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Community Grant Application
 Deadline: January 22, 2016

Organization name Restoration Community Development Corporation

Contact Sheryl Menendez Title Executive Director

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Phone 410-760-1044 Fax 410-760-1150 Email smenendez@lotwfamily.com

Federal ID # 52-2122962

Incorporation Date August 19, 1997 501(c)(3) Registration date May 13, 1999

Project title "Gap Bridging" (Reducing potential for youth becoming disconnected)

Project location 1411 Cedar Park Road, Annapolis, MD 21401

Amount requested \$ 20,000.00

Other funds \$ 0.00

Total project amount \$ 34,360.00

Certification

"I certify that I have reviewed this application and that to the best of my knowledge and belief, all the information provided in this application is true."

Sheryl Menendez

Signature of Chief Executive Officer

1/22/16

Date

Print name Sheryl Menendez Title Executive Director

Address 1411 Cedar Park Road, Annapolis, MD 21401

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EXECUTIVE SUMMARY

Provide a brief summary of your project. Please be sure to include the following items: purpose of the project, number of people to be served, and how the city grant funds will be used.

The Gap Bridging is for 12-15 disconnected youth ages 15 – 18 who are juniors and seniors at the Phoenix Academy of Annapolis. This program will be a precursor for our Youth Health Works program in Gap Bridging, for students who have the potential to become “Disconnected Youth”. This program will work with the school administration who will identify students who have the potential for success but have the chronic challenges such as mental health, homelessness, academic struggles, need for behavior modification, or lack of supportive services that can become barriers for them being successful.

RCDC has held (Gap Bridging) meetings with school administration who were looking for a program that could support school efforts for potential (disconnected youth). Services will be provided on school campus during regular school days and evenings as needed. Students will be provided services such as mentoring, literacy, employability soft skills, character education, financial management and budgeting skills, college sites, computer skills, dressing for success and connections to summer employment during school vacation if they are Juniors. RCDC has several offices on the Phoenix Academy Campus in community wing of the school. RCDC has been on campus entering our third year.

PERFORMANCE HISTORY

If you received Community Grant funds last year, please evaluate progress you have made in implementing those projects. Please discuss any factors that may have hindered your progress.

Restoration Community Development Corporation received funding for the Y.E.S, Youth Healthworks, H2O, Recovery Clubhouse, Gems and Jewels Mentoring for the Bates and Annapolis Middle Schools. Gems and Jewels has been a successful model mentoring program in Annapolis for 17 years. The Gems and Jewels provides evidence based practices. The program indicators which are a multifaceted and creative, provides skills to students in the areas of academics, life skills, resiliency, healthy life choices, second step violence prevention, tutoring, and community service. This will improve and enhance career and educational opportunities in areas such as school, school attendance, workforce while avoiding school suspension. RCDC has always exceeded results. Our programs are closely monitored by Governor’s Office for Children, AA County Behavioral Health and AA County Partnership for Children Youth and Families. RCDC is also called upon by City of Annapolis planning and zoning as a site for auditing HUD and has always exceeded. RCDC is also called upon to support other programs in the city.

RATIONALE (20 Points)

Describe the issue or problem to be addressed including the size and/or severity of the problem. Provide the demographic data and geographic information used to determine the extent of the problem.

There are numerous problems that plague our city and county such as disconnected youth, homelessness, mental health, poverty, substance abuse, youth development, etc. Several have been identified by state and nationally as chronic issues. Poverty is one of the main causes for lack of education and mental health which is tied into that growing list. Youth development causes many disabilities and can lead youth to a troubled path such as truancy and being disconnected in society. Because of these situations, Annapolis faces an uphill battle to save our youth.

The Federal Government considers a family of four with an annual income below \$24,230 as living in poverty. Current statistics shows that there are 33,352 Anne Arundel County residents (6.3 percent) living below the poverty line. Poverty in Anne Arundel County is focused in the North and South counties which includes Brooklyn (26.5 percent), Harmans (16.8 percent), and Curtis Bay (16.5 percent), the three highest poverty counties. According to the U.S. Department of Health and Human Services, poverty is the single best predictor of the likelihood for child abuse and neglect within a family. In Anne Arundel County, an average of 385 children per month were reported as abused or neglected from October 2014 to September 2015, and an average of 150 children per month are cared for outside of their homes either in foster care, therapeutic group homes or a residential facility.

Truancy is considered to be when a student is habitually absent for 20 percent or more of the days during the school year. Studies show that truancy is connected to dropping out of school early, drug use and criminal activity. According to the Maryland Report Card, significant truancy in Anne Arundel County has been an issue only at the high school level and one middle school. In 2013 there were 16.2% of students that were absent more than 20 days compared to 2014 only 15.6% were absent, just dropping .6 percent. As of right now there are no truancy programs in place to target these students.

Annie E. Casey Foundation's 2015 Count reports that 1.3 million (7 percent) U.S. teens ages 16 to 19 and 4.9 million (16 percent) young adults ages 18-24 are neither in school or employed. These "disconnected youth" are in danger of under or unemployed as adults and failing to gain the technical skills that are required. Many high school dropouts who live in poverty, often with a single, parent, and have few working adults around them. In 2013 there were 26,688 youth ages 17 to 21 in the Anne Arundel County labor force which 4,500 were unemployed. With the help of several organizations and Anne Arundel County Workforce Development, programs are being made in order to help but with so many barriers how can we as a community help solve them.

PROJECT DESCRIPTION (30 Points)

Please give a detailed description of the program or project you are proposing. Please include the group of persons you plan to serve and the number of expected participants, the activities or services you will provide and location.

Gap Bridging is focused specifically the disconnected youth ages 15 to 18 who are in danger of dropping out of school. Our goal is to provide services 12-15 students who attend Phoenix Academy and peak their interest and give the experience and information related to a wide range of educational life skills and supportive service opportunities. The shadowing will pair students with a mentor who will tutor and help create IAP (Individual Action Plan).

- A. Coaching by each transition mentor will be done weekly, RCDC will assign a group of participants per mentor. The program will consist of 12-15 students. The coaches will identify participants' life challenges and obstacles in order to set realistic goals. They will act as mentors, guides and trainer for the youth, and will be the "one caring adult" who will guide them through the program and the process. The coaches/mentor will work closely with the school administration as students began to make choices about their academic, life choices, and career. Once IAP's are developed the coaches/mentor will be responsible for revisiting the plan at regular intervals. RCDC will have the responsibility to serve as mentors up to 3 months after student leaves the program.
- B. Mentoring, literacy, supportive services to improve reading and writing will be provided. RCDC assignment will also be to act as partners with Phoenix Academy team to encourage students to continue high school education, into college or become part of Youth Healthworks Program that can provide those opportunities and employment through county workforce.
- C. Truancy Program will monitor the student's attendance assuring that do not reach the 20 percent or more days during the school year. We will act as agents for school bonding through our reconnecting youth EBPs.

Describe the methodology (or approach) for the proposed program/project, e.g., the procedures, tasks, techniques, or tools you will use to develop the program. Explain how this proposal relates to the organization's mission, goals and/or strategic plan, and other activities planned for this year.

The Gap Bridging Program plays upon the importance of relationships. Students will be assigned to a transition coach who will act as a mentor, friend and caring adult for the life of the program. The most recent research on our school programming for youth show that programs that are community based, offer leadership opportunities, support for youth outside of the actual program, as in our coach model, and hold regular staff meetings as in our staffing model, hold the most promise for youth. The aim for the program is to offer on-going support inside and outside of the program through relationships with tutors and stable relationships with transition coaches/mentors and school administration. Those students not appropriate for the program will receive several levels of referrals. All students will be offered tutoring by Literacy Council, mentors whether or not they are accepted into the program. Students struggling with basic needs not accepted into the program will be referred to navigation services in Anne Arundel County. The Literacy Council currently works with Phoenix Academy to assist students in focus population.

Explain how this proposal relates to the organization's mission, goals and/or strategic plan, and other activities planned for this year.

We provide awareness and education to the county thru AA county public schools from our Mentoring programs housed on school campuses. The outreach to the schools has been the most effective way. RCDC also partners with the County homeless population thru Anne Arundel County House of Hope. In addition to youth development, we offer parent focused opportunities that teach life skills and healthy behaviors thru our "Fit for Life" program with the Strengthening Families a SAMSHA EBP thru State Health Department. Anne Arundel County Department of Health, Adolescent Recovery Clubhouse for Adolescents.

TIMELINE (10 Points)

Provide a timeline for implementation and all program/project activities for the project.

Date	Activity
06/01/16	Meeting with school administration to determine students eligible for participating in Gap Bridging Program
06/10/16	Interview students and develop Individual Action Plan, make determination if student eligible to work summer job work with Workforce for summer employment
07/01/16	Meet with students and school administration, place students with mentor, began academic program
08/01/16	Meeting with school administration and RCDC to give update progress report and make adjustment to Individual Action Plan if needed, obtain the students class schedule for school year 2016 – 2017

Please indicate how you have determined that the timeline is achievable.

RCDC will work closely with the administration staff to ensure that realistic goals are set for all students enrolled in the Gap Bridging Program. The students will have input on what their strengths and weakness in academic, developing Individual Action Plan ensures that the timeline is achieved.

Describe the organization's ability to implement the request.

RCDC has been a model community program in Annapolis for over 18 years, serving children, youth and families. Our programs are known throughout the city and county for its success and quality in utilizing evidence Based practices. The programs such as YES (Youth Empowerment Services) for Males, Gems and Jewels Mentoring Program, Youth Health Works, H2O 4 Life Adolescent Recovery Clubhouse, State of Maryland CRF Tobacco Enforcement sales by Merchants to minors, Healthy Life Choices, MOTA (Minority Outreach and Technical Assistance) Anne Arundel County, are a few of the current programs RCDC successfully provides in the city of Annapolis and its families. Our organization currently holds an MOU with Anne Arundel public Schools system and current serves over 5 schools. We have a current staffing of over 12 teen members and are capable of program delivery that includes, but is not limited to program development, Life skills, academics, tutoring, mentoring, community engagement, budgeting, reading, and workforce development.

RCDC also works partners with several agencies in city and county. Our "Gap Bridging" transition program will be an asset to the Phoenix Center since we currently are a community partner and have 2 offices in community wing of the Phoenix Center Monday-Friday from 8:00am to 10:00pm weekly. This program has been requested by the school.

EVALUATION (20 Points)

Clearly state the specific, goals, objectives, and measurable outcomes of the project/program.

Goals	Objectives	Measurable Outcomes
Recruiting Students	To meet with school administrative staff to recognize at-risk youth.	To recruit 15 students and enroll them into the Gap Bridging Program
Work with school Gap Bridging Team	School administration and mentor/coaches will work together in guidance of youth	At-risk youth will be productive at school
Provide direct services to students	Services that will be provided: Mentoring, one on one coaching, tutoring and life skills	The student's grades will improve.
Students graduate	Will help prepare students for college and/or workforce	Letter of acceptance to college or job placement in selected fields
Placement Youth Healthworks	To place in Youth Healthworks program to gain technical skills to enter the workforce	Obtain life skills and marketable skills to help them succeed as a young adult

Describe the impact (long-term effects) you expect will be produced by program/project outcomes.

That the students enrolled in Gap Bridging will become academically stable, able to develop realistic life goals, develop and obtain a marketable trade, and able to assist other peers that are struggling in the same areas.

BUDGET DOCUMENTS (20 Points)

Include a detailed program budget that includes expenses, city funds requested and pending sources of support. Please use the attached Program/Project Budget Format.

Outline the organizations plans for securing funding from sources other than those provided by the City of Annapolis and indicate how City of Annapolis' funds will be used to leverage a request for, or use of, other grant funds.

RCDC currently has the below sources of funding:

County Executive	\$10,000
MOTA	\$25,000
CDBG	\$17,000
County Grant	\$10,000
Cigarette Restitution Fund	\$21,750
Local Management Board	\$43,775
H2O 4 Life Adolescent	
Recovery Clubhouse	\$100,000

RCDC current Operating Budget: \$242,525.00

