS:** *We are equally invested in providing this project and success is dependent upon all organizations and shared roles although one entity serves as the applicant for this grant. Our application includes a letter from each partner that states their role in this relationship.*

N/A

**COLLABORATIONS:** *We are working with other organizations to make this project happen, but we serve as the lead organization for this grant opportunity and our project success is enriched by, but not dependent upon, our collaborators. An additional letter is NOT required, but may help the application.*

We have reached out to a broad range of health and human services:

- Met with the State Office of Refugee Resettlement, International Service Center, and Catholic Charities which provided our first free classroom space.
- Regularly team with the Bhutanese Community of Harrisburg (letter of support available) who have attended our socials and have provided our families with COVID masks.
- Engaged with many churches (PA Council of Churches letter of support attached) for our growing classroom, office and social space that will be located at Good Shepherd Lutheran (letter of support available).
- Reached an agreement with the UPMC health system to provide an ASL (American Sign Language) interpreter AND our own NSL (Nepali Sign Language) interpreter.
- Work closely with the PA Office for the Deaf and Hard of Hearing, ASL Services (for interpreting) and engaging the local Deaf community for volunteers and social interaction.
- Begun discussions with Randie Yeager, Director of Dauphin County Human Services about supports needed for seniors, children & families, mental health/IDD, drugs & alcohol etc.
- Have met with Meghan Zook at the Salvation Army who has provided us with important food resources (letter of support attached).

**SERVICE:** *Our project will serve these organizations and cannot take place without their commitment to accept service. Our application includes a letter from each organization (this includes schools) that states their intent to participate.*

N/A

**AFFILIATIONS:** *Our project may be affiliated with these organizations in some way, but is not 100% dependent upon their participation. An additional letter is NOT needed.*

N/A

## COMPARABLES

5. *Are other organizations in your service area providing services that are similar to your proposed project? If yes, state their names or services and explain how your project differs. If no, state NA.*

N/A



## ASSESSMENT & IMPACT

6a. *What will project success look like? Provide a brief (BM, make it brief) overview of the project's key outcomes, outputs, and/or other results of success.*

### Key outcomes and results of success for those we serve by Dec 2021

Communication - ALL will gain access to special videophones capable of calling anyone 24/7 (Deaf and hearing), and effectively utilize ASL videophone interpreters for family, health, education, financial and other needs.

Education - ALL will improve their English and ASL language and become fully knowledgeable of all aspects of COVID 19. They will have citizenship, attend/be involved with childrens parent-teacher conferences and be using interpreters for service and business in the community.

Transportation - ALL will become more independent by learning/gaining access to transport options, bus/train routes, Uber/Lift, CAT Transit reduced fares or Shared Ride, acquiring drivers' licenses, even purchasing an automobile.

Finance - ALL will be more knowledgeable and independent regarding THEIR own finances, including those receiving SSI and/or with caretakers or guardians, banking, budgeting, etc. as financial independence is often the key to general independence.

Healthcare (physical and mental) - ALL will have a PCP (Primary Care Provider) and ALL PCPs will provide "effective communication" (interpreters etc.) for these individuals and their families. ALL major health systems (UPMC (done), Geisinger, Penn State and Well Span) will have policies in place to ensure effective communication in both emergency and routine care. All those we work with will become knowledgeable of **COVID 19** (symptoms, treatment, challenges of opening, community interaction) and how to protect themselves and others.

Human Services - ALL Services, including domestic violence, crime victims, police, aging, children/families and mental health/IDD will become familiar with the special needs of this population, through collaboration and cross-training, and have taken steps to be fully accessible.

Safety - All homes will be outfitted with specialty assistive devices so that they are aware (by amplified sounds, flashing light, or vibration) of doorbells, incoming calls, babies crying, smoke alarms, even motion detectors as needed.

Respect - ALL will have enhanced self worth and self confidence that They CAN! DeafCAN!, by which they will gain more respect and participation within their families, larger Bhutanese community and ultimately the Central PA community.

Integration - ALL will be integrated more into the larger Deaf and hearing communities of Central PA through far greater participation in their families, neighborhoods, economy and add their own valuable piece to the precious, cultural diversity of these United States. They will truly feel and believe that "This land is your land. This land is my land."



## ASSESSMENT & IMPACT (cont.)

These outcomes that we aim to accomplish are Deaf/Hard of Hearing individuals with the ability to communicate, to understand and believe that "DeafCAN!", to gain the skills and knowledge needed to succeed, to contribute and to provide for themselves and their families. They are perfectly aligned with the objectives of the Upstream Grant opportunity....to create positive social change by addressing a problem at its source rather than managing its "downstream" symptoms

The ultimate successful outcome is when we see these individuals turn the corner and assist others. They are now 'giving back', inspiring others who are struggling, and the ripples extend to more individuals and their community.

6b. *How will project success be measured and documented (i.e.: how will you know the project is successful? Are you collecting value statements, numbers served, surveys, photos, before and after images, or using other methods)?*

1) DeafCAN! tracks the demographics (age, gender, race/ethnicity, county, communication mode) of each individual we serve.

2) We work with each individual to set one or more annual goals broken into quarterly objective steps to both measure their progress, our effectiveness, and, most importantly, to show them their own progress.

For ex. Annual Goal - by Dec 31, have effectively used an ASL interpreter for health appointment  
1st qtr - apply & have installed special video phone (VP) for Deaf individuals  
2nd qtr - made at least 5 calls to other Deaf individuals & became familiar with new tech.  
3rd qtr - made at least 3 'relay' calls from VP using ASL interpreter to hearing people.  
4th qtr - made health appt thru VP AND confirmed having an interpreter for appt.

At the end of each quarter we look at each person's and the total group numbers of objectives set vs. achieved to help us to evaluate and consider more effective approaches.

## FUNDING & SUPPORT

7. *If this proposal is not funded at the level requested, will you be able to implement the project as stated? Explain as needed.*

If the proposal is not funded at the level requested we will be able to implement the project as stated as we have the option, but not one we care to pursue, of accessing investments.

## FUNDING & SUPPORT (cont.)

8. *This grant opportunity will not fund 100% of any project. Restate the amount you are seeking and describe other funding sources and amounts.*

We are seeking \$10,000 from the Upstream Grant opportunity. In 2019 we received 33% of our funding from individuals, 30% from county contracts, 25% from foundations, 10% from organizations and 2% misc. In 2020 we anticipate similar with proposals having been (or will be) submitted to:

Stabler Foundation (recently received \$10,000)

Schwab-Silfen Foundation

TFEC

- The Fund for Women & Girls Visionary Grant
- Benjamin Franklin Trust Fund
- Martin M Sacks

Josiah W. and Bessie H. Kline Foundation, Inc.

NAP (Neighborhood Assistance Program)

Interpreting fee for service contract in place with UPMC and ASL Services

Dauphin and other County Depts of Human Services

9. *Did the applicant organization end its most recent fiscal year with a budget surplus or deficit? If so, briefly state the amount of the surplus or deficit and state how the surplus may be used (i.e. is it earmarked for another program) and/or how the deficit may be handled.*

Our 2019 organization budget ended with a 28,000 deficit or 10% of the total budget, nearly all of which was from this new program that we undertook because of the need, our mission and we have the only dedicated program in PA for D/HH refugees/immigrants. Fortunately, we have investments we used to invest in this service. Our 2019 Financial Review should be ready by the time, or very shortly after, this proposal is submitted. Attached is our 2018 Financial Statement.

## ACCESS & INCLUSION

10. *As a community foundation, TFEC fosters a climate of purposeful inclusion that values diversity of gender, age, race, ethnicity, national origin, range of abilities, sexual orientation, and socio-economic status. Please state how your project will be made accessible to all individuals who qualify for participation in the project and describe any accommodations, modifications, technologies, or services you will offer to ensure that all eligible participants experience the best possible services or outcomes.*

This is an interesting topic for our work and this specific project since our population is usually one of those groups 'not included'. However, we also need to be cognizant of how even we might, even unknowingly, exclude some others. Our population has a wide range of religious backgrounds (Buddhist, Hindu, Christian and nonbelievers). It includes those who are hard of hearing and rely on hearing aids and speech and those who depend only on sign language. We have a few who have taken college classes and those with intellectual disabilities. We have older and younger, male and female, gay and straight, financially more well off and those who struggle. To be inclusive, we have specialty phones, utilize captions in both Nepali and English, have group classes/socials, as well as personal home support, and are recruiting volunteers in addition to our staff in order to give those we serve the best possible fit for who they want to assist them.



## BUDGET WORKSHEET

Complete the Budget Worksheet below; a Project Total is required.

ITEM OR SERVICE <i>Examples include: Contracted Services, Equipment, Personnel, Supplies; list your own as appropriate.</i>	DESCRIPTION OF ITEM OR SERVICE	REQUESTED GRANT FUNDS <i>Indicate where funds sought through this grant opportunity will be applied.</i>	OTHER FUNDING SOURCES <i>State the names and amounts of all other funding sources.</i>	PENDING, COMMITTED, OR RECEIVED <i>Using a P, C, or R, indicate the status of all funding sources.</i>	\$ TOTALS <i>Add across to provide a total for each row. Total columns as indicated in bottom row.</i>
Wages Salary	Wages, Salary 1 FTE, 2-3 PT	\$ 7,000	58,000	P	\$ 65,000
Personnel Other	Taxes, Workers Comp, Insurance	\$ 1,650	14,950	P	\$ 16,700
Operations Travel	Travel 1,000 miles/mo. 250/wk	\$ 0	6,000	P	\$ 6,000
Operations Other	Supplies, Liability Ins, Interpreting etc	\$ 750	2,850	P	\$ 3,600
Occupancy Rent	Rent	\$ 250	2,250	P	\$ 2,400
Occupancy Other	Utilities, Internet, Equipment etc	\$ 350	1,250	P	\$ 1,600
Misc	Fees, Fundraising	\$ 0	700	P	\$ 700
		\$			\$
		\$	see Funding and Support		\$
<b>TOTALS</b>		<b>\$ 10,000</b>  <b>Total: Requested Grant Funds</b>	<b>\$ 86,000</b>  <b>Total: Other Funding Sources</b>		<b>\$ 96,000</b>  <b>PROJECT TOTAL</b>

## Grant Funds Use Statement

Grant funds will be used to fund approximately 10% of

- employing two FTE (Full Time Equivalent) case workers to provide/coordinate the services listed below. We have hired Bhawani Dangal, Deaf himself, who worked with some of this population while in the camps in Nepal. Bhawani is responsible for many of these individuals' language (NSL) skills and is likely one reason they are coming back together. Bhawani is one of only a few people in the country who are fluent in both ASL and NSL and has already been approved to team interpret within the UPMC system (Provider - ASL - NPL - Patient).
- providing weekly classes (The Kitchen), family/community socials, and case management at Good Shepherd Lutheran Church. This will include ASL, English, citizenship, education, healthcare and open discussions on issues not discussed at home, as well as individual tutoring and supports related to each person's specific quarterly objectives and annual goals.
- assisting individuals and their families throughout the week in their home or in the community (business, dr. appt, health center etc) with their own specific needs and challenges for housing, healthcare, employment, family concerns etc.
- ensuring that each household obtains video phones and alerting devices for their home so these individuals are aware of their surroundings, even while sleeping. This includes doorbells, phones, fire/gas alarms, baby monitors etc that not only provide sounds but also flash lights, amplify sound, and vibrate. Being safe, independent and aware of what is happening in one's home is fundamental to being responsible and respected within that household and, therefore, the broader community.
- providing specialized Nepali Sign Language interpreting, in tandem with ASL interpreters, for all ADA (Americans with Disabilities Act) required situations, such as healthcare, government or for profit community services (landlord, employment...).

Thank you!



**2020 Council Members**  
**Christ the King Deaf Church**

**Acting President:** Beth Lockard, **Vice President:** Theresa Marple  
**Treasurer:** Evy Williams, **Secretary:** Beth Lockard, **Financial Secretary:** Patricia Johnston,  
**Council Member:** Kathie Gray-Plotkin

**Theresa Marple – Vice President** (since 1/1/15 – renewed 2019 - 2021)

*Contact:* 1 Hillcrest Drive, Downingtown, PA 19335  
484-696-1093 text 484-506-0669 tmarple12@comcast.net  
*Occupation:* West Chester Area School District – Food Services  
*Affiliations:* Pennsylvania School for the Deaf Alumni Association, lifetime member of PA Society for the Advancement of the Deaf

**Evy Williams – Treasurer** (since 1/1/15, renewed 2019 - 2021)

*Contact:* 828 Providence Road, C-106, Secane, PA 19018  
484-462-7036 text 267-266-3944 mevy711@comcast.net  
*Occupation:* currently unemployed  
*Affiliations:* Lifetime member and board member of PA Society for the Advancement of the Deaf, National Association of the Deaf, Evangelical Lutheran Deaf Association, National Honor Society of Alpha Sigma Lambda, Immaculata Alumni Association

**Rev. Beth Lockard – Secretary** (since 1991, renewed to 2019 - 2021)

*Contact:* 710 S. Everhart Ave., West Chester, PA 19382  
484-319-4256 text 484-995-9376 lockardbeth@gmail.com  
*Occupation:* Pastor/Executive Director, Christ the King Deaf Church; teacher & case manager for DeafCAN!; national ELCA Coordinator for Deaf Ministries  
*Affiliations:* Evangelical Lutheran Deaf Association board member, Mill Neck Foundation for Deaf Ministry board member, National Association of the Deaf, West Chester Religious Council, lifetime member of PA Society for the Advancement of the Deaf; Co-Secretary for PSAD Greater Philadelphia Chapter, Board of ELM Seed

**Patricia Johnston – Financial Secretary** (since 1/1/2017, renewed to 2019 - 2021)

*Contact:* 58 E. Main Street, #323, Elverson, PA 19520  
484-948-1199 text 484-300-0968 patjohnston17@outlook.com  
*Occupation:* Sodexo, Inc. – housekeeper  
*Affiliations:* Pennsylvania School for the Deaf Alumni Association, member PA Society for the Advancement of the Deaf

**Kathie Gray-Plotkin – Council Member** (2019 – 2021)

*Contact:* 46 Bittersweet Drive, Glen Mills, PA 19342  
484-840-5670 text 570-982-2196 queeniekg4@verizon.net  
*Occupation:* ASL teacher & SSP for DeafCAN!; ASL tutor, Deaf companion  
*Affiliations:* lifetime member of PA Society for the Advancement of the Deaf; PA School for the Deaf Alumni Association, National Association of the Deaf

**Leslie Wildermuth – Council Member** (2019-2021)

*Contact:* 134 Christine Drive, Downingtown, PA 19335  
610-458-0744 lwildermuth@verizon.net  
*Occupation:* Volunteer for many community organizations, including international  
*Affiliations:* Member Hopewell Methodist Church, team volunteer for Haiti Deaf Academy.



DOING THE  
MOST GOOD

HARRISBURG CAPITAL CITY REGION

P.O. BOX 61798

Harrisburg, PA 17106-1798

Tel: 717.233.6755 Fax: 717.231.3650

[www.salvationarmyharrisburg.org](http://www.salvationarmyharrisburg.org)

To whom it may concern,

DeafCAN is a kind, caring organization aimed to improve the lives of those who are deaf or hard-of-hearing. Within the recent past, DeafCAN has begun to work with Deaf Bhutanese refugees in Central PA. These refugees, approximately 45, have many difficulties accessing programming and services which would enrich and empower their lives. These individuals deal with the difficulties many refugees experience such as navigating healthcare and seeking employment and housing, but have so many more challenges because they are deaf or hard-of-hearing.

That is where Bill and DeafCAN come in. Bill and this organization care for this group that has been overlooked and not understood. Bill works to provide case-management, education to teach his clients how to use the American Sign Language System, and opportunities for the community to gather together to share challenges and support one another. DeafCAN is at the beginning of its residence in Harrisburg and needs financial support in order to continue to provide services to their deaf Bhutanese clients. They have already made it past several hurdles in the past couple of years and after finding a local office to conduct their business, now need to pay their rent, hire some local case workers, and pay for supplies.

At The Salvation Army Harrisburg Capital City Region, we have seen the good work of DeafCAN and desire they succeed with their mission to help the Deaf Bhutanese community in Central PA. DeafCAN is a partner in the community who understands and also embodies our motto of, "Do the Most Good" and we fully support DeafCAN's application for funding.

Sincerely,

A handwritten signature in cursive script, appearing to read "Meghan Zook".

Meghan Zook RD, LDN

Community Health and Nutrition Coordinator

The Salvation Army Harrisburg Capital City Region



**Pennsylvania  
Council  
of Churches**

900 South Arlington Avenue, Suite 211A • Harrisburg, Pennsylvania 17109-5024  
Phone: 717 545 4761 • Fax: 717 545 4765 • [pcc@pachurches.org](mailto:pcc@pachurches.org) • [www.pachurches.org](http://www.pachurches.org)

July 14, 2020

RE: Support for Deaf CAN!

Dear Gentleperson:

I am the Director of Advocacy and Ecumenical Outreach for the Pennsylvania Council of Churches. While I have not worked directly with Deaf CAN!, I have known and worked with William Lockard for a number of years around issues of criminal justice reform. I know that he—and Deaf CAN!—are tireless in their efforts to serve and advocate for a particularly vulnerable population—persons who are deaf or hearing-impaired.

While I am most familiar with Deaf CAN!'s work with prison populations, I have recently learned more about their work to serve and advocate for deaf and hearing-impaired Bhutanese immigrants in our community in Harrisburg. These are already among our most vulnerable neighbors as immigrants and are even more vulnerable because of language barriers compounded by inability to hear. It is my prayer that Deaf CAN!'s services are able to grow and flourish in Harrisburg to be an important resource for these communities that are often forgotten, and so desperately need the assistance of an advocate like Deaf CAN! to be successful in becoming an important part of our diverse community, sharing their own unique gifts. Deaf CAN has been doing miraculous work for so long on a shoestring, and I am excited about the prospect of what they can do with additional support.

So, it is with great pleasure that I wholeheartedly express my support for Deaf CAN!'s proposal seeking support for this particularly important work. If you have any questions, you may reach me at [s.strauss@pachurches.org](mailto:s.strauss@pachurches.org) or at (717) 350-0165.

Thanks for this opportunity to offer our support.

Blessings,



The Rev. Sandra L. Strauss  
Director of Advocacy & Ecumenical Outreach

June 29, 2020

RE: Unequivocal Support for Deaf CAN!

Dear Madam or Sir:

I am a counselor and the coordinator for the Family Wellness Services in the Audiology Department of the Children's Hospital of Philadelphia (CHOP). I have worked for CHOP for over 23 years with children and families where the children and/or parents are Deaf or hard of hearing. With my highest regard, and without any hesitation or qualification, I am very pleased to write you about my support for Deaf CAN! and the very important, and often, quiet (no pun intended) work they do among the least of the Deaf and hard of hearing community within our region. Their work is so important, since the populations of the Deaf and hard of hearing community with which they choose to focus upon are among the most difficult to serve, the most in need, and frankly the least served within our very unique community: Deaf refugees and immigrants, Deaf blind people and Deaf individuals in prison and/or involved with the criminal justice system.

Deaf CAN! does not shy away from difficult situations or people or families. Like first responders, they run towards the difficult situation. They find a way to make a difference in every human life they touch with the very modest resources they have had, and exceptionally talented, honorable, and dedicated staff and volunteers who work with them. I know this from my direct experience with Deaf CAN! staff and volunteers over my last 21 years working collaboratively with them, and admiring their work from afar. Over my career, they have provided outstanding support and services to other segments of the Deaf community that are often overlooked: Deaf individuals with chronic mental illness, and Deaf individuals with intellectual disability. They do not shy away from forgotten parts of the Deaf community or segments of the Deaf community that are too difficult to support.

I strongly recommend your financial support to Deaf CAN! Although this organization makes magic out of the insufficient support they receive, they need more financial support. There is no specific funding mechanism for MOST of the very unique services Deaf CAN! provides.

If I can provide any more specific feedback or recommendations, please do contact me at 215-590-7453 by voice, or by email [Montoya@email.chop.edu](mailto:Montoya@email.chop.edu) .

Very Sincerely,



Louise A. Montoya, MA, LPC, ACS, CSC  
Child and Family Therapist/Coordinator  
Family Wellness Services  
Center for Childhood Communication





**2020 GREATER HARRISBURG COMMUNITY FOUNDATION UPSTREAM SIGN & SUBMIT FORM**  
Provide signatures from the applicant organization, below. Both organization representatives must sign.

By providing your original OR digital signature below, you agree that the provided information in this application is true to the best of your knowledge and may be submitted for review. Completion of this form is one component of your Complete Application.

President/CEO



Ink Signature

Click or tap here to enter text.  
Digital Signature

Board President



Ink Signature

Click or tap here to enter text.  
Digital Signature

**REQUIRED ATTACHMENTS TO BE UPLOADED & SUBMITTED BY 4PM ON THE DEADLINE DATE**

All grant materials must be submitted through the TFEC online application system by 4pm on the deadline date. This grant opportunity does not utilize delivered or mailed materials.

- Complete Application:** Applicant Profile, Project Profile, Project Snapshot, Project Narrative, Budget Worksheet, and Sign & Submit Form with original or digital signatures.
- Board of Directors List:** Professional affiliations (ie: work positions and/or titles as applicable) must be included.
- ONE, TWO, or THREE** letters of support with original or digital signatures. Applicants may submit the number of letters that will best support their application. Letters of support from the applicant organization's Board of Directors will not be accepted. Identical form letters are discouraged. A minimum of ONE letter of support is REQUIRED for this grant opportunity regardless of response to Question 4.
- If you have indicated PARTNERSHIP with or SERVICE to other Agencies as stated in Question 4, you must upload letters with original or digital signatures documenting the relationship.** A letter of partnership or service may also serve as a letter of support if support is expressly stated.
- Applicants who utilize a FISCAL SPONSOR** must include a letter signed by the Executive Leader of the Fiscal Sponsor organization indicating agreement to serve as the Fiscal Sponsor. An original or digital signature is required.
- IRS 501(c)(3) determination letter.**
- 1st Page of Applicant Organization's Most Recent 990.** If 990 is not available, upload applicant organization's most recent audit or financial statement to meet this requirement.

**QUESTIONS**

If you should have any questions regarding this form or TFEC grant opportunities, contact Jennifer Strechay, Program Officer for Community Investment, at [jstrechay@tfec.org](mailto:jstrechay@tfec.org) or 717-236-5040.