



MINISTRY GRANT REPORT

Name of organization: Love INC of Metro Tampa

Date of report submission: 3/31/2026

In fulfillment of September OR Final Report (include year): Final Report 2026

Name of individual filling out Grant Report: Susan Conigliero

Title: Special Projects and Transformational Ministries Coordinator

Email Address: Outreach@LoveINCTampa.org

Phone Number: 239-789-6974

Date Grant funds were received: April (2025)

Grant amount received: \$ 100,000.00

Total grant amount spent to date: \$ 100,000.00

Grant amount remaining: \$ 0

Purpose of Grant (Please copy and paste from Page 1 of Grant Application submitted):

100 Shares Tampa Bay will assist Love INC with expanding the REACH program to include other personal improvement initiatives that empower the disadvantaged and disenfranchised.

GRANT USE SUMMARY

Please answer all questions below as they pertain to your ministry and grant request. If a question does not apply, please enter "N/A" rather than deleting the question.

1. Compare original objectives/timeframes with actual results. Explain any variances.

Our original objective was to launch the "Work Life" Course and secure a program van for the "Love on Wheels" initiative within the earlier phases of the grant period. However, we experienced delays in both areas due to challenges in identifying a qualified facilitator, recruiting students, and locating a van that met both our program needs and budget constraints.

We are pleased to report that these objectives have now been met. The "Work Life" Course successfully launched on March 11th with strong turnout and overwhelmingly positive feedback. Additionally, as of March, we have purchased a van and officially launched the "Love on Wheels" Campaign. Although these milestones occurred later than originally planned, the outcomes align with the intended goals of the project and position us for continued program growth.

2. Explain the specific ways that this grant has helped you to expand significantly or propelled your ministry forward. Please include specific examples.

a.) Growing our REACH Program - from offering just one course less than two years ago to now providing four comprehensive courses. Faith and Finances, Healthy Boundaries, Affirming Potential and Work Life. This has helped us to meet the spiritual and practical needs of those we serve. This semester we were able to provide every participant with a class curriculum which has strengthened engagement, consistency, and personal ownership of the learning process. In addition, we expanded our semesters from 4 weeks to 10 weeks, enabling us to reach more people while providing deeper, more sustained support. This extended format has also encouraged a stronger commitment from participants to continue

their journey by enrolling in additional courses offered. The longer time frame also allows individuals to go further in the healing and personal growth process, build meaningful relationships and trust within the REACH community and actively apply the tools given leading to a deeper, lasting transformation.

b.) The expansion of our REACH Program has also expanded our team of certified volunteer facilitators. Currently we have 14 Certified facilitators **(Breakdown in chart below)**

c.) Volunteer Coordination and Training – As our REACH Program grows, we are expanding our Resource Navigator Training Program to equip more volunteers. From October – end of March we will have hosted 2 one on one trainings and 4 group training with our Church Partner Hyde Park United Methodist Church to prepare volunteers to connect individuals with vital community resources and increase our impact. We have also launched a Volunteer and Resource Navigator Virtual Support/Training Call on the first Tuesday of the month. This provides our volunteers a safe and supportive space to share their challenges and wins when serving our Guests. We also give light training on specific topics and give them an opportunity to ask questions and grow in their positions of service.

d.) Increasing our Freedom Fund Challenge from \$500 to \$1,000 and opening it to the entire REACH Program, encouraging participants to pursue meaningful financial goals. In addition, because of the grant, we were able to increase our achievement-based incentives program, helping to ensure a truly memorable and high-quality Transformational Celebration that honored the hard work, growth, and accomplishments of our graduates.

d.) Provision of funds to minister the love of Christ in a tangible way by purchasing gifts for the children of REACH families - many of whom would not otherwise have received presents.

e.) Finally, the grant positioned us to launch our “Love on Wheels” Campaign. For the first time we can provide transportation assistance to guests without reliable transit and give them the opportunity to join our REACH Program and get the support, accountability and tools needed to transform their lives.

Overall, this funding has allowed us to remove key barriers, serve more individuals and families, and deliver our ministry with greater effectiveness, compassion, and excellence.

3. Based on the measurable project goals and methods of evaluation on your original grant application (Question #12 on the Grant Application), how has this project measurably expanded an existing initiative or established a new initiative?

This project has measurably expanded our existing Transformational Ministries initiative in both capacity and reach during 2025–2026. In July 2025, we hired a full-time Transformational Ministries Coordinator, providing the leadership needed to scale the program effectively. Since then, we have trained 16 certified facilitators through Love INC National—exceeding our goal of 15 - which enabled us to offer four core courses: Faith & Finances, Healthy Boundaries, Affirming Potential, and Work Life. By the end of March 2026, we had conducted 19 four-week modules (surpassing the planned 16), with many courses now extended to 10-12 weeks to allow deeper engagement and lasting transformation.

Participation and volunteer involvement have also grown across 2025–2026. A total of 96 individuals have enrolled in and attended REACH courses, with new classes in 2026 continuing to increase that number. In addition, 21 church volunteers, (soon to be more in April) are actively serving by providing meals, childcare, and mentorship support. To ensure ongoing impact beyond the classroom, we have trained 15 Resource Navigators (mentor coaches) during this period, with plans to reach 20 by the end of April - creating a strong support system for continued growth, discipleship, and long-term life change.

Hire Coordinator Full Time	2025 – Transformational Ministries Coordinator was hired fulltime as of July 1, 2025
----------------------------	--

<p>Expand Transformational Ministries Training through Love INC National</p>	<p><u>2025</u></p> <p>Vision & Reality - 2 Certified Facilitators</p> <p>Faith & Finances- 4 certified Facilitators</p> <p><u>2026</u></p> <p>Vision & Reality - 2 Cert. Facilitators</p> <p>Faith & Finances- 4 Cert. Facilitators</p> <p>Healthy Boundaries -3 Trained Facilitators</p> <p>Affirming Potential – 3 Cert. Facilitators</p> <p>Work Life- 2 Cert. Facilitators</p> <p>Total 14 Certified Facilitators</p>
<p>Train a minimum of 15 trainers/facilitators</p>	<p>2025- 8 total</p> <p>2026 - March 31 - 18 Facilitators</p>

<p>Conduct 16 sessions in 4-week modules</p>	<p>2025 – Spring Semester - Feb. 3 - June 16 Two Courses - 16 sessions</p> <p>2025 - Fall Semester - Aug. 4 - Dec. - 15 Two Courses - 20 Sessions</p> <p>2026 - Feb. 9 - March 25 (midway thru semester) Four Courses - 11 sessions</p> <p>2025 - 2026 GRANT YEAR TOTAL - 47 sessions</p> <p>Projected July 22 Spring Semester Four Courses - 39 Sessions.</p> <p>Between Feb. 2025-July 2026 - Four Courses- 86 sessions</p>
<p>Recruit 20-member church volunteers</p>	<p>2025 – 6 Active Church Member Volunteers</p> <p>2026 - 30 total Active Church member volunteers</p>

<p>A minimum of fifty (50) Guests will complete at least one four-week session by the end of the 2025 program period.</p>	<p><u>2024</u> (Before Grant) - 21 Attended Faith & Finances - 12 completed</p> <p><u>2025 (With Grant)</u> –</p> <p>43 Participants Reg.</p> <p>32 – Participants Attending</p> <p>20- Graduated</p> <p><u>2026</u> –</p> <p>50 - Registered</p> <p>45 - Participants Attending</p> <p>Total Participants from 2025-2026 - 77</p>
<p>Twenty (20) volunteers will be trained to function as Resource Navigators (mentor coaches) for individuals who complete courses</p>	<p>2025 – 6 Resource Navigators</p> <p>2026 - 25 Total Resource Navigators</p>
<p>Purchase and use of a multi-configuration Ford Transit Van for transportation needs for REACH participants and other Love INC Guests (Evaluation: Van Purchased, Insured and Drivers Certified)</p>	<p>Van purchased and being used for transportation for REACH</p>

(Continued) This project has measurably expanded our existing Transformational Ministries initiative in both capacity and reach during 2025–2026. In July 2025, we hired a full-time Transformational Ministries Coordinator, providing the leadership needed to scale the program effectively. Since then, we have trained 16 certified facilitators through Love INC National—exceeding our goal of 15 - which enabled us to offer four core courses: Faith & Finances, Healthy Boundaries, Affirming Potential, and Work Life. By the end of March 2026, we had conducted 19 four-week modules (surpassing the planned 16), with many courses now extended to 10-12 weeks to allow deeper engagement and lasting transformation.

Participation and volunteer involvement have also grown across 2025–2026. A total of 96 individuals have enrolled in and attended REACH courses, with new classes in 2026 continuing to increase that number. In addition, 21 church volunteers, (soon to be more in April) are actively serving by providing meals, childcare, and mentorship support. To ensure ongoing impact beyond the classroom, we have trained 15 Resource Navigators (mentor coaches) during this period, with plans to reach 20 by the end of April - creating a strong support system for continued growth, discipleship, and long-term life change.

4. How have the grant funds furthered evangelism and discipleship in your local community?

The grant has significantly furthered both evangelism and discipleship in our local community by removing barriers and creating consistent opportunities for individuals to encounter the love of Christ. Through the support of grant funds, guests who once faced isolation, instability, or lack of access now participate in Biblically based classes, receive healthy meals, benefit from transportation assistance, and experience caring, Christ-centered relationships. These resources have opened doors for people to hear the Gospel, grow spiritually, and take meaningful steps in their discipleship journey.

As individuals gain life skills, financial understanding, emotional health tools, and spiritual grounding, many are developing a deeper relationship with Christ, making healthier decisions, and strengthening their families. The transformation occurring in their lives

extends into homes, workplaces, churches, and neighborhoods, contributing to a more stable and hope-filled community.

The grant has also strengthened evangelism and discipleship through increased church engagement. Local congregations have become more involved through volunteering, mentorship, and partnership, creating a unified network of believers walking alongside individuals in their growth. By equipping people both spiritually and practically, the grant has helped establish a foundation for long-term transformation that impacts not only program participants but the broader community as well.

5. What impact has the grant had on the population you serve? Your staff? The community?

The grant had a meaningful impact on the population we serve by increasing access to supportive services, expanding program offerings, and improving the overall quality of care. Through the funded activities, guests received more consistent support, clearer pathways toward stability, and increased opportunities for personal and financial growth. The launch of new initiatives—such as the Work Life Course and Love on Wheels—allowed us to reach individuals who previously faced barriers to participation due to transportation, scheduling, or resource limitations.

For staff, the grant provided valuable insight into the grant management process, particularly the importance of intentional financial planning, detailed budgeting, and long-term sustainability. Managing the funds required us to think strategically about both immediate program needs and future growth, ensuring that resources were allocated wisely for staffing, curriculum, meals, transportation, and participant support. We learned how essential it is to plan ahead, track expenditures carefully, and build flexibility into the budget to respond to real-time needs while remaining accountable to the grant's purpose.

The community also benefited from strengthened partnerships and increased collaboration. As we coordinated with churches, agencies, and local organizations, we created smoother referral pathways and expanded the network of support available to families in need. These relationships enhanced our capacity to serve, increased community

awareness of available resources, and fostered a more unified approach to addressing local needs.

Overall, the grant deepened our organizational capacity, improved service delivery, and positioned our ministry to be more strategic, transparent, and prepared for future growth opportunities.

6. What were the primary lessons that you and your staff learned from this grant project?

One of the primary lessons we learned through this project involved the complexity of securing a vehicle that met both our operational needs and budget constraints. The process revealed the importance of conducting deeper market research, anticipating insurance costs for both the vehicle and approved drivers, and building additional time into the project timeline for procurement. We also learned valuable lessons about route planning, scheduling, and coordinating guest pick-ups and drop-offs. As we continue refining our transportation ministry, we are developing clearer systems for communication, route efficiency, and volunteer coordination to ensure safe and reliable service.

We also gained insight into the financial realities faced by participants in the Freedom Fund Savings Challenge. Many individuals were not in a position to save at the levels originally projected due to the current economic climate. This highlighted the need for increased participant incentives, stronger financial-literacy support, and expanded partnerships with financial institutions to help guests build long-term financial stability.

Additionally, we learned that meal support is a critical component of our program's success. Providing food removes barriers for participants coming directly from work and fosters a sense of community. As our program grew rapidly, we occasionally exceeded available meal resources, even with strong support from partner churches. This taught us the importance of allocating additional funds for meals and developing a more sustainable meal-coordination system.

Overall, the project strengthened our understanding of operational planning, resource allocation, and the importance of building flexible systems that can adapt to real-time

needs. These lessons will guide future program development and improve our ability to serve guests effectively and sustainably.

7. Based upon current conditions, are there things that you would do differently in utilizing the grant award? If so, what?

Yes. Based on current conditions, we would allocate a portion of the grant toward strengthening project management capacity for the Special Projects and Transformational Ministry Coordinator role. This would include targeted training and clearer time-allocation structures to ensure that project timelines, deliverables, and resource use are managed more strategically.

Additionally, for the savings-match component, we overestimated how many participants would be in a financial position to save due to the current economic climate and rising cost of living. This challenge highlighted the need to incorporate more guest incentives for participation in the REACH Program and to expand partnerships with financial institutions. These adjustments would better support guests' financial growth and increase the long-term effectiveness of the savings-match initiative.

8. If the grant project is part of a larger campaign, please provide a status report on the campaign. N/A

9. If the project involved collaboration with other organizations, please comment on its effect on the project.

Collaboration with partner organizations had a significant positive effect on the project. These partnerships expanded our capacity to serve guests, increased volunteer engagement, and strengthened coordination among staff. As relationships deepened, we were able to extend services, reach more individuals in need, and create smoother referral pathways within the community. The collaborative approach enhanced both the quality and reach of the project's outcomes.

10. We are exploring future partnerships with local businesses and community organizations that align with our mission and recognize the value of the transformation taking place in the lives of our guests—and how that transformation can ripple out to positively impact our entire community.