

FUNDRAISING AND GRANTWRITING FOR YOUTHABILITY

By

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ABSTRACT

FUNDRAISING AND GRANTWRITING FOR YOUTHABILITY

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This project will focus on fundraisers and grant writing for YouthAbility. YouthAbility is a local non-profit organization that addresses the issue of underemployment for foster youth by providing job training to young adults in Humboldt County. YouthAbility board members serve as the primary participants in this project based research. This project in collaboration with board members seeks to diagnosis, prescribe, implement and evaluate YouthAbility funding needs and solutions. Utilization-focused participatory evaluation is utilized for this project through consultation by e-mail, telephone and in person contacts with board members and the executive director. This project will complete one fundraiser and two grant proposals. The fundraiser event will be sustainable, and replicable by the board. The grant proposals will open up further networking and grant opportunities. The grant outcomes are addressed to display the success of the program through a case plan style approach.

Keywords: foster youth, job training, non-profit organization, grant, fundraising

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INTRODUCTION

YouthAbility is a local non-profit organization, which owns and operates Angels of Hope Thrift Store in Arcata, CA. YouthAbility seeks to address the issue of underemployment for foster youth and the need for quality work experience in adolescence for Humboldt County youth by providing entry-level work training and job ethics for young adults ages 16 to 24 years old emancipating from foster care and/or coming from low income or poverty level (YouthAbility, 2012). YouthAbility serves youth whose early socialization was disrupted by abuse and/or neglect by providing an opportunity to experience support in transitioning from the roles of childhood to the roles of adulthood. In order to assist YouthAbility in continuing to serve youth, this project intends to address the need for sustainable funding streams. The project intent will be to create a self-sustaining annual fundraising event and assist in the ongoing search and completion of grant funding.

Studies have shown that most youth exiting foster care are underemployed. Emancipated youth from California, Illinois and South Carolina had less than a 55% employment rate and typically received wages that fell well below poverty level (Goerge, Bilaver, Lee, Needell, Brookhart, Jackman, 2002). Data from Missouri showed that nearly sixty-two percent of young adults emancipating foster care did not have a job, and almost one-third had no work history at all (McMillen & Tucker, 1999). The literature suggests a significant need to improve job outcomes for foster youth, this project intends

to address this issue by assisting one local program in securing necessary funding to provide work training.

REVIEW OF LITERATURE

According to Child Welfare League of America, in 2005 there were approximately 513,000 children in the foster care system (Child Welfare League of America). In 2003, the state of California had 17,498 foster children (California Department of Social Services, 2003). In 2011, Humboldt County reported that there were more than 200 foster youth in the child welfare system (Evans, 2011).

Children in foster care have not only experienced abuse or neglect but also additional trauma inflicted by the removal of the child from their family of origin. A 2003 Casey Family Foundation study found evidence that young adults in foster care suffer from post-traumatic stress disorder (PTSD) at twice the rate of United States War Veterans (Portantino & Steinberg, 2011). Children with PTSD have also been noted to have extremely high rates of co-morbid internalizing disorders, depression and anxiety, as well as disruptive behavior disorders and substance abuse (Racusin, Maerlender, Sengupta, Isquith & Straus, 2005).

The most common features exhibited in foster youth include the psychological and neurobiological effects associated with disrupted attachment to biological parents; the specific traumatic experiences (e.g., neglect and/or abuse) that necessitated placement; the emotional disruption of placement; and the need to adjust to a foster care environment (Racusin, et al; 2005). Though many interventions have been identified as necessary and important to treat the various psychological issues that foster youth face,

there are still many barriers for children to receive holistic care. Title IV-E foster care reimbursement only covers the costs of placement and administration, while neglecting mental health and other services. These services are essential to stabilize placement and ensure permanency options for children and youth (Portantino & Steinberg, 2011). The state continues to struggle with whom is responsible for covering the cost of delivering services.

Many individuals with symptoms of mental disorders utilize government assistance. Welfare recipients are expected to be able to work because disability programs are thought to cover those who cannot work. Unfortunately, these policies do not take into account individuals who have difficulty working steadily due to a mental illness. These illnesses often do not meet the Supplemental Security Income disability criteria and many are left with no assistance at all (Danzinger, Frank & Meara, 2009). What happens to the individuals who are denied disability insurance? 60%-80% remain unemployed after receiving their rejection, likely due to a lack of skills rather than health-related disability. There are still questions regarding when/if eligibility policies can be redesigned to help those with mental illness engage in work when possible (Danzinger, S., Et. Al., 2009)

Naccarato, Brophy & Courtney (2010), uses data collected from the Midwest Evaluation of the Adult Functioning of Former Foster Youth. The article analyzes multiple factors (demographics, human capital, and independent living services) and yearly income for former foster youth at age twenty-one years. The study showed on

average former foster youth were not able to earn enough money to rise out of poverty. Only half of the former foster youth were employed at all (Naccarato, et al., 2010).

It is important for foster youth to gain work experience that complements educational progress. This work experience is especially valuable when it promotes the development of values and skills with other adults rather than negative behaviors like drinking or delinquency (Mortimer, Harley, and Aronson 1999). Those youth who were employed prior to emancipation have some advantage due to their work experience and possible savings accrued. Those who are not working at the time of their emancipation must compete in a labor market that includes youth who have not had the disadvantages of experiencing abuse and neglect, the instability of foster care, and frail support networks that former foster youth have faced (Goerge, et al., 2002).

Researchers studying the effects of prior family experiences on transitioning into adulthood found that higher educational attainment and employment in adulthood was associated with their employment status during adolescence. Early employment entry was positively related to completion of high school (at ages nineteen to twenty years) as well as to the transition into adult employment (Leventhal, Graber, and Brooks-Dunn, 2001).

The findings collected from the Midwest Evaluation of the Adult Functioning of Former Foster Youth have the researchers calling for new efforts to improve employment outcomes for youth. The findings suggested that a solution to improve outcomes would be to tailor employment services for youth with mental illnesses. The study also found that there was no relationship between higher earnings and receiving employment

services. The sample showed that youth did not often receive services such as job referral, internship, or summer employment. The majority of job services available to foster youth are weak. (Naccarato, et al., 2010)

YouthAbility seeks to address the issue of underemployment and the need for quality work experience in adolescence for Humboldt County youth by providing entry-level work training and job ethics for young adults ages sixteen to twenty-four years old emancipating from foster care and/or coming from low income or poverty level (YouthAbility, 2012).

YouthAbility is a local non-profit organization, which owns and operates Angels of Hope Thrift Store in Arcata, CA. The program pays young adults eight dollars an hour to complete one hundred and fifty hours of training in retail, customer services, and hopefully in the near future food preparation. Independent Living Skills and other county funded programs typically cover one hundred and fifty hours of training. Trainees may be referred to YouthAbility by word of mouth, through social services, schools, or the employment department (YouthAbility, 2012).

No one who has shown up for an interview has ever been turned away from this training opportunity no matter the appearance, hygiene or general presentation of the individual during the time of the interview. It is YouthAbility's philosophy that every one deserves a chance to experience hands on training and mentoring in order to get necessary skills needed to excel in the job market while becoming self-supporting adults (R. Baker, personal communication, September 2012). Upon completion the trainees will

have a Certificate of Completion, a resume, a job reference and job-finding assistance (YouthAbility, 2012).

YouthAbility has trained over two hundred youth since it's opening of Angels of Hope in 2006 (YouthAbility, 2012). Angels of Hope has the ability to train up to eight youth per day. The organization is currently collecting data on youth who have graduated the training program to find out if / where they got employment and where they are currently living (R. Baker, September 2012). This data could serve as a vital component in furthering the research on the relationship between employment services and adult outcomes.

YouthAbility is one local resource committed to providing flexible work training to current and former foster youth transitioning to adulthood. In order to continue to provide this valuable training opportunity, YouthAbility must continuously be searching for funding to cover operating costs of the training facility and trainer and trainee wages. With increased funding, the training facility can supply necessary job training equipment, hire more trainers and provide more trainee hours for youth. YouthAbility would ultimately like to expand to include further work training and vocational opportunities to fit a variety of interests (R. Baker, September 2012).

One important aspect of all non-profit organizations is measuring performance outcomes for funding purposes and to prove the reliability and success of the program (Martin & Kettner, 2010). There are three types of performance and accountability measurements that can be applied to YouthAbility's organizational performance measures. Efficiency perspective would be the number of youth served versus amount of

money inputted to the program. The quality perspective would be the number of youth served that met a specified quality standard. Finally, effectiveness perspective which would be number of youth who get a job following completion of the program, this being the highest form of performance accountability (Martin & Kettner, 2010). There are two types of performance measures: the volume of service or product provided and the number of clients who complete treatment or receive a full complement of services. The organization defines the unit of service, which could be described in a number of ways. Firstly, a unit of service can be defined as an episode or contact unit in the number of contacts made with an individual. Secondly, a unit of service could be a material unit as in the number of referrals made to other services, number of resumes completed, or number of information materials distributed. Finally, a unit of service as a time unit, which could be the number of training hours offered (Martin & Kettner, 2010).

Developing service completions, or final outputs, is up to the organization. The standardized approach is when a specific minimum unit is required for completion. A case plan approach is when clients receive varying services depending on their own needs. The difference between these two completion styles is that the standardized approach does not account for differing needs and personalities that are present in service programs (Martin & Kettner, 2010). The case plan approach allows organizations to tailor their outcomes to convey the individual successes that have occurred in the program. If YouthAbility is able to apply the case plan approach to their outcome tracking, new research will become available regarding job training programs and outcomes for youth.

There is not a lot of data or research regarding adolescent employment and transitions into adulthood for former foster youth. What research that has been done shows high rates of unemployment and poverty for foster youth who have emancipated from foster care (McMillen & Tucker, 1999; Goerge, et al., 2002; Naccarato, et al., 2010). Studies also show that there is a positive relationship between adolescent entry into employment where positive life skills and values are modeled and their transition into adult employment and completion of high school (Mortimer, et al., 1999; Leventhal, et al., 2001; Goerge, et al., 2001). Naccarato, et al., (2010) calls for employment services to be tailored to youth with mental illness. This means flexible scheduling, one on one mentoring and coaching, and skill building for the real world which includes job referral, internships, or employment opportunities (Naccarato, et al., 2010; YouthAbility, 2012).

THEORETICAL FRAMEWORK

This project and YouthAbility as an organization embrace Role Theory, as it's theoretical framework. A role, a position with expected behavior patterns, can be ascribed based on race, ethnicity, mental health, class, etc. or through personal effort (Robbins, Chaterjee, Canda, 2006). In YouthAbility's case, the role addressed is the transitional role from adolescence to contributing/employed adulthood. These roles are perceived and enacted through socialization; however, many foster youth lack proper socialization with contributing and employed adults. They often lack opportunities that ensure their behaviors are somewhat uniformed and standardized with others transitioning to adulthood which puts them at a disadvantage in the job market. Role support refers to the amount of support one has (or does not have) in the enactment of a given role. Socialization is the process by which we learn the roles and rules of society. Through interaction with others we become familiar with the role and status expectations of future stages (Robbins, et al., 2006).

YouthAbility serves youth whose early socialization was disrupted by abuse and/or neglect and provides an opportunity to experience support in transitioning from the roles of childhood to the roles of adulthood. YouthAbility provides a model for youth who may not have other role models in their life to gain necessary knowledge regarding what expectations there are in the role of adult. This project recognizes the importance of role support, and recognizes that YouthAbility serves this function. This project is

committed to securing adequate financial resources so that YouthAbility can continue to offer role support to current and former foster youth transitioning to adulthood.

YouthAbility is an organization that is designed to meet the identified need for quality employment opportunities tailored for current and former foster youth. With this rationale, it is vitally important to secure funding for this organization. The Project Based Research Model will serve as a guide to providing a solution to the financial needs of YouthAbility.

METHODS

Stoeker (2013) defines Applied Research as community driven or in the interest of an organization, which is likely closely related to immediate issues the organization or community is facing (Stoeker, 2013). This research goes beyond applied research to a project-based research model, which is when the research involves, becoming an integral part of a social change project (Stoeker, 2013). The important point of the model is that the project should be intended to make a difference in real people's lives and the research should be in the service of that effort. The model consists of diagnosis, prescription, implementation and evaluation of a problem (Stoeker, 2013), in collaboration with an organization.

In the spirit of the project based research model, this project worked primarily with YouthAbility board members: Marguerite Wheeler, James Hussey, Phyllis Persechini, Rebecca Hussey, and Crystal Hull. As well as with YouthAbility's founder and Executive Director , Rose Baker. YouthAbility board members diagnosed the most pressing issue to be increasing funding streams needed to continue providing entry-level work training for disadvantaged youth. Board members prescribed fundraising and grant writing as the solution to the funding issues. The potential funds to be raised will benefit the youth training program and will never enter the hands of this researcher. All funds raised will be in the name of YouthAbility and will be directly handled by YouthAbility board members. This research project assumes that employment training is a vital

component to the success of foster youth transitioning into adulthood. Implementation will consist of fundraisers, improvement of outcome tracking methods, and the completion of grant proposals.

The board members will serve as critical evaluators of the progress and completion of the fundraisers and grant writing through out the duration of the project. Utilization-focused participatory evaluation will be ongoing throughout the project. This fundraising and grant writing is an integral part of ensuring YouthAbility's capacity to operate the training program which offers one on one mentoring and coaching to trainees aiding in their successful transition to adulthood employment and educational success.

The events leading to the current problem identified by YouthAbility board members is that the recently opened Vance Café', food training program drained YouthAbility's financial resources. The thrift store does not have the capacity to expand sales to supplement additional training facility expenses. The diagnosis was that the organization needed to increase income to over four thousand dollars a month immediately or close the café.

The main problem is the lack of necessary funding in order to continue to provide entry-level food preparation training for disadvantaged youth. The trainees sponsored through county programs receive one hundred and fifty hours of training, which is allocated to provide trainee wages. The café's expenses consisted of food and supplies that must be restocked regularly which is the biggest cost for the café. All of the thrift store's items are from donation and therefore no need for the expense of restocking items. The thrift store has proven to be self-sustaining and is not at risk of closing. Due to the

closing of the café funds raised through this project will cover necessary training equipment and supplies, as well as trainer and trainee wages that are not covered by government program funds.

In the current economic climate, restaurants everywhere are struggling. The café's competition consisted of other local restaurants that were able to offer food items that the café could not due to a lack of the proper ventilation needed to run a commercial kitchen. The funding available for the café limited the store hours so as not to exceed costs for trainer and trainee wages. There was never enough money available for trainer wages to cover the need for youth wanting food preparation training in Humboldt County. Most grant applications do not provide funds for replenishing food items, which was the biggest expense for the café.

The board members have tailored this project to focus on reviewing previous grants, improving outcome tracking, identifying and applying for future grants as well as planning and implementing community fundraisers. The board prescribed an analysis of past grant proposals, outcome tracking sheets, and successes and failures of past fundraising events. A particular problem area identified is in the low number of attendees to past fundraising events. Future fundraising plans must provide for increased number of attendees through new networking opportunities.

The board has applied for eight grants previously and will identify two potential grants for which this project will focus. The previous grants will be reviewed for this project, in order to identify any significant weaknesses. Currently the mechanism for tracking outcomes is a standardized approach, which measures success by completion of

one hundred and fifty hours of training. Implementation will consist of assessing outcome-tracking methods that may more accurately portray the success of the program. Past fundraisers have struggled to raise money due to a lack of participant attendance. Fundraising opportunities will be identified through various networking venues to ensure greater participation.

Utilization-focused evaluation will be used through the process of this project (Stoeker, 2013). Evaluation will be ongoing, the project will shift and change as the YouthAbility board members feel necessary and appropriate. The project will be in close contact via email correspondence, telephone, and frequent in person meetings with board members and other community stakeholders. No part of the project will be done without the input of the YouthAbility board members thus ensuring ongoing evaluation and changes as needed. Participatory evaluation assures that the information collected is directly useful to the people doing the work (Stoeker, 2013). Grant evaluation will be completed by the granting organizations.

The end result of this project will be the development of an annual fundraising event for which the mechanisms and plan for implementation will be sustainable and realistic to the needs and ability of current YouthAbility board members and volunteers. Outcome documentation and tracking will be improved and become more consistent in order to report to grant funders the results of their contributions. Grant opportunities will be identified for future grant cycles in order to ensure ongoing financial stability. This researcher submits all of these results in the following document that describes the

project for YouthAbility and Humboldt State University to evaluate and utilize for future consultation.

RESULTS

Networking is critical for successful fundraisers. Soroptomist International of Humboldt Bay serves this community through hands on projects and awards and grants for women and girls. They are also a huge supporter of YouthAbility. It was through this connection that Humboldt's first ever Quarter Craze auction for YouthAbility was organized and implemented. Many planning meetings and hundreds of email exchanges were necessary in making this fundraiser a success. For the first time, YouthAbility utilized facebook networks to raise awareness and publicity about the upcoming fundraiser. The concept of a Quarter Craze Auction is to give an opportunity for a local direct sales network known as Party Girls of Humboldt to advertise and find more customers; it's also an opportunity to raise awareness and funds for local charities.

The Auction involved thirteen direct sales consultants who brought items for auction, and donated items for the charity auction rounds. Each vendor was asked to bring five friends to the auction, ensuring attendance which was a problem identified in past fundraisers. On November 25, 2012 at the Eureka Women's Club over one hundred participants attended the fundraising auction. YouthAbility was able to raise one thousand, one hundred and seventy-five dollars to benefit their work-training program. This fundraiser included the following vendors: Reada with Pampered Chef, Sarah with Origami Owl, Cindy with Uppercase Living, Shannon with Premier Designs Jewelry, Emily with Pink Papaya, Nicole with River Bar Gal, Ginny with Dove Chocolate Discoveries, and Jennie with Thirty One. There were six auction rounds and two charity

auction rounds dedicated to YouthAbility. The auction entrance fee was a minimum of five dollars to buy a paddle to participate in the auction. Individuals were able to purchase more than one paddle in order to increase chances of winning an item. During the auction rounds each item is worth between twenty-five cents and one dollar, which means that if you want a chance to win that item you must bid one to four quarters. All of these quarter bids during the charity auction rounds were donated to YouthAbility. All paddle proceeds were given to YouthAbility. YouthAbility also sold soups made by the manager of the former Vance Café, bread, wine, salad and homemade desserts. Ramones Bakery and Loleta Bakery donated bread and board members, volunteers and Soroptomist International of Eureka donated over six cases of wine.

Grant writing is a necessity for non-profit organizations. This project completed two grant proposals for YouthAbility. The first grant proposal was written to apply for The Arcata Foundation grant (see Appendix A). YouthAbility is requesting one thousand dollars to support one hundred and twenty-five hours of training in Angels of Hope Thrift Store. Funds from this grant will be used to extend training hours covered by state and county programs, as well as to include youth who do not qualify for entitlement programs. At the time of this projects completion, the results of this grant are unknown.

The second grant this project applied for was the Humboldt Sponsors grant (see Appendix B). This grant was requested specifically to obtain a lift gate for the delivery van that was previously donated to Angels of Hope Thrift Store. The cost of the lift gate is \$2,060, which is the amount requested in the grant application. The grant application asked applicants to provide a detailed narrative about the program, including objectives

and a description of the program. The grant application required nine copies to be submitted by the deadline of February 15, 2013. Humboldt Sponsors granted YouthAbility one thousand five hundred dollars towards the purchase of a lift-gate as a result of this grant application.

DISCUSSION

One of the benefits of a fundraiser like the Quarter Craze Auction is that the charity organization is not required to do much in terms of the planning process. Party Girls of Humboldt, a group of direct sales consultants that organize Quarter Craze charity auctions does most of the planning and organizing for the event. The only thing YouthAbility is required to do is provide a location, tell their friends, bring volunteers for the actual event, and provide the sale of food if desired. An auction like this can be done quarterly, and at the very least once a year. The popularity of the Quarter Craze auctions will make it necessary to plan a few months in advance to ensure availability of Party Girls of Humboldt.

There were a variety of limiting factors for this fundraiser. The planning for the fundraiser began only three weeks before the day of the auction. This time frame, limited the ability to get advertisements on most radio stations that require two weeks notice before they will air public service announcements (PSA). The auction also fell on the weekend after Thanksgiving. Many people leave the area for holidays, which could have prevented some people from attending who otherwise would have. Considering the short planning period there were not a lot of dates available to choose from. The theory was that having the auction the day after Black Friday might have people in the holiday, gifting mood.

At the time of the fundraiser, there was quite an urgency to raise funds as fast as possible. The café was on the verge of closing and the organization was doing everything

it could to save the facility. Unfortunately, the café was in need of more significant funds and had to close its doors. The money that was raised from this Quarter Craze Auction still benefit youth in training through YouthAbility's Angels of Hope Thrift Shop training facility. Funding is always an issue for non-profit organizations; future fundraisers will be necessary to assist YouthAbility in continuing to offer quality work training for local youth. Having had a very successful Quarter Craze fundraising auction, the organization now has a reliable fundraising option that can be replicated quarterly or annually. More fundraising options would be desirable, however, other fundraising options were not assessed for this project.

The two grant applications (see Appendix A and B) are written from the perspective of the organization, YouthAbility. This project would like to clarify that these grant proposals were written in collaboration with YouthAbility, which is why they are written using personal pro-nouns. The grant applications have been made separate from this document through the appendices, in order to distinguish between what was written for the grant applications and what has been written within the document of this project.

YouthAbility has contacted The Arcata Foundation twice since the decision about the grant was supposed to be announced on January 31, 2013. At the time of this project's completion the results of the decision are still unknown.

During a telephone communication with Humboldt Sponsors, YouthAbility was informed that it would be granted one thousand five hundred dollars of the requested funds. There was a grant event held on April 12, 2013 to award the funds.

The guidelines for these grant opportunities have limited what YouthAbility can

obtain with the grant funds. For the Arcata Foundation projects or programs proposed to the Foundation must demonstrate direct benefit to the citizens of Arcata, and should do one or more of the following:

- Support the educational needs of local citizens (of all ages)
- Support those in need of human services, such as health care, child care, housing, etc.
- Support art and cultural activities and education within the community
- Provide recreational activities and programs to the community (all ages)
- Support and protect the environment of the community
- Support peace-related activities and education
- Support activities and education related to the history of the City of Arcata (City of Arcata, 2013).

This meant that the funds could not go towards anything in the Vance Café training facility because it was located in Eureka and would not be easily proven to benefit Arcata citizens.

During a telephone communication with board member Phyllis Persechini, Humboldt Sponsors stated that grant applications usually range between two hundred dollars to three thousand five hundred dollars. Humboldt Sponsors usually doesn't receive requests over five thousand dollars and requests usually range between eight hundred dollars to one thousand eight hundred dollars. Humboldt Sponsors does not fund

salaries. Items that are directly for children's use, like art supplies, are usually better than objects. The lift gate was likely easier to fund because it is closely utilized by the youth who are working at the thrift store delivering furniture items.

Humboldt Sponsors offered a critique of the grant proposal saying that since all the blanks were filled and answered within the boxes provided it was easy for the grant committee to read. It was clear where the program receives other funds and how they are allocated. The grant proposal also featured an attachment of the proposed lift gate with price, which was appreciated by the grant committee. The only debate between the committee members was regarding the request of the lift gate and how closely it will be utilized by youth. Though there was some discussion regarding this, the committee approved of the grant because they said it was well written. After applying to the above listed grant proposals, contacts with Humboldt Area Foundation identified future "mini grants" that would be appropriate for YouthAbility to apply.

This project had not originally intended to address outcome-tracking methods, but during implementation it became clear that these methods must be addressed to accurately present the successes of the organization. In the past, Youthability measured outcomes by the number of youth who completed one hundred and fifty hours of training which was very difficult for youth to accomplish. This project recommended using a case plan approach which revealed Angels of Hope thrift store had a sixty percent success rate of trainees who had completed or were in the process of completing one or more self identified goals. It took a couple months for the board members to collect this information from the store managers and compile the results. This did cause a slight

setback in the timeline of the project. Future projects should address the need for more grant funding for YouthAbility to continue to provide quality work training to the youth in this community.

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Appendix A

2013 Arcata Foundation Grant Proposal by YouthAbility



The Arcata Foundation is dedicated to the enhancement of community life in the Arcata area. The foundation facilitates charitable giving within the community and supports work in the areas of human services, education of all ages, art culture, local history, healthful recreation, peace and enhancement of our local natural environment.

Projects or programs proposed to the Foundation must demonstrate direct benefit to the citizens of Arcata, and should do one or more of the following:

- Support the educational needs of local citizens (of all ages),
- Support those in need of human services, such as health care, child care, housing, etc.
- Support art and cultural activities and education within the community,
- Provide recreational activities and programs to the community (all ages),
- Support and protect the environment of the community,
- Support peace-related activities and education,
- Support activities and education related to the history of the City of Arcata,

Potential applicants must use the grant application form attached.

Application Deadlines: **May 15 and December 15**
Applications must be post marked by the due date.
Applicants will be notified June 30 for first cycle and January 31st for second cycle.

Mail applications to: **The Arcata Foundation**
928 H Street
Arcata, CA 95521

Grant provisions for all awards include:

1. Funds may only be utilized for the purpose for which awarded. Any desired change in purpose must be submitted in writing and approved in writing.
2. The grant award expired *one* year from the date of the award letter. Any extension of the award period must be requested in writing and approved in writing.
3. Grantee will retain all documents pertaining to the grant award for the period of three (3) years following the conclusion of the award and will make such documents available for audit if requested by the Foundation or any agency with audit responsibility.
4. Grantee shall provide the Foundation with copies of any publicity involving the award. Grantee should make every effort to credit the Foundation for the award.
5. If the terms of the grant cannot be met, the grantee must advise the Foundation and the grant funds must be returned.

Please note that the projects awarded grant money may be fully or partially funded, and the Foundation cannot award grants to religious institutions except for purely secular purposes.



GRANT APPLICATION

Please provide a short description of the project in the space below:

INSTRUCTIONS

- A. Application Deadlines: **May 15 and December 15**
Applications must be postmarked by the deadline
(or the following weekday if the 15th falls on a weekend).
- B. Please provide six (6) separate and collated copies of your complete application package.
Failure to do so will disqualify your application. Please copy on both sides of the page.
- C. Mail application packages to: **The Arcata Foundation, 928 H Street, Arcata, CA 95521.**
- D. Fill in the blanks below and attach the requested descriptions and documentation.
Failure to provide information requested will disqualify your application.

APPLICATION

- Amount Requested: \$ _____
1. Name of Organization: _____
2. Address: _____
3. Executive Officer: _____ Date Founded _____
4. Provide evidence that this application has the approval of your governing board. Nonprofit organizations must include copies of their IRS 501(c)3 letter.
5. A brief description of the purposes and services of the organization, including area served, total using services and costs to clients.
6. A brief description of the proposed project, description of project objectives, statement of need, description of key personnel and a statement of how project results will be evaluated.
7. List the items requested, including costs, in priority order.
8. List officers and members of the organization's governing board, including their occupations.
9. Provide the organization's operating expenses, income and budget for the current fiscal year.
10. Provide a statement of assets and liabilities.
11. Describe fund raising efforts for this project and plans for future funding of the organization.
12. List other organizations with similar objectives and summarize your cooperation with them.
- Contact Person: _____ Telephone _____



12/15/2012

Janet Luzzi
The Arcata Foundation
928 H Street
Arcata, CA 95521

RE: ANGELS OF HOPE THRIFT STORE TRAINING PROGRAM

Dear Janet,

YouthAbility is pleased to present this proposal for your review. We look forward to partnering with you to provide job training for youth and young adults. As you know, it is increasingly difficult for our local youth to enter the job market, and it is doubly so when these youth have had numerous struggles in their formative years. YouthAbility's objective is to help these youth gain the skills to find and retain jobs, and to succeed in their chosen workplaces.

The years from 16-24 are pivotal in the lives of the youth we serve. If they experience job success during this time, they are far more likely to avoid falling into homelessness, drug or alcohol dependency, reduced education chances, criminal lifestyles, welfare dependency or chronic unemployment.

We have seen measurable success with our Angels of Hope Training program and are continuously reevaluating the best ways to meet the needs of the youth in our community. Our proposal requests \$1,000 for 125 hours of training of Angels of Hope Thrift store.

We appreciate The Arcata Foundation taking an interest in helping our trainees succeed in becoming self-sustaining, productive members of our community! Please give me a call at (707) 499-4670 if you require any further information or have any questions concerning this proposal.

Thank you for your help.

Sincerely,

Marguerite Wheeler
President
YouthAbility, Inc.

4. Attached 501 (c) 3 letter to original grant application.

5. Purpose and services of the Organization, including area served, total using services and costs to clients.

YouthAbility's mission is to assist youth and young adults to achieve long-term independence by providing the education and training which leads to self-empowerment. YouthAbility owns and operates two work training facilities; Angels of Hope Thrift Store in Arcata, CA and the Vance Café in Eureka, CA; to address the issue of underemployment for foster and low income youth in our community.

YouthAbility provides entry-level work and job ethics training to youth in Arcata and other Humboldt County areas including ages 16 to 24 years old who are emancipating from foster care, low income, poverty level or emotionally disabled. YouthAbility serves youth whose early socialization was disrupted by abuse and/or neglect while providing an opportunity to experience support in transitioning from the roles of childhood to the roles of adulthood. Our goal is that these disadvantaged young people will have the basic work skills they need to obtain and retain employment. Our training facilities teach basic workplace skills with specific focus on retail, and food service and hospitality. In addition, a core component of YouthAbility training is a thorough grounding in critical soft skills such as teamwork, accountability, customer service, conflict resolution, and stress management.

Angels of Hope Thrift Store contributes to Humboldt County being a desirable place to live. Voted Best of Humboldt Second Hand Store two years running. Angels of Hope has supported arts and culture in this community through consignment crafts like

jewelry, clothing, home décor and art handmade by local artists. Also, in Summer 2010, we hosted Create Arcata, a weekly art, craft and music fair featuring local musicians and artists like Isaac Bluefoot's Knee High Puppets. It is our goal to continue these or similar programs in the future to support local arts and culture. YouthAbility seeks to support and protect the environment by offering the community a way to reduce waste and reuse clothing and other items. In June 2011, Angels of Hope Thrift Store was the fortunate recipient of energy efficient lighting and fixtures upgrades installed as part of a collaborative program called The Non-Profit Lighting Project. At no out-of-pocket cost to YouthAbility, our thrift store now uses less energy. Our yearly carbon footprint is reduced by an estimated 3,082 lbs. of CO₂. In addition, YouthAbility is saving over \$1,000. a year in electricity cost. Trainees and students absorb the environmentally friendly culture of our enterprises and take these principles forward into their subsequent careers.

Many of the trainees that frequent our program are referred and sponsored through human service programs like Independent Living Skills (ILS) and Welfare to Work (WEKS). YouthAbility's programs support peace-related activities and education by providing on site job training to at risk youth by providing positive role modeling by experienced trainers and the sharing of life experiences by our longtime senior volunteers. Our training is geared to meet the needs of youth who otherwise might face impossible barriers and/or significant challenges to entering the labor force. Our programs build work history for youth with little to no work experience. We believe all youth have the ability to succeed in a workplace if trained in basic work skills. By

providing on-the-job work experience to disenfranchised youth, we offer them the opportunity to feel empowered in their lives and in the workplace, and to build connections with the community.

YouthAbility has been providing work-based job training to local youth since 2006. During that time we have trained over 275 youth and young adults. Our trainees have gone on to jobs, to finish high school, go to college and have otherwise gained their first step to sustainable independence. Trainee's wages are covered through funds by county and state programs as well as sponsorships by individuals and businesses. YouthAbility's services are provided at no cost to our clients, every trainee is paid \$8 per hour. Training will be performed on a continuum, with trainees starting at staggered times. Trainees will spend 2-3 hours a day, 2 days a weeks at the training center, initially. Ideally, the trainees are able to complete as many as hour as necessary to achieve their self-identified goals. Each trainee works at his/her own pace. Some complete the program in a few months; some need a year or more to complete their training hours. YouthAbility provides a 'no fail' training program. If a trainee is having a bad day, s/he will be asked to take some time to reenergize and come back when they are ready.

6. A brief description of the proposed project, description of project objectives, statement of need, description of key personnel and a statement of how project results will be evaluated.

YouthAbility's job training thrift store is the largest in Arcata, with 5,000 square feet of clothing, shoes, furniture, housewares, home decor, books, art, bedding, small appliances, and more. The thrift store provides trainees the opportunity to earn job

experience in retail sales. YouthAbility works with county programs and professional facilitators to educate otherwise hard-to-employ youth in basic work skills and job ethics. They are taught practical job skills like pricing and tagging, register, stocking retail items and customer service. Proceeds earned by the thrift store will help to fund on-the-job training for other local at-risk youth. Angels of Hope Thrift Store has the ability to train up to 8 youth per day.

Angels of Hope Thrift Store training program teaches and practices reuse, recycle, upcycle and repurpose of donated goods. The training program will improve economic opportunities for low- and moderate-income individuals and families. It will also encourage self-sufficiency by providing job training to youth at a critical age and expanding their economic development opportunities. On-the-job work experience offers youth the opportunity to feel empowered in their lives and in the workplace, and connected in the community. Lifelong self-sufficiency is built through our specialized work-entry program. Angels of Hope Thrift Store will continue our successful, innovative and established practice of funding training programs with revenue from our social enterprise.

In 2012, Humboldt County youth have received over 700 hours of onsite job training through Angels of Hope Thrift Store. Our program teaches job skills and provides opportunities for employment, thus contributing to the quality of life in Humboldt County by potentially reducing the number of people in need of public assistance and contributing to their pride in being part of a successful enterprise. No one

who has shown up for an interview has ever been turned away from this training opportunity; no matter the appearance, hygiene or general presentation of the individual during the time of the interview.

It is YouthAbility's philosophy that every one deserves a chance to experience hands on training and mentoring in order to get necessary skills and support needed to excel in the job market while becoming self-supporting adults. Upon completion the trainees will have interview experience, a Certificate of Completion, a job reference and job-finding assistance. Our specialized trainers work one-on-one with youth, preparing them for the work force according to their individual needs. Utilizing a case plan style evaluation, trainees create their own goals thus ensuring relevant program services and higher chances of success and completion. Trainees are able to utilize the program as long as needed to achieve their goals. Some trainee's can complete their goals in just a few months; others may take up to a year. All those who have followed through with their interest in the program have received valuable experience in the job application and interview process and in 2012, 60% (9 out of 16) of trainee's who initiated training completed or are in the progress of completing their self-identified goals.

The objective of the Angels of Hope Thrift Store project is for 20 youth to be trained in retail skills in the next year. In addition to industry-specific skills, this will include basic life skills such as teamwork and conflict resolution, with special attention to development of the self-confidence and creative thinking that foster leadership. To

ensure that all youth who are interested are able to receive training we must secure funding for these hours through sponsorships or entitlement programs.

It is increasingly difficult for young people to enter the job market, and it is doubly so when these youth have had numerous struggles in their formative years. If youth experience job success during adolescence, they are far more likely to avoid falling into homelessness, drug or alcohol dependency, reduced education chances, criminal behavior, welfare dependency or chronic unemployment. Humboldt County currently has a high percentage of young adults, that due to lack of support and education, have a high rate of teen pregnancy, drug and alcohol abuse, criminal involvement, and a high incidence of high school dropout. Humboldt County's unemployment rate is 9.3%, which is above the national average (California Labor Market Info, 2012). General Relief and Interim Assistance to Applicants for SSI/SSP cases totaled over 140,000 for the State of California and 232 in Humboldt County for the month of September 2012 (State of California-DSS-Data Systems and Survey Design Bureau, November 2012).

Youth who are employed prior to emancipation are better able to compete in this competitive job market due to their work experience and savings accrued during employment. Those who are not working at the time of their emancipation must compete in a labor market that includes youth and adults who have not had the disadvantages of experiencing abuse and neglect, the instability of foster care, and frail support networks that former foster youth have faced (Goerge, Bilaver, Lee, Needell, Brookhart, Jackman (2002). Employment outcomes for youth aging out of foster care). Research suggests

that when employment services are tailored to meet youth needs; by offering flexible scheduling, one on one mentoring and coaching, skill building for the real world and job referrals; outcomes in adulthood are more positive.

Upon completion the trainees will have a Certificate of Completion, a job reference and job-finding assistance. Our specialized trainers work one-on-one with youth, preparing them for the work force according to their individual needs. The YouthAbility Job-Ready Training Program will build work history and positive work experiences for youth and young adults who are beginning their work careers and thus will reduce the need for government assistance or unemployment in the future.

Rose Baker, founder and executive director, has been instrumental in building YouthAbility as an organization that understands how to empower youth. She has fostered over 400 children. Rose works with educators, managers, mental health and health care providers, lawyers, probation officers, police, clergy, government officials, and individual families. Parents in Training provides court mandated parenting classes. She is a Humboldt County Post Adoptions In-Home Behavioral Specialist, a Humboldt County Juvenile Justice Commissioner, President of the New Directions of Humboldt Foster Parent Association, Board member of Alcohol and Other Drug Care Services, Inc., Board member of Pacific View Charter School. She has received many awards, including the Humboldt County League of Women Voters Youth Advocate of the Year, 2010.

Phyllis Persechini, YouthAbility Board Secretary, marketing manager, is a 30 year graphic design/web development business owner who designs and maintains

YouthAbility's webpage. Lonnie Vallee provides financial oversight, bookkeeping and tax for YouthAbility. Shannon Hardin, Angels of Hope Thrift Store Manager/Site Supervisor, developed the YouthAbility training program with Rose Baker.

Project evaluation is based upon a case plan style. Trainees are asked to complete a trainee-tracking sheet that includes identifying two to three specific goals they are interested in achieving. When they finish the program, they complete a self-evaluation in which they describe how they reached their goals, rate the success of the training program in assisting in goal achievement, and their next steps towards a career whether that be a new job, vocational school or college. Store managers will also compile case histories on trainees to include jobs hired for, length of employment, and educational achievements when information becomes available.

7. List the items requested including costs in priority order

YouthAbility is requesting a grant of \$1,000 to support 125 hours of training in Angels of Hope Thrift Store. Funds from this grant will be used to extend training hours covered by state and county programs, as well as to include youth who do not qualify for entitlement programs.

8. List officers and members of the organization's governing board, including their occupations:

YouthAbility Board of Directors:
 Marguerite Wheeler, President
 High school teacher, Pacific View Charter School
 James Hussey, Treasurer
 Financial analyst, Humboldt County
 Phyllis Persechini, Secretary
 Graphic design, Persechini and Company
 Rebecca Hussey
 Therapeutic respite care, Parents in Training

Crystal Hull
Administrative manager, Redwood Coast Regional Center

9. Attached organizational operating expenses, income and budget for the current fiscal year to original grant application.

10. Attached a statement of assets and liabilities to original grant application.

11. Describe fundraising efforts for this project and plans for future funding of the organization.

A sponsor drive from local business sponsorships is underway. These sponsorships will allow youth in need to complete job training that may not qualify for entitlement programs or will provide training hours to youth for more in depth training needs. Other community fundraising efforts include our most recent endeavor called the Quarter Craze Charity Auction. Fundraisers are continuously being planned throughout the year as well as ongoing grant seeking to ensure future funding for our youth training programs.

12. List other organizations with similar objectives and summarize cooperation with them.

Many organizations in the area serve youth and several address the growing problem of unemployment among young people. YouthAbility receives trainee referrals and funding from State and County programs—primarily Independent Living Skills (ILS), Step Up and Welfare- to- Work (WEKS). As Federal funding for youth work preparedness is diminishing, YouthAbility is seeking to collaborate with local high schools. A pilot project is in the planning Stages with Eureka High and Pacific View Charter Schools (PVCS). Collaboration with the Youth Services Council of the Humboldt County Workforce Investment Board (WIA) has begun with the purpose of WIA funding

trainees' stipend hours. Other programs, such as Paths 2 Prosperity (North Coast Consumer Credit Counseling Services in collaboration with the Humboldt County Office of Education, Decade of Difference Program), are in the process of being funded and will send trainees as possible. A local business sponsorship program for individual youth is underway. When training hours funded through county programs or other supporting organizations are not sufficient for their needs, this grant will provide additional training-giving them more time to establish good work habits and build marketable skills. This paraphrase from Jacqueline Debets, Humboldt County Economic Development Coordinator, supports the effectiveness of YouthAbility job training programs: "Youth who have prior work experience up to age 24 have a greater chance of becoming self-sustaining."

Appendix B

2013 Humboldt Sponsors Grant Proposal by YouthAbility

1. Organization Information							
Name of organization:	YouthAbility						
Address:	P.O. Box 6358, Eureka CA 95502						
Does your organization have a tax-exemption? (Humboldt Sponsors requires proof of tax-exempt status or proof of eligibility through a tax-exempt entity.)	<table border="1"> <tr> <td>No</td> <td></td> </tr> <tr> <td>Yes</td> <td>X</td> </tr> <tr> <td>Tax I.D. Number</td> <td>90-0289749</td> </tr> </table>	No		Yes	X	Tax I.D. Number	90-0289749
No							
Yes	X						
Tax I.D. Number	90-0289749						
Name of agency/							

organization holding tax-exemption (if other than the applicant, include letter of authorization):	
Grant Amount Requested	\$2060
How will the funds be used (please be specific)?	These funds will be used to purchase a lift gate for Angels of Hope Thrift Store's delivery van (donated)
How many children will benefit from these funds?	30
Location of camp/activity:	Arcata, CA
Date of camp/activity:	Ongoing

<p>Has this camp/activity been previously funded by Humboldt Sponsors?</p>	<table border="1"> <tr> <td data-bbox="565 331 750 409">No</td> <td data-bbox="750 331 1049 409"></td> </tr> <tr> <td data-bbox="565 409 750 487">Yes</td> <td data-bbox="750 409 1049 487">X</td> </tr> <tr> <td data-bbox="565 487 750 564">What year?</td> <td data-bbox="750 487 1049 564">2012</td> </tr> <tr> <td data-bbox="565 564 750 642">How much?</td> <td data-bbox="750 564 1049 642">\$1,200</td> </tr> </table>	No		Yes	X	What year?	2012	How much?	\$1,200		
No											
Yes	X										
What year?	2012										
How much?	\$1,200										
<p>Is your organization presently receiving funds from any other source (United Way; service groups; or local, state or federal funds or private donations)? Please list all sources and amounts. If you are handwriting</p>	<table border="1"> <tr> <td data-bbox="565 955 750 1033">No</td> <td data-bbox="750 955 1049 1033"></td> </tr> <tr> <td data-bbox="565 1033 750 1110">Yes</td> <td data-bbox="750 1033 1049 1110">X</td> </tr> <tr> <td data-bbox="565 1110 750 1398">From whom?</td> <td data-bbox="750 1110 1049 1398">North Valley Bank, Harper Motors, US Bank, Humboldt Area Foundation</td> </tr> <tr> <td data-bbox="565 1398 750 1476">For what?</td> <td data-bbox="750 1398 1049 1476">Trainee Stipends</td> </tr> <tr> <td data-bbox="565 1476 750 1554">How much?</td> <td data-bbox="750 1476 1049 1554">\$7,350</td> </tr> </table>	No		Yes	X	From whom?	North Valley Bank, Harper Motors, US Bank, Humboldt Area Foundation	For what?	Trainee Stipends	How much?	\$7,350
No											
Yes	X										
From whom?	North Valley Bank, Harper Motors, US Bank, Humboldt Area Foundation										
For what?	Trainee Stipends										
How much?	\$7,350										

<p>the application and require more space, please attach an additional page.</p>			
<p>Board of Directors (person or persons in charge:</p>	<p>1. Name Address Phone</p>	<p>Phyllis Persechini, Secretary, Board of Directors, PO</p>	
	<p>2. Name Address Phone</p>	<p>Marguerite Wheeler, President, Board of Directors,</p>	
	<p>3. Name Address Phone</p>	<p>Rose Baker, Executive Director 707-496-6070</p>	


<p>2. Detailed Narrative</p>	
<p>Please provide a detailed narrative about the program. Make sure you</p>	<p>For the past six years, YouthAbility has provided job training for youth at our Arcata Angels of Hope Thrift Store training center. Because we know that all youth have the ability to succeed in a workplace if trained in basic work skills, we provide trainers, a program and facilities geared to youth. Our focus is to help low-</p>

<p>Include program objectives and a description of the program.</p> <p>If you are handwriting the application and require more space, please attach an additional page.</p>	<p>income youth and young adults, and especially those emancipating from foster care, learn skills, which will enable them to become self-sufficient, productive members of society.</p> <p>The Angels of Hope training program is funded through store proceeds. To facilitate an increase in store proceeds in order to accommodate more trainees, as well as to help keep employees and trainees safe, YouthAbility would like to acquire a lift gate for our (donated) delivery van. The lift gate would provide a new training tool, as well as provide the ability to collect donations more quickly and efficiently.</p> <p>YouthAbility's goal in operating Angel's of Hope Thrift Store is to provide a training center in which youth can learn basic customer service, communication and retail skills. We provide a wide range of training components including basic living skills, beginning work skills and ethics, team cooperation, stress management and conflict resolution. YouthAbility's program is tailored to meet the special needs of youth by utilizing a strengths-based, trainee centered approach. Trainees set their own individualized goals ensuring that service plans are realistically attainable to meet the trainees' unique</p>
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	needs and abilities.
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3. Detailed Budget	
<p>Please submit a detailed budget for the program.</p> <p>If you are handwriting the application and require more space, please attach an additional page.</p>	attached budget in original grant application

4. In what form will Humboldt Sponsors receive recognition for this contribution?
Local Newspaper: In a letter to the Editor
Verbal Announcement
Banner – Sign: At our facility
Brochure
Other (Explain): On our website and facebook page.

5. How are Volunteers used in this project? For consultation in retail services, business management, marketing and advertising, promotion and special events.
6. Contact Information
Final Report Contact Name: Phyllis Persechini
Title: Board Secretary
Phone:
Date: 2-15-2013
Signature: 

When you have completed this form, please enclose **the original application and nine (9) copies of all materials by Friday, February 15, 2013.** This includes signed application form, detailed narrative, budget, and other additional information.

Application Checklist

x	I have completed the application
x	I have signed the original application
x	I have included additional information for the application (optional)
x	I have made nine copies of the application and additional information