

SFY 24-25 Direct Appropriation Grant
Organization Name: [Abijahs on the Backside](#)
Grant ID #: [4ABBK5000](#)
Reporting Quarter End Date: 12/31/2023

A. Outcomes Report
1. Expenditures

See your Budget for “Planned” data. Obtain “Actual” data from your end-of-quarter FSR/RPR.
Add/delete rows as needed to match your RPR/FSR cost categories.

Cost Category	Total Planned Budget Grant start thru December 31, 2023	Planned Grant start thru end of reporting quarter	Actual Grant start thru end of reporting quarter
Administration Costs	\$10,800	\$10,800	\$10,268.04
Direct Services	\$107,825	\$107,825	\$52,400
TOTAL FUNDS:	\$118,750	\$118,750	\$62,668.04

PER SESSION EXPENDITURES - \$300/session

Mental Health Professional- \$95/session

Equine Specialist- \$75/session

Equine Care/Feed/Vet- \$55/session

Liability Insurance- \$30/session

Clinical Director- \$25/session

Outreach- \$20/session

ADMINISTRATIVE EXPENDITURES

Administrative Oversight of grant-

Workers Compensation Insurance-

Website Administration-

Cell Phone Utilities-

Email account fees-

Communications & materials-

2. Participant Outcomes

See your Workplan for “Planned” data. Obtain “Actual” data from Workforce One [Reports](#).

Measurable Outcomes	Total Planned Outcomes	Planned	Actual
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	Grant start thru December 31, 2023	Grant start thru end of reporting quarter	Grant start thru end of reporting quarter
Total Participant Enrollments	16	16	19
Total Number of Sessions Provided	195	195	163
Total Number of Participants who have remained actively employed First Responders	15	15	19
Number of participants who have improved in self-reported assessments	15	15	19
Number of departments/cities outreached to	3	3	6

*All 19 participants met their treatment goals. Self-reported assessments are given at the beginning and end of a treatment period. All 19 were continuing to receive treatment as of Dec. 31, 2024.

3. If Expenditures and/or Participant Outcomes are not meeting (plus or minus 15%) planned outcomes, please explain.

Expenditures are lower than budgeted because we bill on a per session basis. While we have more participants than projected, some chose bi-weekly sessions instead of weekly, reducing their overall session total and therefore cost. Also many of the first responders Abijah's was seeing at the start of our billable sessions ended up being disqualified under the specific language of this bill. These include retired law enforcement, retired firefighters, correctional officers and EMS/Dispatch. Our intention was always to include retired First Responders who had left the force due to trauma and PTSD. Our goal with those individuals is to help prepare them for a return back to active employment, whether in public service or otherwise.

We also weren't able to bill sessions until mid-August based on contracting challenges while establishing our process with DEED. This reduced our session count significantly to start.

As partnerships with PDs & FDs deepen we are seeing an increase in number of clients and sessions and will continue to increase participants. We anticipate that session goals will meet projected expenditures in Q2 of 2024.

B. Narrative Report

1. Describe the major activities and services provided during this reporting period.

In August of 2023-December of 2023 Abijah's specifically built partnerships with Lakeville Fire, Lakeville PD, Apple Valley PD, Eagan PD, Woodbury PD, and St. Paul Police and Fire Department. We have participated in PTSD and Trauma support groups for First Responders that are led by Officers. We established ambassadors to share the work we do on a peer to peer basis.

We onboarded multiple new clients and began their mental health treatment services. Multiple existing clients continued to receive treatment and were

grandfathered in to funding provided by this bill. Our full time mental health and equine specialist team shifted their focus full time to first responders in August of 2023.

2. What were your successes for this reporting period? Share 1-3 anecdotes, stories, or other narratives.

- 1) During this time period, Abijah's began working with a firefighter who was struggling with suicidal ideation. After a number of months and sessions with our team (Mental Health professional, Equine Expert, and our amazing herd - Wave, Boxer, and Finn) he showed significant improvement in his treatment goals. He has stated "Abijah's saved my life" and has even gone on to advocate our services to other first responders.

- 2) An officer who is also a veteran came to us struggling with family dynamics and wanted to work on improving his relationship with his wife. This officer identified a horse that reminded him of his wife in regards to how they would interact and connect. He would go on walks with his "wife" as his desire was to be in step with her metaphorically in the arena, as well as in his personal life. During these walks, there were times when communication was strained which resulted in this horse/wife moving quickly or trying to get away from the client. At one point, the client looked at his therapeutic team and laughed stating, "This is exactly what happens at home! I think everything is fine and then!" and he pointed at the horse. Every week, this officer would come and take his 'wife' out and practice patience, understanding, and learn a communication style he had never known before. Recently, this officer brought his wife with him to his session and introduced her to the horse who has been helping him become a more patient husband. Through this journey, he credits this horse and Abijah's in helping to strengthen their relationship which has also helped decrease stressors in his life.

- 3) Quotes from First Responders

- "I'm a better officer, mother, and wife. Abijah's did that."

- "I was suicidal. Abijah's saved my life."

- "I can't thank you enough for giving me back my husband" -wife of a first responder

3. What were some challenges you faced this reporting period, if any?
 - a. Contracting and getting onboarded with DEED, Workforce One, and getting special exceptions made to keep confidentiality in place while still providing the necessary transparency took quite a long time and delayed the start of when we could apply state funds to our first responder clients.
 - b. It was an unanticipated hurdle to learn that many of the retired first responders Abijah's serves would not qualify under this bill. It was discussed in our hearings and meetings that our services would be utilized to help both active duty first responders stay in their professions and thrive AND retired first responders heal to the point where

they could re-enter the workforce. However, the way the bill was written, it only applies to active duty first responders (law enforcement and fire fighters) and leaves those who have retired without funds.

- c. Not being able to utilize this grant to support correctional officers and EMS/Dispatch further limited existing and new clients inquiring about our services.
 - d. Many active duty first responders have schedules that are beholden to emergency calls. We had more cancellations than we anticipated due to job conflicts. For example and officer might have been out all night on an emergency call and would need to cancel a session scheduled the next day. Or a client would have to cancel a session last minute due to an emergency call that takes precedence.
4. What strategies did you develop to address these challenges, if applicable?
- a. We worked as quickly as possible with our support team at DEED
 - b. Abijah’s established donors and utilized donor funds to keep services provided for retired first responders who inquired about our services.
 - c. Abijah’s is continuing to provide free services or discounted services for EMS/Dispatch/Correctional Officers as we are able.
 - d. Our team became flexible on a whim to accommodate rescheduling as quickly as possible or as their schedules would allow.
5. a. What are some updates/changes implemented since your most recent monitoring visit?
(N/A if monitoring visit has not occurred)
N/A
- b. Are you working on any Areas of Concern or Corrective Action Items addressed during the visit? If so, please describe.
N/A
6. Subrecipients receiving over \$50,000 must be monitored by your organization. All subrecipient monitoring and contract documents must be made available to DEED upon request.
- a. Does your organization utilize Subrecipients? If so, complete the table below.

Name of Subrecipient	Amount of Grant	Monitored Date
NONE	\$	
	\$	
	\$	

OPTIONAL

7. a. Describe new partnerships developed during this reporting period, if any.

Lakeville Fire & PD became strong partners, with our team attending monthly trainings to provide mental health tools and best practices. We've developed a resilience training for departments to utilize. These trainings help establish trust and rapport with the first responder population.

b. What is working well?

Abijah's mental health services are having measurable impacts on first responders. We are building strong community partnerships with multiple agencies.

c. What needs improvement?

Broadening the parameters for qualified participants under this bill is needed. (as stated above). We are working quickly to increase the number of sessions and individuals being served on a monthly basis.

8. What technical assistance/resources would be most helpful to you and your continued success?

An amendment to our Bill that allows retired first responder to qualify for Abijah's services is needed. An expansion to include dispatch and EMS would also be greatly appreciated and useful.

Dani Palmer

Enter Your Name

VP of Development

Enter Your Title

Signature

4/15/2024

Date

***Quarterly reports are due on the 30th of the month following the end of the quarter.
April 30, July 30, October 30, and January 30***