

2022

IMPACT REPORT

SAMMinistries
40 YEARS OVERCOMING HOMELESSNESS





MISSION

SAMMinistries is an interfaith ministry whose mission is to help the homeless and those at risk of becoming homeless attain self-sufficiency by offering, with dignity and compassion, shelter, housing, and services. SAMMinistries also provides volunteers opportunities to be renewed and fulfilled as they serve.

VISION

SAMMinistries is a resource for any San Antonio family or individual experiencing or facing homelessness.

CONTENTS

Stewardship	3
Strategic Plan	5
Opening Doors	6
By the Numbers	8
Stabilizing Our Community	10
Building Bright Futures	16
Growing Together	17
Our People, Our Values	20



The Hudson Apartments

STEWARDSHIP



2022 was a year for opening doors, stabilizing our community, and building bright futures.

The biggest challenge I anticipated in stepping into the role of President and CEO was where to begin. Two and a half years later, the needs of our community, and growing to meet those needs is our focus. To be effective, our service must balance between strategy and practice.

Locally, 18% of households are living at or below the federal poverty level and another 33% are considered working poor as defined by the United Ways of Texas. This means that half of our neighbors are one paycheck away from homelessness. And while the most recent Point-in-Time Count indicates that homelessness overall has increased by just 2% since 2020, chronic homelessness is up 77%. Sobering realities, but the compassion of our community, and the resolve of our partners help us move closer to the goal of overcoming homelessness.

SAMMinistries' works to meet families and individuals where they are with programs ranging from street outreach to the unsheltered to helping prevent families from falling into the cycle of homelessness when they are facing eviction to programs that offer support for longer periods of time as our neighbors work to transition from homelessness to self-sufficiency.

Our service extends beyond housing to address the issues that led our clients to homelessness or housing instability — domestic or family violence, physical or mental health, lack of education, unemployment or under employment, and lack of life skills. SAMMinistries has seen long-term success in helping families and individuals develop the skills necessary to heal and grow. Providing support services alongside housing transforms lives.

Although technically before the start of fiscal year 2022, SAMMinistries opened the doors to a low-barrier, non-congregate shelter. This pilot, facilitated in partnership with the City of San Antonio, serves some of our community's most vulnerable living on the street, in encampments, drainage culvers, or abandoned buildings. Programming available at the shelter helps prepare these individuals for housing, providing ID recovery services, counseling and support groups, education and employment connections, life skills, and a pathway to home.

In November of 2021, SAMMinistries acquired The Hudson Apartments, adjacent to our Transitional Living and Learning Center (TLLC), with the goal of providing safe and stable housing along with access to support services. Initially, the proximity of The Hudson to the TLLC seemed a no brainer for connecting vulnerable San Antonians to housing and services. Given the need for Permanent Supportive Housing (PSH), plans for The Hudson have shifted to include the construction of an on-site Service Center making it one of our

“Providing support services alongside housing transforms lives.”

community’s first site-based PSH developments. Since acquiring The Hudson, we have opened doors to housing for single individuals with a documented disability who have also experienced chronic homelessness — helping meet our community’s overwhelming need for this housing intervention.

The onset of the COVID-19 pandemic fractured the services and supports available for youth and young adults, making their transition to adulthood even more challenging. San Antonio has seen a tremendous increase in the number of young adults between 18 and 24 who are experiencing homelessness or housing instability. To serve the needs of this special population, SAMMinistries opened the Young Adult Stability and Support (YASS) Center. Corazón San Antonio and SA Youth are partners at the YASS Center offering outreach and intake services, connection to housing resources, high school completion programs, post-secondary and vocational support, health and wellness services, life skills, and respite for this often difficult to reach population. The success of the YASS Center and the young adults served there is both humbling and heart-warming.

That warm, fuzzy feeling is second only to the commitment of our staff to treating everyone with dignity and compassion, regardless of their housing status. It is their passion that drove our Leadership Team and Board of Directors to adopt a strategic plan to guide our work through 2024. The plan is framed through the lens of our values – People, Excellence, Integrity, Community, Stewardship, Service, and Hope.

SAMMinistries is uniquely positioned within San Antonio and Bexar County’s Continuum of Care to observe the many complicating factors that accompany the incidence of homelessness and housing instability. Our experience and perspective enable us to understand the dynamics of homelessness. And with that, we hope to inspire a collective movement that overcomes homelessness in our community.

This report details our service to San Antonio in 2022 and plans for 2023. SAMMinistries is driving the fight to overcome homelessness and we invite you to join us in opening doors and building brighter futures. Together, we can create a San Antonio for all San Antonians.



Nikisha J. Baker
President and CEO

STRATEGIC PLAN

SAMMinistries’ Board of Directors and Leadership Team developed this plan, rooted in the organization’s values (page 21), to focus on key objectives through FY2024 intended to strengthen the organization and the path for the next decade of growth.



UTILIZE OUR RESOURCES EFFECTIVELY

SAMMinistries will steward our resources to maximize impact and ensure that the organization has the capacity needed to support its growth.

- ▶ Establish a 5-year predictive budget model.
- ▶ Create a Data Dashboard that captures and clearly demonstrates the overall impact of our work.
- ▶ Create a space plan that maximizes productivity and incorporates an infrastructure repair and replacement plan.
- ▶ Increase donors and fundraising activities to fully fund a SAMMinistries Operating Reserve and Capital Asset Reserve.

INVEST IN OUR PEOPLE

SAMMinistries will focus on strengthening our staff and Board to ensure that our team is prepared to serve the increasing vulnerability of those experiencing homelessness.

- ▶ Improve staff retention and increase training and development opportunities.
- ▶ Develop a competitive salary scale and establish baseline staff competencies.
- ▶ Achieve Trauma-Informed Care Certification and enhance mental and physical healthcare supports across housing interventions.
- ▶ Strengthen and diversify the Board of Directors.

EXPAND OUR COMMUNITY IMPACT

SAMMinistries will expand outreach, programming, and services to meet our community’s increasing need.

- ▶ Establish SAMMinistries as the local leader in the homeless services sector.
- ▶ Define SAMMinistries’ Model of Care to showcase expertise and service delivery methods.
- ▶ Launch a pilot program that shares SAMMinistries’ expertise with other service organizations while building SAMMinistries’ capacity and generating revenue.
- ▶ Develop a 5-year capital expansion roadmap based on a comprehensive assessment of community need.

OPENING DOORS

Opening the YASS Center

In April, SAMMinistries opened the Young Adult Stability and Support (YASS) Center, a first-of-its-kind drop-in center serving young adults ages 18-24 who are homeless or at risk of homelessness. This group is at risk of gang involvement, drug use, victimization and other trauma and need a unique set of services and supports to gain stability and successfully begin to pursue long-term goals like employment and education.

The YASS Center is located inside of Travis Park United Methodist Church and services are delivered in partnership with Corazón San Antonio and SA Youth. The YASS Center provides meals and snacks, clothing, computer access, mental health services, psychiatric support, high school completion curriculum, life skills, on-site medical care, and connection to the Coordinated Entry system for housing referrals. During the first six months of operation, 72 young adults received basic needs and support services at the YASS Center. Twenty-one (21) gained employment, 10 earned their high school diploma, 11 found temporary shelter, and four were placed into permanent housing.

- 72 young adults served
- 21 gained employment
- 10 earned diplomas
- 4 permanently housed



Mr. C's Story

"No matter what it looks like, keep pushing forward."

Mr. C became homeless at the age of 16, while struggling with mental health and related addiction issues. When he first came to the Young Adult Stability and Support (YASS) Center in June, he was resistant to support being offered by staff beyond food and daytime shelter. After repeated visits, Mr. C began to feel safe, and engaged in counseling. He has since become a vocal advocate for mental health treatment. In the face of adversity, Mr. C's motto is, "No matter what it looks like, keep pushing forward." Since his enrollment at the YASS Center, Mr. C has secured a job downtown, completed his high school diploma, and plans to pursue a career in public service.

Emergency Shelter Marks Its First Full Year

SAMMinistries' non-congregate Emergency Shelter opened during the COVID-19 pandemic. In partnership with the City of San Antonio, the Shelter has proven to be a valuable and effective resource for single individuals who have experienced chronic homelessness and who also have complex histories of trauma histories, and/or behavioral, intellectual, or physical health challenges. Those served at the Shelter often need the highest level of support and are unable or unwilling to access the community's existing shelter system.

For these individuals, having their own personal space is an important step in helping them stabilize, which is necessary to begin addressing the underlying cause of their homelessness. In 2022, the Shelter served 122 men and 51 women. Sixty-four percent of the individuals enrolled in the program engaged in one or more core services (housing assessment, mental health counseling, substance use treatment, etc.). Sixty percent of the individuals enrolled in the program participated in ongoing case management services, and 25% exited the Shelter to permanent housing.

- 173 served
- 60% enrolled in case management
- 25% exited to permanent housing

Mr. G's Story

Mr. G described himself as being successful his entire life: raised eight children, had his own business, and worked hard.

"I am the last person I thought would wind up living under a freeway overpass, wondering where to get my next meal. But a year ago—through some bad luck and poor choices—I lost everything, and sure enough, wound up on the street. A friend of mine told me about SAMMinistries. It took me a long time to get humble enough to ask for help, but I finally did and SAMMinistries provided a safe place to stay, and most importantly, the help and resources to get back on my feet. It took a few months, some patience, and more humility than I thought possible, but as of today, I'm no longer homeless. Moving into my own apartment today! Yeah, I'm a guy, but I cried."



BY THE NUMBERS



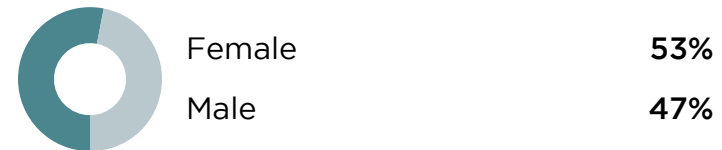
CLIENT DEMOGRAPHICS

Total Number of Clients Served	4,377
Total Number of Households Served	2,073
Total Number of Children Served	1,816
Total Number of Veterans Served	286

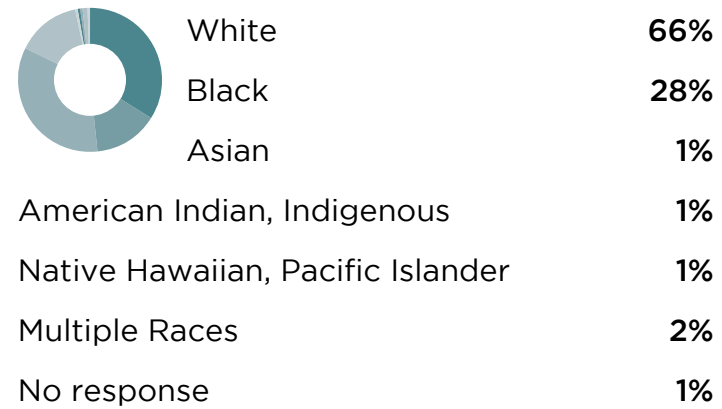
AGE OF CLIENTS

Young Adults (Ages 18 - 24)	395
Older Adults (Ages 55 and Up)	525

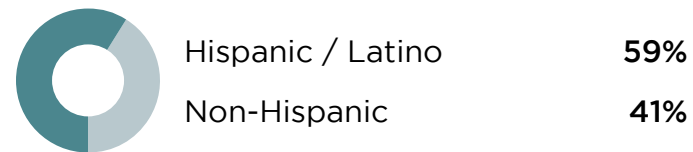
GENDER (CHILDREN & ADULTS)



RACE



ETHNICITY

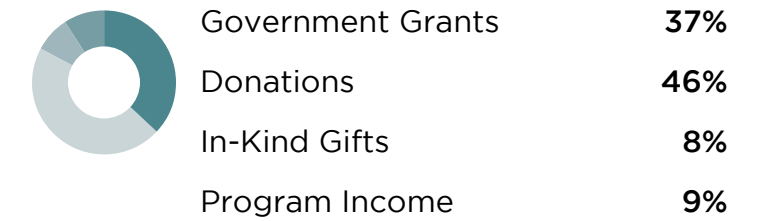


For every **\$1** you donate, **81** cents go directly to client services.

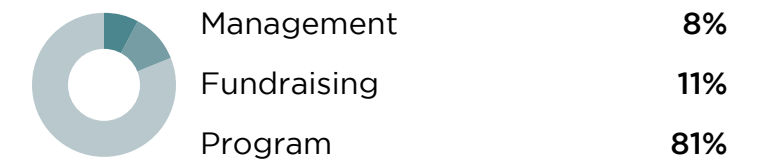
*Fiscal Year 2022 audited financial statements are pending.
To request a copy, email Hope@samm.org.*



REVENUE



EXPENSES



STABILIZING OUR COMMUNITY

SAMMinistries is the go-to organization offering comprehensive, quality services that are rooted in research and that our community has come to rely on and expect—and we deliver.

PREVENTION

Diverting families and individuals from becoming homeless through Homeless Prevention



OUTREACH

Engaging the unsheltered through Street Outreach, non-congregate Emergency Shelter, and the Young Adult Stability and Support (YASS) Center



HOUSING INTERVENTIONS

Providing long-term housing and support for families and individuals through Rapid Re-Housing, Transitional Housing, and Permanent Supportive Housing



BUILDING BRIGHT FUTURES

Building new futures by allowing children and their parents an opportunity to heal and overcome trauma



OUTCOMES

The SAMMinistries approach delivers interventions that are anchored in best practices; offer personalized services to the families and individuals we serve; and demonstrate successful results.

- IMPROVED PHYSICAL AND MENTAL HEALTH
- INCREASED INCOME
- CONNECTION TO SOCIAL SUPPORT SYSTEMS
- SELF-SUFFICIENCY
- DECREASED LIKELIHOOD OF RETURN TO HOMELESSNESS

Homelessness can happen to anyone.

For 40 years, SAMMinistries has been meeting those in need where they are. Programming and services delivered provide the housing and support that vulnerable families and individuals need to move out of crisis and towards hope, stability, and success. The following pages offer an overview of the transformational work SAMMinistries made possible for **4,377 San Antonians in 2022.**

PREVENTION

Diverting Families and Individuals From Homelessness

Every day, local families and individuals find themselves facing eviction. Just a single unexpected expense — a car repair, medical bill, or illness that causes missed work — can have a devastating impact on a household living with little, if any savings. This forces many into a shelter, or worse, the street.

Nearly 18% of local households are living at or below the federal poverty level, and another 35% are considered working poor. That means more than 50% of our neighbors are one paycheck away from homelessness.

Providing rent or utility assistance is a cost-effective way to prevent homelessness. The average household receives \$1,500 in financial support paid directly to their landlord or utility provider. The impact is far more significant, with 98% of households receiving this one-time intervention remaining stably housed for the 12-month period following assistance. This is compared to an estimated annual cost anywhere from \$30,000 to \$50,000 for an individual living on the street. (United States Interagency Council on Homelessness, 2017 Ending Chronic Homelessness Report)

In 2022, SAMMinistries provided Homeless Prevention services to 888 households composed of 1,179 adults and 924 children.

1,179 adults, 924 children served

387 individuals engaged

37% were under age 18 or 55+

OUTREACH

Engaging the Unsheltered

Street Outreach is often a critical first step in helping someone experiencing unsheltered homelessness find a pathway to housing and hope. SAMMinistries engages those living on the street, in encampments, abandoned buildings, parks, and doorways across San Antonio and Bexar County. The team helps meet basic needs by providing food and clothing, along with connections to housing and health care. As individuals move towards stability, they are case managed through the community's Coordinated Entry System, preparing them for a referral to permanent housing.

To be successful, trusting relationships are built, sometimes over long periods of time. SAMMinistries offers a vital bridge between life on the streets and housing stability.

Three-hundred eighty-seven individuals engaged in Street Outreach services in 2022; of these, 37% were under 18 or over the age of 55.



RAPID RE-HOUSING

Homelessness Should Be Rare and Brief

SAMMinistries' Rapid Re-Housing program reduces the amount of time a family or individual spends experiencing homelessness by offering financial support for three to twenty-four months. Comprehensive case management helps those served find housing, develop a budget, and build education and employment skills to earn a sustainable living wage that will ensure long-term-housing stability.

In 2022, 251 local households including 460 individuals were served through SAMMinistries' Rapid Re-Housing program. This represents a 68% increase over the number of households served in 2020.

460 individuals served

Veterans Housing Stability

Those who have demonstrated bravery and sacrifice through service to our country should never have to experience homelessness. SAMMinistries offers services specifically for veterans, their dependents, and surviving spouses. Most are in need of Homeless Prevention services to remain safe and stably housed. Unfortunately, some do not receive the assistance they need and are forced into homelessness.

SAMMinistries served 286 veterans across programs in 2022. Six individuals were enrolled in the Emergency Shelter, 13 found their way home through Rapid Re-Housing, and the remainder were served in Homeless Prevention, keeping them from falling into the cycle of homelessness.

273 prevented from homelessness

The SAMMinistries Approach

Forty years of serving those experiencing or facing homelessness has positioned SAMMinistries as an expert in the field, an advocate for the most vulnerable, and a facilitator of impactful solutions that address the root causes of homelessness. Service delivery is grounded in the principles of Trauma-Informed Care, Housing First, and Person-Centered Case Management. The SAMMinistries approach offers housing and support services that help those served heal from trauma, attain and maintain the most appropriate housing placements, meet basic needs, address physical and mental health, access education and employment services, and develop life skills.

Comprehensive educational programming is available for children, including Early Head Start and Head Start; K-12 academic support; and social-emotional learning. Our team prioritizes continuous improvement through regularly soliciting feedback, staying abreast of research trends, and engagement in collaborative community learning.

In 2022, SAMMinistries officially started the process of becoming a Trauma-Informed Care Certified Agency. We were one of 10 organizations chosen to become “health literate” as part of UT Health’s Confianza Program.



LONG-TERM HOUSING

Transitional Housing

SAMMinistries’ Transitional Living and Learning Center (TLLC) is the largest transitional housing program in San Antonio and Bexar County. Up to 40 families live at the TLLC for up to two years while they stabilize and work towards overcoming homelessness. Families who call the TLLC home, often have extensive histories of trauma beyond their experience of homelessness. Many are fleeing family violence, have witnessed or engaged in substance use, or struggling with physical or mental health. Their time at the TLLC allows families to address the issues that led to their homelessness, building upon their unique strengths and developing new skills to ensure their long-term success.

Each family is supported with case management; access to on-site medical and dental clinics; education and employment services including high school completion, post-secondary education, and vocational training; life skills, victims services, support groups, and legal advocacy. In 2022, 73 families were served at the TLLC, 68% of the 262 residents were children. Seventy-eight percent of families exited the TLLC to permanent housing and 85% of former TLLC clients maintained housing stability for two years.

73 families served

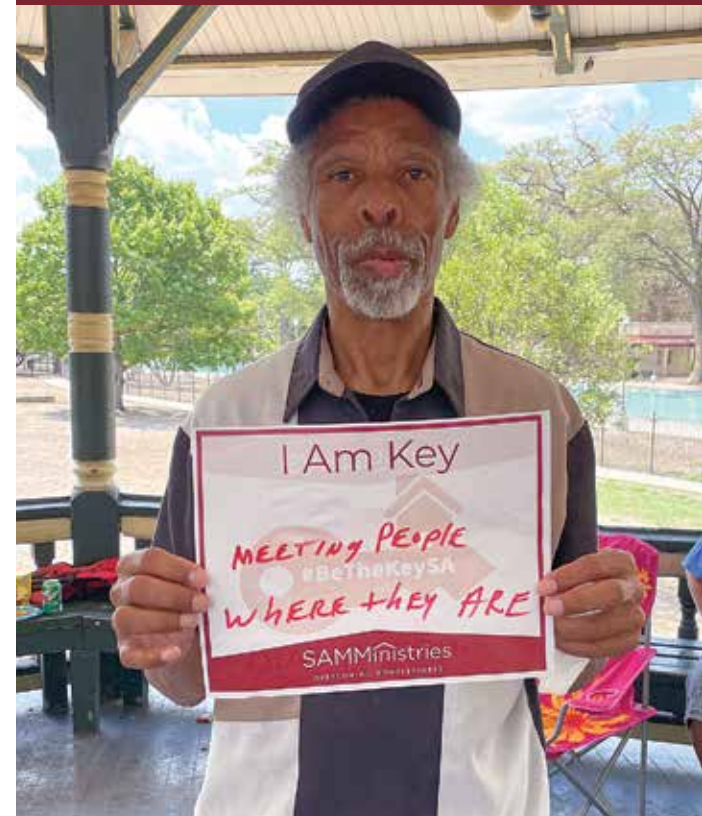
178 residents were children

85% maintained housing for 2 years

SAMMEExpress

The experience of homelessness is disruptive for families and individuals, often leaving them with nothing. When our neighbors in need arrive at the Transitional Living and Learning Center or prepare to move from homelessness into a rental unit of their own, they do so with very little. The Development Team works to provide household goods, including pillows, bedding, and towels; dishes, pots, and pans; cleaning supplies; and furniture like dressers and dining tables. These things foster a sense of belonging, helping families and individuals take part in making their new space feel like home.

This is also an important sign of support from the community. An outward demonstration that there is a support system in their corner. SAMMEExpress gratefully accepts donations of these items, both new and gently used. Email donations@samm.org for more information or to schedule a furniture pickup.



Permanent Supportive Housing

SAMMinistries’ Permanent Supportive Housing (PSH) program serves some of our community’s most vulnerable families and individuals. Our neighbors who qualify for this type of housing intervention have all experienced chronic homelessness and have a documented disability. PSH is the preferred solution for addressing homelessness for those who are not likely to be successful in housing without intensive and long-term support. The program follows the principles of Housing First but is by no means a housing only program. Participants receive long-term rental assistance combined with ongoing case management; support in meeting basic needs; connections to health care, physical and mental health; access to expedited psychiatric services; help with completing the complex process of securing benefits; education and employment services; and legal advocacy.

This housing intervention provides a critical pathway to housing stability. Ninety-six percent of the 185 households served in PSH were able to retain their housing.

Looking ahead, SAMMinistries is poised to add an additional 47 units of PSH in a site-based model, adding to our community’s inventory and helping meet the need for this resource.

185 households served

96% successfully retained housing

BUILDING BRIGHT FUTURES



Building New Futures

SAMMinistries recognizes that education is key in building new futures. Children living with their families at the Transitional Living and Learning Center (TLLC) have access to a full range of education opportunities. Quality early care and education offerings include on-site Early Head Start, Head Start, and preschool. Services for school agers include after-school care, enriching out of school activities, and the Education Intervention Program (EIP). Through the EIP, personalized Educational Attainment Plans are created for each student, supports are coordinated with school officials, parents are engaged, and contract tutors and volunteer homework helpers provide support.

Beyond academics, there is plenty of time, space, and materials for play. Helping children who have experienced the trauma of homelessness to be kids is one of the greatest gifts we can offer. Education provides opportunities to experience the unimaginable and unlocks an individual's potential. When children feel safe, they are able to focus on learning and growing.

Harvey E. Najim Children's Enrichment Center

- 60 children served
- 80% of toddlers showed progress in their ability to manage emotions
- 90% of preschoolers showed progress in language skills
- 90% of parents participated in monthly parent-child activities

Education Intervention Program

- 119 children enrolled
- 100% of high school seniors graduated (5-year average)
- 92% of students saw an average grade increase
- 65% of parents reported having a better awareness of resources in the community that can help their children academically
- 25 community partners for out-of-school-time activities

GROWING TOGETHER

1,781 volunteers served 8,252 hours with SAMMinistries in 2022. This equates to over \$247,000 in donated time!*

Join Us!

There are a number of ways for you to help SAMMinistries in the fight to overcome homelessness.

VOLUNTEER: SAMMinistries is always in need of groups and individuals for ongoing volunteer needs, including homework helpers, weekday evening childcare for parents attending life skills classes, gathering and inventorying donations, decorating facilities for special events, and so much more. Give the gift of your time through volunteering! To learn more about how to get involved, please visit <https://www.samm.org/get-involved/volunteer-opportunities/> or contact Zach Marcotte at (210) 321-5639.

CIRCLE OF HOPE: SAMMinistries' monthly donor circle makes a difference all year! Sustaining gifts help move the organization toward its vision of serving as a resource for any local family or individual in need. Help ensure SAMMinistries is able to respond quickly by joining the Circle of Hope. To learn more, please visit <https://www.samm.org/give/give-monthly/> or contact Melanie Riley at (210) 321-5641 or mriley@samm.org.

CORPORATE SPONSORSHIPS: Support SAMMinistries' work and connect with a community of responsible corporate citizens committed to overcoming homelessness. Events are promoted across multiple channels, reaching a diverse audience of supporters. To learn more about sponsorship opportunities, please contact Dave Hamann at (210) 321-5606 or dhamann@samm.org.

**Calculated by Independent Sector, April 18, 2022.*





Homeless Persons' Memorial

SAMMinistries held the 16th annual Homeless Persons' Memorial on Wednesday, December 21. This year's event was especially somber as it honored the lives of 166 men and women who died while homeless in 2022. This increase of 134% over last year highlights the increasing need for housing and homeless services in our community. Prayers and words of remembrance were offered and the names of each person who passed away were read aloud. Displayed on the ground were name plaques, a pair of shoes, and a candle to mark each life lost. The memorial was held outdoors, at Milam Park — fittingly — in the bitter cold and attended by over 200 people.

The memorial is held each year on the Winter Solstice, the longest night of the year, as a reminder of the challenges those experiencing homelessness face. The average lifespan for this population is just 50 years old, with both causes and consequences of homelessness contributing to poor physical and mental health.

This increase of 134% over last year highlights the increasing need for housing and homeless services in our community.

Empty Bowls

SAMMinistries' held the 22nd annual Empty Bowls on November 13, 2022. This year's event was timed to coincide with Hunger and Homelessness Awareness Week, to raise awareness of food insecurity, especially amongst those who are experiencing or facing homelessness. Hand-crafted bowls created by artists from the San Antonio Potters Guild, the San Antonio Glass Art Guild, and the Alamo Woodturners Association were available alongside a selection of soups and breads from local restaurants, catering companies, and hotels. We are grateful to the community of supporters who sponsored this event: H-E-B, Frost Bank, and Tiger Services Air Conditioning and Heating. Mark your calendars for this year's Empty Bowls on **November 12, 2023!**



Boots, Bowties, & Bling Bash

The 2022 Boots, Bowties, & Bling Bash was a night to remember! Held on Thursday, April 28 at the Mays Family Center at The Witte Museum, the bash celebrated the contributions of Rex and Deborah Amini and Navarra Williams. The evening featured a spirited ring toss, silent and live auction, cocktails and dinner. We are grateful to the community of supporters who sponsored this event:

- EnCap Flatrock Midstream
- Mays Family Foundation
- Valero
- The Waldrip Family Foundation
- Margie and Bill Kleese
- USAA
- James and Cristen Wilson
- Howard Energy Partners
- Ancira Auto Group
- BKD CPAs & Advisors
- H-E-B
- Ironwood Midstream Energy Partners
- 1900 Wealth|Jefferson Bank
- John and Deana Prinzing
- J.K. and Georgeanne Leonard
- Mr. and Mrs. Rick Rosenblum
- In Memory of Kaylee Rosales
- BPS Security
- Community Bible Church
- Frost Bank, Generations Federal Credit Union
- Helping Hands Educational Fund
- King Family Foundation
- Methodist Healthcare Ministries
- Nationwide
- Place Family Partnership
- Rosenblatt Law Firm
- San Antonio Founder Lion's Club
- Valcor Commercial Real Estate

OUR PEOPLE, OUR VALUES

STAFF PROFILES

Opening doors takes all of us — the families and individuals served, funding partners, collaborators, and the entire SAMMinistries team. A few extraordinary faces support this 120-person operation, and we would like to introduce you to them.

Why do you work at SAMMinistries?

“I felt really proud about the work that I do when we had six clients complete their high school diploma after being open for about 6 months. I was also reminded that same night about the work that still needed to be done because after the graduation ceremony, two of those graduates returned to the park that they slept at each night due to them being homeless.”

ALLEN BLAIR
Program Manager, Young Adult Stability and Support Service (YASS) Center, 1 Year

“I love helping people. I love listening, learning, and making an impact. Somedays are difficult, and this work isn't easy by any means. However, if I can just help one person along the way, it's worth it.”

NIKKI FERNANDEZ
Program Manager, Transitional Service, 10 Years

“Hearing a client share their story of being homeless for so many years to now having their own place is a success story that tugs at my heart strings. We give them hope. We give them compassion. We give them a brighter future.”

ALYSSA GONZALES
Manager of Permanent Supportive Housing, 5.5 Years



“I choose to work at SAMMinistries because I believe in the mission of the organization. The fact that SAMMinistries offers a hand up in assisting those experiencing homelessness achieve success is what I find amazingly rewarding about the Ministry's work.”

ROSE KOSS
Executive Assistant, 7.5 Years

“As I deliver furniture, seeing the happy faces of our clients who finally not only have a roof over their heads but some furniture that makes it a home is rewarding enough for me. I'm incredibly proud and happy for our clients when I'm able to deliver all the stuff that makes their house a home.”

JACOB MEDINA
Donations Specialist and Driver, 1.5 Years

“It is my passion to run a quality, enriching environment for the children served by SAMMinistries. It's very exciting to lead the growth of the Education Department. But to see a smile on a child's face is a reward within itself!”

STEPHANIE RIOS
Education Director, 4 Years

OUR CORE VALUES

PEOPLE
Everyone should be treated with dignity and compassion.

EXCELLENCE
A ministry serving people in need demands our very best.

INTEGRITY
How we live is as evident in our actions as it is in our words.

COMMUNITY
We welcome all who are in need.

STEWARDSHIP
All gifts are used as they were intended, with diligence and care.

SERVICE
Faith is lived out in service to others.

HOPE
The most important thing we can do is offer hope, and the face of hope is someone who believes in you.



We lead with a deep sense of purpose and demonstrated commitment to our work. Our values guide and build trusting relationships with clients, partners, donors, and each other. If we live our values out loud, we will get it right every time.

EXECUTIVE TEAM

Nikisha J. Baker, *President and CEO*

Gay Lynn Schwenk, *Chief Operating Officer*

Maliha K. Imami, *Chief Development & External Relations Officer*

Victoria Small, *Chief Financial Officer*

Tracy Ryan, *Chief Infrastructure Officer*

BOARD OF DIRECTORS

Rick H. Rosenblum, *Chair*
Chasnoff | Stribling

Martin Loeber, *Vice Chair*
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Julian Alanis, Jr., *Secretary*
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Michael Nance, *Treasurer*
Bank of America Private Bank

Pastor Randy W. Ayres, Jr.
Cross Mountain Church

Janie Casas
Farm Bureau Bank

Pastor Danny Panter, Jr.
First Baptist Church of San Antonio

Greg Riedel
USAA

Donna M. Rogers
Capital Group

Juanita Sepulveda
The Pink Berets

Carol J. Severyn
Frost Bank

Dr. Cindy Sickora
UT Health SA School of Nursing

Tommy Waldrip
EnCap Flatrock Midstream

J. Cameron Weldon
FORVIS

SAMMinistries

40 YEARS OVERCOMING HOMELESSNESS

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