COMMUNITY CONNECTORS
CommunityConnectors.Ohio.gov

Application Template

Application Section I: Community Connectors Program Description

1. The target population is students grades 5-12. Identify the grade level or levels at each school that your program will be targeting. Programs may serve students in one or more grade levels.

   The population to be served by the **Forward Changing Mentoring Program** is youth age 14-17 living in poverty. We will reach this target population by providing the program to 7th and 8th graders at Haywood Middle School, and 9th through 12th graders at Opportunities for Individual Change's (OIC) Learning Opportunities Center (LOC) Alternative High School. Hayward Middle School is a middle school within the Springfield City School District (SCSD). According the Ohio Board of Education report card, the SCSD (and Hayward MS) serve a student population that is 99.9% economically disadvantaged. OIC operates its LOC program in partnership with the SCSD (for Springfield High School) and serves low income, at-risk, credit deficient high school students to help them achieve their diplomas and increase the districts graduation rate which is 75% (4-year rate). The proposed program will be provided for youth identified above through a partnership of Goodwill Easter Seals of Miami Valley (GWESMV) (faith-based) , Opportunities for Individual Change (OIC) of Clark County (business), and the Springfield City School District. The partnership will enable GWESMV to expand its youth mentoring program to serve the youth (ages 14-17) in these schools where many possess and/or demonstrate risk factors for delinquency including adjudicated youth.

2. Provide the number of youth in each grade level and at each school your program proposes to serve.

   We anticipate the program will serve **one-hundred (100) youth per year**. Some enrollment may remain engaged from year to year, but new youth will be recruited as necessary to ensure annual service levels are achieved. We estimate that **50% of those served will be in 7th or 8th grade (age 14-15), and the remaining 50% will be in grades 9-12 (age 16-17).**

3. Select one: Which of the following best describes the proposed project? Select one.

   A. ☐ Totally new program developed by this organization

   B. ☐ Replication of an existing model in use by others

   - Please provide the name of this model.

   C. ☐ Expansion of an existing program within the applicant organization

   D. ☒ Extension of an existing program to a new setting

4. Please describe your project. How will it address each of the five Community Connectors core principles and what outcomes will you use to measure success.

   The goals of the **Forward Changing Mentoring Program** are to provide low income, at risk youth with mentoring services to help improve their educational attainment, health and well-being, and workforce readiness. The program will be provided through a partnership between Goodwill Easter Seals Miami Valley (GESMV), Opportunities for Individual Change (OIC), OIC's Learning Opportunity Center (LOC) High School, and the Springfield City School District (Hayward Middle School). The objective of the program will be to provide youth with mentoring focused on: improving the youths' school performance, developing a hopeful future mindset, and increasing the youths' potential and capacity for achievement beyond secondary school. To achieve these objectives the **Forward Changing Mentoring Program will conduct activities that focus on hope, and will use the Community Connector's principles of building hope.**

   To assist participants (youth) in developing their abilities to **set goals and be prepared for 21st century careers** the program will work with each youth to develop an Individualized Service Strategy (ISS). We will incorporate the 'Mastery Goal' concept of internal focus learning, self- improvement and effort. The youth will receive instruction on goal setting techniques and the development of their own S.M.A.R.T. goals and

use a mental model to visualize and document how they will achieve their goals. The program Case Manger will retain the ISS and participants will receive a copy to share and review with their mentor who will support them in working toward achieving their goals.

Forward Changing Mentoring Program also provides activities to **build character** including the character traits of: self-control, willpower, motivation, conscientiousness, self-discipline, grit, perseverance, determination, and optimism. It will provide social skill classes that focus on identifying positive behavior, discipline, determination, and optimism. We will engage the youth and mentors in fun and active games to help strengthen their perseverance. During all activities and individual sessions, mentors and staff will model these behaviors and will provide continuous acknowledgement and praise to the youth when they observe the exhibiting the character traits as they work toward their goals. To reinforce the value of these traits the program will provide incentives in recognition of youths' perseverance and continued engagement in the program.

To increase youths' abilities in thinking critically, problem solving, and making positive choices, the skills necessary for **developing pathway to achievement**, the Forward Changing Mentoring Program will use a modified version of the "Thinking for a Change" curriculum, a cognitive–behavioral training program which includes cognitive restructuring, social skills development (active listening and communication), and the development of problem-solving skills. The Curriculum is 25 sessions, each 1 hour in length. Program staff and mentors will also support the development of these skills by encouraging the youth to use what they have learned during training to resolve issues they experiencing and make positive choices that support the goals in their ISS.

The program addresses the Community Connector's principle of **Building Resiliency** by teaching the youth to 'never give up' using the "40 developmental assets" which focuses on the youth's strength rather than focusing on their deficiencies. Program mentors will offer positive reinforcement to these youth and reinforce that "anything is possible as long as you believe and take the time to invest yourself into what you're trying to accomplish ", fostering a **"Yes, Yes You Can!!"** attitude with the youth.

The "Thinking for a Change" curriculum will also address the **building resiliency** principle. Through improving youths' cognitive competencies, and equipping them with a process for problem solving, we will reduce the level of frustration that they feel when the encounter adversity. This reduction in frustration will assist in building their confidence as they begin to take control of their lives and actively pursue their goals.

To foster the youths' belief in a positive future, the program will address and promote personal development including: self- image, motivation, and attitude. Staff and mentors will promote the value of the youth by providing opportunities, and encouraging youth, to get involved in, and help with, the planning and coordinating of forward thinking activities. Career awareness will be the focus of many activities which will include: company tours to explore careers, college tours to plan for educational goals, and community service to develop leadership skills and a sense of community responsibility. Mentors and program staff will provide recognition and gratitude for the youths' contributions through personal recognition and incentive events (when appropriate). They will also help the youth relate these activities back to their ISS goals.

Youth will also be made aware of scholarships (2) that will be awarded annually to youth who have been successful in the program, and who enroll in post-secondary education or advanced training.

The outcomes that will be used to measure success will include:

- An increase in the number of youth making positive choices incidence (observed, reported, and/or documented by partners, staff, or mentors) evidenced by: an increase in youths' school engagement and academic performance; a reduction in youths' negative incidents with authority (ie. principals, teachers, police officers, juvenile court judges, parents, employers, program staff, and mentors); a reduction in incidents of youth involved in risk taking behaviors (ie. drug and/or alcohol use, etc. through anonymous surveys at enrollment and completion)
- The number of youth enrolled in the program that: graduate from middle and/or secondary school, enroll in post-secondary education or advanced training, gain employment.

5. Please describe the specific activities your program will conduct.

Program activities conducted will include: recruitment of potential youth and mentors; program intake; mentor screenings including background checks; program staff and mentor training; development of Individual Service Strategies (ISS) for each youth; case management of youth; referrals for supplemental community services; matching of mentors to mentees; supporting mentor-mentees in mentoring relationship; engaging youth and mentors in training; group mentoring and 1-to-1 mentoring; and special events (incentive and recognition events).

Potential youth participants will be identified, recruited, and recommended by personnel of each school. We feel that school personnel would be effective in this capacity because they can easily identify youth who are struggling and would benefit the most from the mentoring program. We will also implement a peer recruitment strategy. We feel that by recruiting 2 or more youth that are already friends, we will be able to secure their ongoing engagement and participation. Mentors for the program will be recruited from the local business, OIC, as well as through other resources in the community that OIC has partnerships with including: other businesses and non-profits, churches, schools, and other civic groups.

The Engagement Coordinator will meet with youth to explain program expectations and complete the intake process. He/she will also recruit mentors for the program, screen the mentors, ensure that background checks are completed and that the mentor is appropriate for the program. He/she will also schedule mentors for training and ensure that they complete training prior to engagement with the youth; and will work with the Program Case Mangers to appropriately match the mentors to the mentees (youth).

The Program Manager will conduct training for staff and mentors on best practices and evidence-based mentoring methods (see item #6 below).

The Program Case Manger will meet individually with each youth to conduct an assessment and collect personal information that will be used in the development of the youths Individual Service Strategy (ISS) and will begin guiding the youth in the development of SMART goals to include in their ISS. She will make appropriate referrals to community resources to assist youth in addressing barriers/issues that are beyond their control; and will follow up with the student or provider as necessary to ensure that progress is occurring. The Case Manager will also assist the Engagement Coordinator in matching mentees to appropriate mentors. She will follow up once per week with youth to provide an additional level of support and/or be available as needed to help with emergency situations. The Case Manager may recommend more frequent mentoring activity if the youth is experiencing an abundance of issues and/or is not progressing toward the goal in their ISS. She will provide ongoing monitoring and support of mentoring relationships.

Group activities will be coordinated by the Engagement Coordinator. For youth being served in grades 9-12 some activities will be integrated into the traditional school day. Group mentoring sessions will occur during a specified period during the regular school day. Students may be assigned to participate in a specific activity during their study hall or a period when they are not engaged in academic classes. For youth being served in grades 7-8 the majority of activities will occur outside traditional school hours. Many of the same activities will be conducted however this population will receive more group mentoring.
These activities will include:

Academic and Cognitive Development

Career Exploration; Financial Education; Guest Speakers (Presentations by people in various occupations); CollegeTours

Personal Development and Life Skills

Cognitive behavioral training sessions (Thinking for a Change); Cooking and nutrition sessions Informational sessions that are of interest and/or needs based; Personal development and relationship sessions; A Girls Support Group, and Youth Men's Support Group

Social Skills and Interpersonal Development

Group Work Skills; Diversity Awareness (training curriculum); Intergenerational Connectedness Service Learning projects

Values Development

Team responsibility; Social and civic responsibility; Community/supportive resources Vocational Training; Summer Youth Employment; Tutoring and study skills training, OGT preparation assistance; Comprehensive Guidance and counseling; Occupational Skills Training including work readiness and employability skills training; Research and Preparation for post-secondary schooling; leadership development activities

The Case Manger will facilitate the "Thinking for a Change" sessions which will be delivered as a class (3-4 times per week) for LOC youth, and in prescheduled bi-weekly sessions for Hayward Middle School youth.

Group mentoring activities occurring outside of traditional school hours may include recreational activities, social skills reinforcement (teaching restaurant etiquette), college tours, and career exploration tours and may be used as incentives to encourage the youths' ongoing engagement and progress in the program. These activities will occur quarterly and the youth will be required to meet attendance milestones and/or complete specific objectives of their ISS to be included in the recreational activities. The Engagement Coordinator will plan and coordinate all group mentoring and group outing activities and ensure that proper permission forms are completed by youths' guardians. Mentors will also receive monthly incentives for their time and to promote ongoing engagement in the program.

To support the youth in achieving their goals related to career pathways, the program will provide work experience and employment opportunities for youth age 16 and older through OIC's Summer Youth Employment Program where students work for 8 weeks at local employers. It will also award two (2) participants per year with scholarships for college and or advanced skills training.

6. Discuss how the program will utilize best practices to ensure program success. Are there successful mentor programs after which you will model your program? Please name the program and describe what makes it successful.

The Forward Changing Program will utilize the GoodGuides model which is a nationally recognized mentoring program that incorporates evidence-based practices and has a strong career exploration theme. Through the best practices our mentoring program will:

- Carefully screen both potential mentors and mentees.
- Match mentors and mentees primarily on the basis of shared interests.
- Use structured activities, developmental or instrumental approaches, and make activities fun and challenging.
- Provide mentors and mentees with orientation, training, and support for the duration of the match.
- Provide closure for the match.
- Use sound management practices.
- Have well-developed personnel qualifications and professional development opportunities for staff.
- Conduct evaluation of youth outcomes.
- Use sound financial practices to ensure the sustainability of the program and the match.

7. Describe your organization's previous experience with this type of program OR a program of a similar scale, including previous evaluations, size and duration of previously implemented programs, goals, and outcomes.

The partnership providing the Forward Changing Program has a combined 119 year history of serving youth. Both Goodwill Easter Seals Miami Valley (GESMV), and OIC, has continuously worked with youth to help them gain the education and skills necessary to transition into productive adults. GESMV was one of 56 Goodwill affiliates, selected from over 100 National Goodwill applicants, to be awarded a Youth Mentoring Contract. Throughout the Grant period (2011 and 2014), GESMV youth mentoring program was ranked #1 nationally. GESMV continues to be recognized as one of the 'top performers' in the country currently running a very successful mentoring program with a strong career exploration theme and positive experiences. The Goodguides Program recruited and served 420 youth from ages 12 – 17 and recruited 165 Mentors. The program worked with the youth to improve social competence, critical thinking skills and to explore vast career opportunities available and the steps they must take to pursue their career goals.

Goodguides has exceeded its goals throughout its six (6) years of operation. GESMV was also selected to Mentor two other Goodguides sites in Denver, CO and Spokane, WA, due to the success of the program. Additionally, GESMV continues to be called upon for PEER TO PEER mentoring for new Goodguides Programs.

OIC's past experience with direct mentoring services has been with the adult population. From 2010 to 2011, OIC operated its Opportunities for Community Connections (OCC) Program, which targeted single mothers or female head of households struggling to transition out of poverty. The program provided a family meal and tutoring and supervision for youth while their mothers/ parents attended personal development and informational sessions to help them connect with supportive resources in the community and one another. Nearly 30 households were enrolled in this pilot program which served 25 women, 4 men, and 55 children. Over the course of the program 25% of the families increased their household income and 40% of households reduced their reliance of food stamps.

OIC also currently operates a mentoring program for previously incarcerated individuals who are reintegrating back into the Clark County Community. OIC begins building the mentoring relationships by operating the program within the state correctional institutions where the participants reside. Mentoring intensifies once the ex-offender returns to the community. In the past year, twenty (20) mentors have provided mentoring to nearly 100 previously incarcerated individuals.

8. What will make this collaboration successful? What will the indicator(s) of success be for this collaboration?

The **collaboration** of Goodwill Easter Seals (GESMV), OIC of Clark County, Inc. (OIC), and the Springfield City Schools (SCS) will be successful because each partner in this project holds a unique position that is essential to the project, yet each entity has a youth focus and a goal of preparing youth for a successful future. OIC has been in operation in Clark County for nearly 45 years with the mission of providing services that eliminate poverty, unemployment and illiteracy in Clark County. OICs purpose is to provide people with the hope, skills and opportunities for a better life. OIC's Learning Opportunities Center (LOC) Alternative High School Program serves approximately 125 low-income at-risk youth (ages 16-19) annually; and employs eight (8) dedicated staff members who not only provide academic instruction to the youth, but also act as role models and personally care about each student's success. Unfortunately, LOC does not currently provide a formal mentoring program for these students who would greatly benefit from this service. However, Goodwill Easter Seals Miami Valley has experience in operating mentoring programs which it has been providing in the Dayton Public Schools for 6 years; and GESMV are looking to expand their evidence-based Good Guides Mentoring Program into new communities. With ninety percent (90%) of the youth served in the LOC program being referred from the Springfield City Schools (SCS), one of the eligible school district under this initiative*, this partnership is simple and efficient.

The qualitative and quantitative metrics used to determine the success of this collaboration will be realized through a variety of indicators for which the data will be easily accessible because of this unique collaboration. Indicators may include:

- A reduction in program youths' involvement with the juvenile justice system,
- A reduction in the program youths' disciplinary meetings with school,
- Measurable improvement in the program youths' performance in school,
- An increased the program youths' school attendance,
- Progress in the program youths' credit attainment,
- The overall number of youth enrolled in the program who complete and graduate middle and/or secondary school,
- The number or youth enrolled in program who are engaged in employment, post-secondary education or training after high school graduation.

** According to the Ohio Department of Education District Report Cards SCS student population is 99% economically disadvantaged and its 4-year graduation rate of 73.9% being well below the rate of eligibility (92%) for this RFGA*

Application Section II: Program Management

9. Leadership Team: The leadership team should be comprised of no less than one member of each partnering organization. Please provide a brief bio of each leadership team member, including a brief description of the team member's passion for the program and interest in working with young people. Bios should also include:

The leadership team for the Forward Changing Mentor Program will include a minimum of one (1) staff member from each partner. GESMV will provide a Youth Services Manager (Cheryl Jones) and the Program Manager (Jerry Murphy). The Engagement Facilitator (Bob Matthews), Case Manager (Joanna Purdue), and Placement Specialist (Angie Maroney) will be provided by OIC of Clark County. OIC, as well as Springfield City Schools District (SCSD) Hayward Middle School will also allocate a portion of its staff time (inkind) to conduct specific activities that will support this program including; OIC's Director of Operations (Trish Griffin) and its LOC HS Administrator (Jennifer Shaffer). SCSD will allocate its Middle School Principle (Susie Samuels) to conduct recruitment of youth at Hayward and/or make referrals to the Forward Changing Mentor Program staff. The qualifications and prior experience for the individuals in these positions have been provided below.

Youth Services Manager, Cheryl Jones

Youth Services Manager will oversee and assist the Engagement Coordinator with activities relating to the program, facilitate communication to partners, assist with management, reports, market services and research and development of the program.

Cheryl is a graduate from University of Cincinnati with an Associate in Arts and a Bachelor of Science degree in Social Work. She has over 25 years with personal and professional mentoring and is currently employed with Goodwill Easter Seals Miami Valley as Youth Services Manager. Prior to employment with GWESMV, she was the Manager of Outreach Services for over 11 (eleven) years with Community Action Agency in Cincinnati, Ohio. Cheryl has past experience with developing, supervising, and evaluating programs in her tenure.

Program Manager, Jerrie Murphy

The Program Manager will: provide direct oversight of the Mentoring program, ensure that services comply with accepted standards and best practices; supervise of program staff and maintain program compliance with all applicable policies, procedures, and legal requirements; ensure required and necessary data is tracked and maintained, oversee and manage relationships with partner organizations; ensure the screening for process for each mentor is thoroughly completed; support mentoring relationships, research and guide program staff in external group mentoring events; meet with Youth Services Manager and OIC Director of Operations to ensure program remains on track in achieving its objectives.

Mrs. Murphy holds a bachelor degree in Organizational Management and is an employee with Goodwill Easter Seals of Miami Valley. She is currently the Program Manager for GoodGuides Youth Mentoring program and is actively involved in many community development and social service activities.

Engagement Coordinator, Robert Matthews

The Engagement Coordinator, Mr. Matthews, will interface regularly with the school Administrators to recruit and enroll mentors and youth (mentees) for the program. He will facilitate the completion of the enrollment process with each youth, recruit mentors and facilitate all aspects of screening and intake, enter participants and mentors required personal information in the Mentor Corp. database, assist in matching mentors to mentees track and enter group and individual mentoring activity and time; coordinate and conduct trainings and group events, assist in supporting the mentors.

Mr. Matthews is a graduate of Iowa State University, is 10 year employee of OIC, and has personally mentored youth in OIC's LOC as well as through years of coaching football in the community.

Case Manger, Joanna Purdue

The Case Manager, Mrs. Purdue, will individually meet with youth participants to develop a personal/individualized growth plan, make referrals to community resources as needed, work as a liaison for students and schools regarding any personal issues, and assist in matching mentees to mentors. She will also facilitate the Thinking For A Change (T4C) curriculum to youth participants, and support the mentor/mentee relationship

Mrs. Purdue has a bachelor degree in Criminal Justice and Human Services from University of Phoenix, is a 4 year employee of OIC, and has provided indirect mentoring for youth of OIC's LOC. She also

continuously mentors community youth through her duties as Cheerleading Advisor for Springfield High School.

Placement Specialist, Angela Maroney
The Placement Specialist will administer the Self-Directed Search Assessment to youth participants to identify vocational interests and career pathways leading to employment opportunities. Position will assist with career exploration events, and conduct career focused and job readiness group mentoring sessions. Maroney possesses a bachelor degree from Wright State University in Business Administration. She has been an employee of OIC for 9 years, and has extensive experience in working with youth through coordinating OIC's Summer Youth Employment Program for the past 2 years.

Evaluation- OIC Director of Operations, Trish Griffin
OIC's Director of Operations will guide the program team through OIC's internal evaluation and monitoring process known as ROMA (Results Oriented Management and Accountability). She will meet with the team to assist in analyzing data to track and monitor progress towards outcomes and facilitate continuous improvement meeting with all program staff.
Mrs. Griffin is a 21 year employee of OIC and holds a bachelor degree in Business Administration from Wright State University. She has 10 years of experience in monitoring grants and reporting on grants and in utilizing the ROMA tool.

Recruitment- OIC's LOC Alternative High School Administrator, Jennifer Shaffer
Mrs. Shaffer will identify youth participants currently enrolled in the LOC program who could benefit from Mentoring program; provide adequate student and contact information to Engagement Coordinator; and will coordinate meetings between students for potential enrollment and the Engagement Coordinator.
Mrs. Schaeffer holds a bachelor degree from Northwestern University, Evanston, Illinois. She is a 9 year employee of OIC and has been the LOC HS Administrator for over 5 years.

Recruitment- SCSD Hayward Middle School Principle, Susie Samuels
Mrs. Samuels will identify youth participants currently enrolled in the LOC program who could benefit from Mentoring program; provide adequate student and contact information to Engagement Coordinator; and will coordinate meetings between students for potential enrollment and the Engagement Coordinator.
Miss Samuels holds a master degree in public administration, is a 30 year employee of the Springfield City School District, and the principle of Hayward Middle School.

10. A timeline of all major activities must be provided. Assessment, planning and initial training must be completed by September 7, 2015. Services must begin by September 7, 2015.

Task	Description	Time Period
MENTOR/MENTEE RECRUITMENT AND SELECTION:		
Program Kickoff Meeting	All partners, program staff, and evaluation staff on the grant meet to review responsibilities, timeline and deadlines, specific methodologies for services and evaluation methods and criteria.	May 13, 2015
Mentor Recruitment	Identify potential sources for recruitment (Colleges, Churches, business and agencies).	June 2015 and ongoing
	Develop public relations materials.	June 2015

	Flyers, Power Points Presentations,	
	Make contacts and mail marketing/public relations information.	June 2015
	Follow up on all sources.	June 2015
Mentee Recruitment	Determine if prospective mentees meet at risk criteria.	
Document Data about Mentees		Months Five and Six
ORIENTATION AND TRAINING:		
Pre-Orientation and Training	Conduct staff training.	June 2015
Mentor Orientation	Orient potential mentors to the program. Potential mentors complete application form and consent to a background check.	June –July 2015
Mentee Orientation	Orient interested youth to the program Expectations should be clearly communicated. Potential mentees complete an application form. Parent permission is granted.	August – Sept 2015
Mentor Application Review, Screening and Selection	Applications are reviewed and screening/background checks are completed.	July – August 2015
Mentor Training	Mentor attend a Mentor training	August 2015
ENGAGEMENT AND CORE PRINCIPLE ACTIVITIES		
Group Mentoring and Information	Delivering specific curriculum related to developing	Ongoing beginning after engagement and mentoring
Career Engagement		Annual Activity
PROGRAM MONITORING		
Program Staff Meetings	To review data and ensure progress towards objectives, assess external factors, adjust program elements as needed	Monthly (yr1) Bi-monthy (yr2), Quarterly (yr3)
Reporting	Report to lead agency, funder	Internally monthly and as required by funder.

11. Describe the implementation process for reaching the following milestones:

a. Screening, orientation, supporting, and monitoring process for mentors and other personnel working directly with youth;
All program staff and volunteer mentors with the GESMV/OIC Community Connectors mentoring program will attend an orientation as part of their training and preparations for becoming volunteer mentors. Orientation sessions clarify the purpose of the GESMV/OIC Community Connectors mentoring program; the roles staff, youth and volunteer mentors play in the program; the responsibilities of all parties; and the expected outcomes and rewards of program participation. They also permit mentors to confirm their commitment to the program.

Mentor Screening Procedures

- Complete written application.
- Check criminal history: state criminal history must be performed in all states resided in as an adult.
- Check at least two of three personal references.
- Complete personal interview.
- Attend the mentor orientation and training.

Mentor Orientation and Training

Orientation topics will cover the following:

- Basic purpose of the program
- Role of the volunteer mentor
- Time and duration commitments expected from mentors
- Three mentoring options (One on One, Group, or Peer Mentoring)
- Mentor/mentee match process
- Expected rewards for being mentors
- Reporting responsibilities
- Support and ongoing training they will receive from the GESMV/OIC mentoring program

Training

Volunteer mentors will participate in an initial training session after signing their agreements and it will cover the following:

- Basic program guidelines
- Safety issues
- Communication/relationship building skills
- Tips for working with youth who are at risk for delinquency and who have special needs
- Positive youth development principles
- Promotion of personal responsibility
- Strategies for providing youth with guidance, encouragement and stability
- Sexual abuse prevention

Support

- At least once every six months following the completion of the mentor/mentee match, GESMV/OIC mentoring program will host training/discussion sessions for all mentors. These sessions will be designed to improve mentoring skills and provide an opportunity for mentors to share their successes and frustrations.
- We will organize structured activities (or help mentors plan structured activities) that mentors and mentees can participate in that include:
  - Career exploration,
  - Life skills activities,
  - Personal development and
  - Civic engagement.
- Hold at least an annual recognition event for youth and mentors

Monitoring Guide

- Monthly desk monitoring

- Sub-grantee data review
- Staff information
- Recruitment/retention
- Budget and spending – review financial reports
- Other Items that may be included for discussion:
    - Job awareness and career readiness activities
    - Promotion/public relations
    - Training and supervision of mentors, mentees and matches
    - Match types (peer, group, individual) and match activities

b. Identification and intake process for mentees;

Identification and Intake Process

Participants (mentees) will be identified by staff in each school where the program will operate. Administrators of each school will oversee the process to identify target youth in their school would benefit from the program, provide referral names to the Engagement Coordinator, and coordinate recruitment information meeting between the youth and program staff.

Youth Eligibility Screening

All youth must complete a screening procedure to determine eligibility for the GESMV/OIC youth mentoring program. Screening should be performed on an objective basis, with all eligible youth accepted, if the program has open vacancies and trained volunteer mentors available for services. Documentation of the screening process must be maintained for each applicant and placed in confidential files.

Youth Screening Procedures

- Obtain parent/guardian consent.
- Complete the written application.
- Complete personal (mentee) interview.
- Review the eligibility requirements.
- Attend a mentee orientation to GESMV/OIC Community Connectors program.

Youth Mentee Eligibility Requirements for GESMV/OIC Youth Mentoring Program

- Age 12–17 at the time of enrollment. If a young person enrolls at 17 and turns 18 while in the program, they remain eligible.
- At risk for delinquency due to family, home, community or social environment or present or past involvement with the juvenile justice system.
- Able to demonstrate a desire to participate in the program and a willingness to abide by all GESMV/OIC youth mentoring program policies and procedures.
- Able to obtain parental/guardian permission and ongoing support for participation in the program.
- Agree to a one-year commitment to the program.
- Agree to a minimum of four hours a month with the mentor.
- Willing to participate in career awareness activities.
- Able to complete the program screening procedure.
- Agree to attend mentee trainings as required.
- Willing to communicate regularly with the program staff.

c. The means by which you will involve families of youth in your program; ongoing training of mentors throughout the life of the program, including topics and frequency;

The involvement of families should be purposefully woven into GW/OIC programs' practices. Guardians will be involved in the enrollment and intake process to provide them with a thorough explanation of the program and its participation expectations. Guardians will also be required to sign required release forms. The program Case Manger will also involve family in assisting in removing barriers for the youth and in referrals to community services (when necessary and appropriate). Guardians will receive quarterly update on their child's progress in the Forward Changing Mentoring

Program and will be invited to all quarterly program recognition celebrations. Families will also be provided opportunities to engage in other OIC services that will assist in supporting and/or stabilizing the households. These services range from assistance with maintaining utilities, training opportunities, job preparation and job search and/or job placement assistance.

d. Assessing fiscal accountability and faithful implementation of project plans;
A financial reporting tool will be used to submit financial expense reports. OIC will provide a monthly invoice to Goodwill no later than the 3rd business day of every month for the previous month's expenses. This invoice will identify the amount of local cash/inkind contribution allocated to program for the month, therefore indicating the reimbursement of funds from the state allocation. This invoice shall include (1) company payroll records that list all information pertinent to salary expenses, and (2) cancelled checks or photocopies of receipts for expenditures paid.
The report will contain GW/OIC program-approved budgets. GW/OIC will enter actual expenses according to the budget's approved line items.

Both the program manager and the accounting staff for the GW/OIC program should have access to the financial reports to use them for program planning and spending monitoring.

Goodwill will process expense reimbursements each month based on the submitted financial reports

e. Any other critical information you would want the Community Connectors team to know.

12. Describe how each applicant partner plans to contribute to the overall program plan including, but not limited to, time contribution, personnel contribution, monetary contribution, shared responsibilities, use of facilities, etc. Complete the Roles and Responsibilities worksheet attachment. SEE ATTACHMENT

Application Section III: Evaluation Plan

13. The evaluation plan is intended to provide lead organizations with a framework that will ensure the program is on track to positively impact the lives of students and identify needs for additional support when challenges arise. Each evaluation plan must list the scope of work and describe the following:

a. Plans for keeping records of mentor contact hours, unduplicated count of students served each month, mentor training hours, etc. for ongoing reporting;

We will utilize Mentor Core Software for collecting and manage data related to the grant. This Software Evaluation has the following capabilities and will allow the program to collect data efficiently.

- Manage and analyze demographic data on mentees, mentors and matches
- Track match activities, including trainings and relationship-related data
- Conduct surveys to build robust data regarding program effectiveness
- Manage mentor and mentee application and screening processes
- Make informed mentor/mentee matches
- Organize and prioritize waiting lists
- Manage activities such as classes and trainings
- Create dashboards to track key information and indicators
- Generate reports to provide stakeholders with important insights
- Allow data to be aggregated anonymously and incorporated into national data sets used to support research and advancement in the field

b. Gathering of data to measure progress of program towards meeting the selected

goals;

OIC will also use its internal Results Oriented Management and Accountability (ROMA) process to ensure the program is adequately progressing in achieving its internal objectives. ROMA involves projecting outcomes, tracking and monitoring achievements, calculating and analyzing variances, conducting results and learning meeting to compare variances and develop action plans/ strategies to align outcomes and achievements in the future. The (ROMA) process focuses on continuous improvement, ensures quality, effectiveness, and efficiency resulting in a successful project. OIC's Director of Operations (Trish Griffin) will facilitate this process with Program management and staff.

c. Projected indicators of success; and anticipated barriers to successful evaluation including data collection and measurement of progress toward outcomes.

Projected indicators of success can be seen above in question #8. We are confident that we will successfully be able to evaluate this program. The program will also utilize a Sociology professor from Wittenberg University, a local liberal arts college located in Springfield, Ohio, to design and oversee a program evaluation. Students from the university (interns) will work throughout the grant period (3 years) to collect data required for a comprehensive thorough evaluation of the program. By incorporating interns in the evaluation process, the program was to reduce the overall costs of the evaluation.

14. Applicants are to complete the program model.
SEE ATTACHMENT

Application Section IV: Sustainability

15. Describe how you plan to maintain the program after the grant funding period. Include a discussion about financial sustainability and sustainability of the partnership commitment. Applicants are not required to include cash as part of their local contributions; however, funding sustainability is critical to the Community Connectors program. Applicants that show the potential for funding sustainability will be given preference in application scoring.

A variety of strategies will be used to help sustain the Forward Changing Mentoring Program Plan including: seeking out additional supporting funds to support the program; integrating the program (or elements of the program) into the SCS; combining the program with already existing youth programs offered by GWESMV; and working with other local organizations and community providers to support various elements of the program. GWESMV will apply for national funding to expand Goodguides programming in Clark County. OIC will seek out additional grants (from federal, state, local, or foundations) that fund mentoring programs or the individual objectives of this program. OIC will also allocate a portion of future budget funds to support this program. OIC will also work with the SCSD to identify potential budget resources (existing or potential) that can support the program in Hayward Middle School and possibly expand it to additional SCSD middle schools.
To expand the program and generate additional financial support, the Program Manager, and other designated (and appropriate) program staff. The program, and its successes and outcomes will be marketed throughout Clark County. We will identify other potential community organizations that serve youth (i.e. juvenile court and foster homes), and will present to them the program's services and show it can assist them achieving their outcomes for youth.

Application Section V: Program Budget

16. Complete the budget form attachment and justify each of the budget items by creating a budget justification. SEE ATTACHMENT

By clicking this box, ☐ *I (Insert Name)* [illegible] CFO *agree, on behalf of this applicant, and any or all identified partners, that this application and all supporting documents contain information approved by a ~~relevant executive board~~ or its equivalent.*

CHIEF FINANCIAL OFFICER

Internal Revenue Service

Date: MAY 31 1967

In reply refer to: T:PS:T:BJD

Mr. Elmer Beckett
Goodwill Industries of Dayton, Inc.
201 West Fifth Street
Dayton, Ohio 45402

Dear Mr. Beckett:

Please accept our apology for the delay in replying to your March 29 request. Your follow-up letter of April 28 has also been received.

Our records disclose that on July 30, 1942, we issued a ruling letter to the Goodwill Industries of Dayton, Inc., Dayton, in which it was held to be exempt from Federal income tax under section 101(6) of the Internal Revenue Code of 1939, which corresponds to section 501(c)(3) of the 1954 Code. The ruling is still applicable. Contributions to the Industries are deductible by the donors for Federal income tax purposes.

Unfortunately, we are unable to provide you with a copy of the letter, inasmuch as the correspondence and related documents pertinent to the organization's exemption have been destroyed pursuant to authority granted by the Congress. This authority permits us to dispose of certain correspondence and related documents which have been retained in our files for a prescribed period of time. You will understand, we are sure, that action pursuant to this authority is necessary due to the limited space available for the storage of our files. Inasmuch as we cannot provide you with a copy of the letter, information as reflected by our card records is furnished you.

The name, "Goodwill Industries of Dayton, Inc., Dayton, Ohio," on page 157 of our latest "Cumulative Lost" of organizations described in section 170(c) of the Code (organizations contributions to which are deductible), revised to December 31, 1964.

1401M-Mar. 1942

JUL 30 1942

IT:P:T:1
JEO

Goodwill Industries of Dayton, Inc.,
c/o R. E. Watkins, Executive Director,
201 West Fifth Street,
Dayton, Ohio.

Sirs:

It is the opinion of this office, based upon the evidence presented, that you are exempt from Federal income tax under the provisions of section 101(6) of the Internal Revenue Code and corresponding provisions of prior revenue acts, as it is shown that you are organized and operated exclusively for charitable purposes.

Accordingly, you will not be required to file returns of income unless you change the character of your organization, the purposes for which you were organized, or your method of operation. Any such changes should be reported immediately to the collector of internal revenue for your district in order that their effect upon your exempt status may be determined.

Since any organization which is exempt from Federal income tax under the provisions of section 101 of the Internal Revenue Code also is exempt from the capital stock tax pursuant to the express provisions of section 1201(a)(1) of the Internal Revenue Code, you will not be required to file capital stock tax returns for future years so long as the exemption from income tax is effective.

Furthermore, under substantially identical authority contained in sections 1426 and 1607 of the Code and/or corresponding provisions of the Social Security Act, the employment taxes imposed by such statutes are not applicable to remuneration for services performed in your employ so long as you meet the conditions prescribed above for retention of an exempt status for income tax purposes.

You will be required, however, to file annually, beginning with your current accounting period, an information return on Form 990 with the collector of internal revenue for your district so long as this exemption remains in effect. This form may be obtained from the collector and is required to be filed on or before the first day of the third month following the close of your annual accounting period.

JEO/ae

Goodwill Industries of Dayton, Inc.

Contributions made to you are deductible by the donors in arriving at their taxable net income in the manner and to the extent provided by section 23(o) and (q) of the Internal Revenue Code and corresponding provisions of prior revenue acts.

Bequests, legacies, devises or transfers, to or for your use are deductible in arriving at the value of the net estate of a decedent for estate tax purposes in the manner and to the extent provided by sections 812(d) and 861(a)(3) of the Code and/or corresponding provisions of prior revenue acts. Gifts of property to you are deductible in computing net gifts for gift tax purposes in the manner and to the extent provided in section 1004(a)(2)(B) and 1004(b)(2) and (3) of the Code and/or corresponding provisions of prior revenue acts.

The collector of internal revenue for your district is being advised of this action.

By direction of the Commissioner.

Respectfully,

Deputy Commissioner.

JJ:/ae

COMMUNITY

Community Connectors Ohio.gov

Description of Nature of Partnership

In order to ensure the effective implementation of the Community Connectors program throughout the state, applicants are required to partner with education stakeholders from the faith, business, and nonprofit communities. Each applicant must identify its partners and include description of each respective partner's roles and responsibilities in question 12 of the grant application.

A partner agrees to provide human and material assets or access to academic and administrative resources to the grant applicant to develop or execute a Community Connectors grant application. However, in partnership, only the grant applicant is responsible for ensuring the grant is developed and executed according to the terms of the grant agreement.

Each member of the partnership is responsible for the following assurances:

1) Be knowledgeable about the applicant's Community Connectors grant proposal and application, including advocacy of the Community Connectors program.
2) Maintain a familiarity with the partner's services to enhance the proposal, including specific goals and practices.
3) Demonstrate a commitment to clear roles and responsibilities of each partner as it relates to the grant proposal and application.
4) Sustain consistent communication among partners and stakeholders with a shared vision of the goals of the grant proposal. This includes participating in regularly scheduled meetings for project management and identifying areas for improvement.
5) Ensure partners have appropriate access to data for purposes of grant program improvement and evaluation in accordance with state and federal law.

Lead Applicant
Name: Lance Detrick
Title: President
Organization: Goodwill Easter Seals Miami Valley
Sign: [signature]

Partner
Name: Michael Calabrese
Title: Executive Dir.
Organization: OIC of Greater Co
Sign: [signature]

Partner
Name: Marvin B. Jones III
Title: Director of Middle School Ed.
Organization: Springfield City School
Sign: [signature]

Partner
Name: _____
Title: _____
Organization: _____
Sign: _____

Roles and Responsibilities Worksheet (Required)

Describe how each applicant partner plans to contribute to the overall program plan including, but not limited to, time contribution, personnel contribution, monetary contribution, shared responsibilities, use of facilities, etc.

1. Faith-based organization:

- Time contribution

10% of Youth Services Manager time (Cheryl Jones)

50% of time on Program Manager, Jerri Murphy

- Personnel contribution

5% Youth Services Manager - Cheryl Jones ($14,723.28 Inkind)

- Monetary contribution

No cash contribution

- Shared responsibilities

Recruitment, training, monitoring, data collection, evaluation

- Additional roles and responsibilities

Youth Services Manager will oversee and assist the Engagement Coordinator with activities relating to the program, facilitate communication to partners, assist with management, reports, market services and research and development of the program

Jerri Murphy, Program Manager will provide direct oversight of the Mentoring program insuring that services comply with accepted standards and best practices for national mentoring programs. This position is responsible for supervision of program staff to ensure that services comply with GESMV/OIC policies and procedures. Oversee and manage relationships with partner organizations and insure their interactions with mentors are appropriate, effective, and in compliance with all applicable policies, procedures, and legal requirements.

2. School district partner:

- Time contribution

5% Hayward Principal - Susan Samuels

- Personnel contribution

($17,550.00 Inkind) 5% Hayward Principal - Susan Samuels

- Monetary contribution

No cash provided

- Shared responsibilities

Recruitment

- Additional roles and responsibilities

Susie Samuel, Hayward Principle will identify youth participants currently enrolled in the Hayward Middle School who could benefit from Mentoring program. She will provided adequate student and contact information to Engagement Coordinator for enrollment.

3. Business partner:

- Time contribution

100% Engagement Coordinator, Bob Matthews

100% Case Manager, Joanna Purdue

10% Director of Operations

10% LOC Recruiter, Jenni Shaffer

10% , Placement Angie Maroney Specialist will spend.

10% Youth Services Manager, Cheryl Jones

- Personnel contribution

($26,752.83 Inkind) 10% Director of Operations - Trish Griffin

($18,987.35 Inkind) 10% LOC Recruiter - Jennifer Shaffer

($16,196.32 Inkind) 10% Placement Specialist - Angela Maroney

($74,862.72 Inkind) 5 Mentor Volunteers (Staff)-

- Monetary contribution

$ 80,796.00 See Budget Narrative

- Shared responsibilities

Recruitment of youth and mentors, training of youth, data collection and reporting for evaluation

- Additional roles and responsibilities

Bob Matthews, Engagement Coordinator will recruit mentors and assist the Program Manager with training the mentors. This position will work with the LOC Recruiter and Hayward Counselor to enroll the youth participants into the program, as well as coordinate all program activities with Springfield City Schools and the Learning Opportunities Center. Coordinator will also continuously support the mentor and the mentoring relationship.

Joanna Purdue, Case Manager will individually meet with youth participants, develop a personal/individualized growth plan, make referrals to community resources as needed, and work as a liaison for students and schools regarding any personal issues. Case Manager will facilitate the Thinking For A Change (T4C) curriculum to youth participants. Case Manager will also continuously support the mentor/mentee relationship and meet with Program Manager to ensure program outcomes are met with each participant.

Trish Griffin, Director of Operations will assist with data collection requirements on grant, assist with Program Manager in using the date to continuously improve operations and outcomes using the Results Oriented Management & Accountability (ROMA) measurement.

Jenni Shaffer, Learning Opportunities Center (LOC) Recruiter will identify youth participants currently enrolled in the LOC program who could benefit from Mentoring program. Position will provide adequate student and contact information to Engagement Coordinator for enrollment.

Angie Maroney, Placement Specialist will administer the Self-Directed Search Assessment to youth participants to identify vocational interests and career pathways leading to employment opportunities. Position will assist with career exploration events, and conduct group mentoring sessions with job readiness preparation.

Cheryl Jones, Youth Services Manager will oversee and assist the Engagement Coordinator with activities relating to the program, facilitate communication to partners, assist with management, reports, market services and research and development of the program.

4. Community nonprofit (if applicable):

n/a

- Time contribution
- Personnel contribution
- Monetary contribution
- Shared responsibilities
- Additional roles and responsibilities

COMMUNITY CONNECTORS
CommunityConnectors.Ohio.gov

Program Name: "Forward Changing Youth Mentoring Program"

Resources

What resources will be needed to conduct this program?

PROGRAM STAFF & YOUTH PARTICIPANTS (Staffing includes Prog. Mgr., Engagement Coordinator, Case Mgr, Recruiters, Mentors, and Administrative support.)

TRAINING CURRICULUM for prog. staff, mentors, and participants.

SPACE: to conduct individual assessments / group trainings.

EQUIPMENT for communication, data tracking and reporting

SUPPLIES for staff operating, training exercises, special events, food/refreshments

Program Activities

What will we do with the resources?

Market program in Clark Co. /targeted schools

Identify, recruit, screen, and enroll Mentors, Mentees,

Assess youth and develop ISS

Train staff, mentors, and mentees (youth)

Supervise and support staff, mentors, and mentees

Facilitate mentoring activities (group and individual

Collect, track, analyze and report data

Hold engagement events

Outputs

Briefly describe the number of students engaged and the number of adults involved.

100 youth per year will be served by the program per year (for the 3 year grant period)

25 mentors will be maintained per year (for the 3 year grant period)

Outcomes

What are the short or intermediate term results that will be achieved?

1. Setting goals to be prepared for 21st century careers
2. Building character
3. Developing pathways to achievement
4. Building resiliency
5. Believing in a positive future

Goal

What are the long term results that will be achieved?

Strengthen communities, encourage mentoring opportunities, and create new pathways for civic engagement that will result in higher educational achievement, higher levels of well-being, and health and workforce readiness for our state.

Budget Narrative

COMMUNITY CONNECTORS
CommunityConnectors.Ohio.gov

Grant Applicant: Goodwill Easter Seals of Miami Valley

Summary

The purpose of this Budget Narrative is to provide a detailed explanation of how expenditures were calculated and the justification for the expended funds for the devoted program.

Direct Costs

A. Payroll Expenses ($343,949.55)

Program Manager ($63,640.50)
Provide overall direct oversight of the Mentoring program; supervision of program staff; oversee management with partner organizations; and train mentors.
(***Request*** calculated at $42,427.00/year x 50% time on program x 3 years = $63,640.50)
Engagement Coordinator ($108,000)
Will recruit mentors; assist the with training the mentors; work with the LOC and SCS to enroll the youth participants into the program; coordinate all program activities with SCS and the LOC, and support the mentoring relationship.
(***Request*** calculated at $36,000.00/year x 100% time on program x 3 years = $108,000)
Case Manager ($99,840)
Meet with youth participants; develop a personal growth plan; make referrals to community resources; work as a liaison for students; facilitate the (T4C) curriculum, and support the mentor/mentee relationship. (***Request*** calculated at $16,640.00/yr x 100% time on program x 3 years = $49,920.00)(***Match*** calculated at $16,640.00/yr x 100% time on program x 3 years = $49,920.00)
Director of Operations ($20,579.10)
Will assist with data collection requirements on grant the Results Oriented Management & Accountability (ROMA).
(***Inkind*** calculated at $68,597.00/year x 10% time on program x 3 years = $20,579.10)
LOC Recruiter ($14,605.65)
Will identify youth participants currently enrolled in the LOC program.
(***Inkind*** Calculated at $48,685.50/year x 10% time on program x 3 years = $14,605.65)
Hayward Principal ($13,500.00)
Will identify youth participants currently enrolled in Hayward Middle School.
(***Inkind*** calculated at $90,000.00/yr x 5% time on program x 3 years = $13,500.00
Placement Specialist ($12,458.70)
Administer the Self-Directed Search Assessment; assist with career exploration events and job readiness preparation.
(***Inkind*** Calculated at $41,529.00/year x 10% time on program x 3 years = $12,458.70)
Youth Services Manager ($11,325.60)
Will oversee all program operations
(***Inkind*** calculated at $75,004.00/year x 5% time on program x 3 years = $11,325.60)

B. Payroll Fringe Benefits ($103,184.87)

Calculated using an overall rate of 30%, which includes payroll taxes, workers compensation and insurance benefits.
Total fringe = (***Request*** $66,468.150) + (***Match*** $14,976.00) + (***Inkind*** $21,740.72) = $103,184.87
Request - calculated at (annual payroll $73,853.50) x 30% fringe rate x 3 years = $66,468.15
Inkind - calculated at (annual payroll $24,156.35) x 30% fringe rate x 3 years = $21,740.72
Match - calculated at (annual payroll $16,640.00) x 30% fringe rate x 3 years = $14,976.00

C. Travel ($7,075.50)

Request Total travel = (Program Manager $4,075.50) + (Local Travel $3,000.00)
Request - ($4,075.50) **Program Manager travel** includes mileage to/from Dayton and Springfield (28.5 miles roundtrip). (Year 1 calculated at approx 130 trips (3,705 miles) x $.55/mile = $2,037.75 and Year 2 calculated at approx 78 trips (2,223 miles) x $.55/mile = $1,222.65 and Year 3 calculated at approx 52 trips (1,482 miles) x $.55/mile = $815.10).
Request - ($3,000.00) **local travel** includes use of multiple company owned vans to transport youth for any occurrences; which may include group sessions, other community based needs, community events, college visits, field trips, school functions, etc. (Calculated at lease rate of annual rate of $1,000.00 x 3 years = $3,000.00).

D. Supplies ($7,876.00)

Request - ($1,800.00) **office supplies** include basic office supplies, such as enrollment forms, paper, pens, folders, copier, etc. to be used for case mgmt. sessions, group sessions, mentor/mentee activities, events. (Calculated at $50.00/mth x 12 months x 3 years = $1,800).
Request - ($1,600.00) **purchase of (2) ipads/cases** to be used for mentoring software for shared access by all program staff for enrollments, reporting, follow-up. (Calculated at $1,600 x 1 year = $1,600.00).
Request - ($600.00) **purchase of (2) cellphones** for manager and engagement coordinator. Calculated at $600 x 1 year = $600.00)
Match - ($3,300.00) **Printed materials** to be purchased for advertising the program throughout schools, public notifications, outreach notifications. (Calculated at $275/quarter x 4 quarters x 3 years = $3,300.00)
Request - ($576.00) **Self-Directed Search Assessment** to obtain personality type and vocational interests of youth.
(Calculated at $48.00/packet x 4 packets (25/packet) = $192.00 x 3 years = $576.00).

E. Equipment

None

F. Contracted Services

None

G. Training ($360.00)

Request - ($360.00) **Diversity training curriculum** for mentors and mentees. (Calculated at $120.00/yr x 3 years = $360.00)

H. Evaluation ($17,700.00)

Request - ($2,700.00) **Mentor Core Software** for data management, staff communication, outcome management & reporting. (Calculated at $75/month x 12 months x 3 years = $2,700).
Request - ($15,000.00) **Wittenberg University** will use summer interns at a yearly rate of $5,000 to use the data collected to complete an evaluation at the conclusion of the program. (Calculated at $5,000/year x 3 years = $15,000).

I. Other Program Cost ($69,700.00)

Request - ($5,500.00) **Background screenings** (BCI/FBI) will be conducted on all mentors. (Year 1 calculated at $110/screen x 25 mentors = $2,750.00) and (Year 2 calculated at $110/screen x 13 mentors = $1,430.00) and (Year 3 calculated at $110/screen x 12 mentors = $1,320.00).
Request - ($3,600.00) **Telephone/IPad monthly cost** will enable to staff to constant communications during program.
(Calculated at $100/mth x 12 months x 3 years = $3,600.00).
Request/Match - ($9,600.00) **Family strengthening events** will engage family members in all aspects of program. Events may include; picnics, sport events, movies, game nights, book clubs, tutoring.
(*Request* calculated at $400/qtr x 4 qtrs x 3 years = ($4,800.00) and (*Match* calculated at $400/qtr x 4 qtrs x 3 years = ($4,800.00).
Match - ($3,000.00) **Scholarships** will be offered to 2 participants continuing to college education.
(Calculated at $500.00/award x 2 youth x 3 years = $3,000.00).
Request - ($48,000.00) **Youth participation incentives** awarded to youth for goals achieved as outlined in their personal growth plans developed at enrollment into program.
(Calculated at $40.00/qtr x 4 quarters x 100 youth x 3 years = $48,000.00)

J. Additional Mentor Support Cost ($199,662.72)

Request/Match - ($9,600.00) **Mentor appreciation events** will held annually to recognize the appreciation, devotion and success of mentors/mentee relationships. Costs may include games, food, awards and facility rental.
(*Request* calculated at $1,600.00/year x 3 years = ($4,800.00) and (*Match* calculated at $1,600.00/year x 3 years = ($4,800.00).
Request - ($115,200.00) **Mentor incentives** will be paid to approx 20 mentors to enhance their continued participation in mentoring the youth participants. Each mentor will me matched with 4 youth mentees and is expected to meet with the youth in a one-on-one situation or in a group session 4 times per month or a total of approx 192 hours per year.
(Calculated at $10.00/hr x 4 hrs/mth x 12 months x 4 youth x 20 mentors x 3 years = $115,200.00)
Inkind - ($74,862.72) **Mentor volunteer time** will consist of 5 OIC staff members mentoring the 4 youth each for 4 times per month or approx 192 hours per year. This volunteer time is calculated using the hourly rate + fringe rate for each identified mentor. (Calculated at an average hourly rate/fringe rate $25.994 x 192 hours x 5 staff mentors x 3 years = $74,862.72)

YEAR 1 - PROJECT BUDGET

COMMUNITY CONNECTORS
CommunityConnectors.Ohio.gov

Grant Applicant: Goodwill Easter Seals of Miami Valley

Summary

A. Payroll Expenses

Position/Title/Description	Qty	Annual Salary	% Time	Total Amount
PT Program Manager (Proposal)	1	42,427.00	50%	21,213.50
FT Engagement Coordinator (Proposal)	1	36,000.00	100%	36,000.00
FT Case Manager (50% Proposal/50% Match)	1	33,280.00	100%	33,280.00
Director of Operations (ROMA) (Inkind)	1	68,597.00	10%	6,859.70
LOC Recruiter (Inkind)	1	48,685.50	10%	4,868.55
Hayward Principal (Inkind)	1	90,000.00	5%	4,500.00
Placement Specialist (Inkind)	1	41,529.00	10%	4,152.90
Youth Services Manager (Inkind)	1	75,504.00	5%	3,775.20
			Total	114,649.85

B. Payroll Fringe Benefits

Description	Total Salary	Rate %	Total Amount
Fringe Benefits (Proposal/Inkind/Match)	114,649.85	30%	34,394.96
		Total	34,394.96

C.1. Staff Travel

Description	Calculation	Total Amount
Program Manager Travel (Proposal)	3705 miles x $.55	2,037.75
Local Travel (Proposal)	$1,000 annual	1,000.00
	Total	3,037.75

C.2. Mentor Travel

Description	Calculation	Total Amount
		-
	Total	-

D. Supplies

Description	Calculation	Total Amount
Office supplies (Proposal)	$50/mth x 12 mths	600.00
(2) Ipads/cases (Proposal)	$800 each x 2	1,600.00
(2) Cellphones (Proposal)	$300 each x 2	600.00
Printed Materials (Match)	$275/qtr x 4 qtrs	1,100.00
Self-Directed Search Assessment (Proposal)	$48 (packet of 25) x 4	192.00
	Total	4,092.00

E. Equipment

Description	Unit Cost	Units	Total Amount
			-
		Total	-

F. Contracted Services

Description	Hourly Rate	Hours	Total Amount
			-
			-
			-
		Total	-

G.1. Staff Training

Description	Hourly Rate	Hours	Total Amount
			-
			-
		Total	-

G.2. Mentor Training

Description	Hourly Rate	Hours	Total Amount
Diversity Training Curriculum (Proposal)	$60.00	2	120.00
		Total	120.00

H. Evaluation

Description	Hourly Rate	Hours	Total Amount
Mentor Core Software (Proposal)	$75.00	12	900.00
Wittenberg University (Proposal)	$5000 annual	1	5,000.00
		Total	5,900.00

I. Other Program Cost

Description	Calculation	Total Amount
Background Screenings (Proposal)	$110 ea x 25 mentors	2,750.00
Telephone/IPAD monthly cost (Proposal)	$100/mth x 12 mths	1,200.00
Family Strengthening Events (Proposal/Match)	$800/qtr x 4 qtrs	3,200.00
Scholarships (Match)	$500 x 2 awards	1,000.00
Youth Participation Incentives (Proposal)	$40/qtr x 4 x 100 youth	16,000.00
	Total	24,150.00

J. Additional Mentor Support Cost

Description	Calculation	Total Amount
Mentor Appreciation Events (Proposal/Match)	$3,200 x 1 annual event	3,200.00
Mentor Incentives (Proposal)	$10 x 192 hrs x 20 mentors	38,400.00
Mentor Volunteer Time (Inkind)	$25.994 avg rate x 192 hrs x 5 staff mentors	24,954.24
	Total	66,554.24

PROJECT YEAR 1	BUDGET
Total Budget	252,898.80
Local Contribution	83,289.50
State Match	169,609.30
Local %	33%

YEAR 2 - PROJECT BUDGET

COMMUNITY CONNECTORS
CommunityConnectors.Ohio.gov

Grant Applicant: Goodwill Easter Seals of Miami Valley

Summary

A. Payroll Expenses

Position/Title/Description	Qty	Annual Salary	% Time	Total Amount
PT Program Manager (Proposal)	1	42,427.00	50%	21,213.50
FT Engagement Coordinator (Proposal)	1	36,000.00	100%	36,000.00
FT Case Manager (50% Proposal/50% Match)	1	33,280.00	100%	33,280.00
Director of Operations (ROMA) (Inkind)	1	68,597.00	10%	6,859.70
LOC Recruiter (Inkind)	1	48,685.50	10%	4,868.55
Hayward Principal (Inkind)	1	90,000.00	5%	4,500.00
Placement Specialist (Inkind)	1	41,529.00	10%	4,152.90
Youth Services Manager (Inkind)	1	75,504.00	5%	3,775.20
			Total	114,649.85

B. Payroll Fringe Benefits

Description	Total Salary	Rate %	Total Amount
Fringe Benefits (Proposal/Inkind/Match)	114,649.85	30%	34,394.96
		Total	34,394.96

C.1. Staff Travel

Description	Calculation	Total Amount
Program Manager Travel (Proposal)	2,223 miles x $.55	1,222.65
Local Travel (Proposal)	$1,000 annual	1,000.00
		-
	Total	2,222.65

C.2. Mentor Travel

Description	Calculation	Total Amount
		-
	Total	-

D. Supplies

Description	Calculation	Total Amount
Office supplies (Proposal)	$50/mth x 12 mths	600.00
Printed Materials (Match)	$275/qtr x 4 qtrs	1,100.00
Self-Directed Search Assessment (Proposal)	$48 (packet of 25) x 4	192.00
		-
	Total	1,892.00

E. Equipment

Description	Unit Cost	Units	Total Amount
			-
			-

Total	-

F. Contracted Services

Description	Hourly Rate	Hours	Total Amount
			-
			-
		Total	-

G.1. Staff Training

Description	Hourly Rate	Hours	Total Amount
			-
		Total	-

G.2. Mentor Training

Description	Hourly Rate	Hours	Total Amount
Diversity Training Curriculum (Proposal)	$60.00	2	120.00
		Total	120.00

H. Evaluation

Description	Hourly Rate	Hours	Total Amount
Mentor Core Software (Proposal)	$75.00	12	900.00
Wittenberg University (Proposal)	$5,000 annual	1	5,000.00
		Total	5,900.00

I. Other Program Cost

Description	Calculation	Total Amount
Background Screenings (Proposal)	$110 ea x 13 mentors	1,430.00
Telephone/IPAD monthly cost (Proposal)	$100/mth x 12 mths	1,200.00
Family Strengthening Events (Proposal/Match)	$800/qtr x 4 qtrs	3,200.00
Scholarships (Match)	$500 x 2 awards	1,000.00
Youth Participation Incentives (Proposal)	$40/qtr x 4 x 100 youth	16,000.00
	Total	22,830.00

J. Additional Mentor Support Cost

Description	Calculation	Total Amount
Mentor Appreciation Events (Proposal/Match)	$3,200 x 1 annual event	3,200.00
Mentor Incentives (Proposal)	$10 x 192 hours x 20 mentors	38,400.00
Mentor Volunteer Time (Inkind)	$25.994 avr rate x 192 hours x 5 staff mentors	24,954.24
	Total	66,554.24

PROJECT YEAR 2	BUDGET
Total Budget	248,563.70
Local Contribution	83,289.50
State Match	165,274.20
Local %	34%

YEAR 3 - PROJECT BUDGET

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Grant Applicant: Goodwill Easter Seals of Miami Valley

Summary

A. Payroll Expenses

Position/Title/Description	Qty	Annual Salary	% Time	Total Amount
PT Program Manager (Proposal)	1	42,427.00	50%	21,213.50
FT Engagement Coordinator (Proposal)	1	36,000.00	100%	36,000.00
FT Case Manager (50% Proposal/50% Match)	1	33,280.00	100%	33,280.00
Director of Operations (ROMA) (Inkind)	1	68,597.00	10%	6,859.70
LOC Recruiter (Inkind)	1	48,685.50	10%	4,868.55
Hayward Principal (Inkind)	1	90,000.00	5%	4,500.00
Placement Specialist (Inkind)	1	41,529.00	10%	4,152.90
Youth Services Manager (Inkind)	1	75,504.00	5%	3,775.20
			Total	114,649.85

B. Payroll Fringe Benefits

Description	Total Salary	Rate %	Total Amount
Fringe Benefits (Proposal/Inkind/Match)	114,649.85	30%	34,394.96
		Total	34,394.96

C.1. Staff Travel

Description	Calculation	Total Amount
Program Manager travel (Proposal)	1482 miles x $.55	815.10
Local Travel (Proposal)	$1,000 annual	1,000.00
		-
	Total	1,815.10

C.2. Mentor Travel

Description	Calculation	Total Amount
		-
		-
	Total	-

D. Supplies

Description	Calculation	Total Amount
Office supplies (Proposal)	$50/mth x 12 mths	600.00
Printed Materials (Match)	$275/qtr x 4 qtrs	1,100.00
Self-Directed Search Assessment (Proposal)	$48 (packet of 25) x 4	192.00
	Total	1,892.00

E. Equipment

Description	Unit Cost	Units	Total Amount

			-
			-
		Total	-

F. Contracted Services

Description	Hourly Rate	Hours	Total Amount
			-
		Total	-

G.1. Staff Training

Description	Hourly Rate	Hours	Total Amount
			-
		Total	-

G.2. Mentor Training

Description	Hourly Rate	Hours	Total Amount
Diversity Training Curriculum (Proposal)	$60.00	2	120.00
		Total	120.00

H. Evaluation

Description	Hourly Rate	Hours	Total Amount
Mentor Core Software (Proposal)	$75.00	12	900.00
Wittenberg University (Proposal)	$5,000 annual	1	5,000.00
		Total	5,900.00

I. Other Program Cost

Description	Calculation	Total Amount
Background Screenings (Proposal)	$110 ea x 13 mentors	1,320.00
Telephone/IPAD monthly cost (Proposal)	$100/mth x 12 mths	1,200.00
Family Strengthening Events (Proposal/Match)	$800/qtr x 4 qtrs	3,200.00
Scholarships (Match)	$500 x 2 awards	1,000.00
Youth Participation Incentives (Proposal)	$40/qtr x 4 x 100 youth	16,000.00
	Total	22,720.00

J. Additional Mentor Support Cost

Description	Calculation	Total Amount
Mentor Appreciation Events (Proposal/Match)	$3,200 x 1 annual event	3,200.00
Mentor Incentives (Proposal)	$10 x 192 hours x 20 mentors	38,400.00
Mentor Volunteer Time (Inkind)	$25.994 avr rate x 192 hours x 5 staff mentors	24,954.24
	Total	66,554.24

PROJECT YEAR 3	BUDGET
Total Budget	248,046.15
Local Contribution	83,289.50
State Match	164,756.65
Local %	34%

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Community Connectors GRANT ASSURANCES

The parties referred to in this document are the Ohio Department of Education, herein referred to as "THE DEPARTMENT," and the applicant, herein referred to as the "GRANTEE," and any partnering entity who is not the lead applicant, herein referred to as the "CO-APPLICANT." THE DEPARTMENT may make funds available to the GRANTEE for programs operated by the GRANTEE in accordance with requirements and regulations applicable to such programs. Consistent with state laws and regulations, the GRANTEE assures, if awarded a grant:

1. That the GRANTEE will accept funds in accordance with applicable state and federal statutes, regulations, program plans, and applications, and administer the programs in compliance with the United States and Ohio Constitutions, all provisions of such statutes, regulations, applications, policies and amendments thereto.
2. That the control of funds provided to the GRANTEE under the Community Connectors and title to property acquired with those funds will be in a designated eligible recipient and that a designated eligible recipient will administer those funds and property.
3. That the GRANTEE has the necessary legal authority to apply for and receive the proposed grant and enter into the contract.
4. That the GRANTEE will keep and maintain the required financial and compliance records in accordance with the Ohio Revised Code Section 117.11, utilizing generally accepted accounting principles (GAAP) unless the GRANTEE has requested and received a waiver from the DEPARTMENT as to the method of accounting practices.
5. That the GRANTEE will make reports to THE DEPARTMENT as required or requested, and that may reasonably be necessary to enable THE DEPARTMENT to perform its duties. The reports shall be completed and submitted in accordance with the standards and procedures designated by THE DEPARTMENT and shall be supported by appropriate documentation.
6. That the GRANTEE will maintain records, and provide access to those records as THE DEPARTMENT and authorized representatives in the conduct of audits authorized by state statute. This cooperation includes access without unreasonable restrictions to its records and personnel for the purpose of obtaining relevant information.
7. That the GRANTEE will provide reasonable opportunities for participation by teachers, parents, and other interested agencies, organizations and individuals in the planning for and operation of the program, as may be necessary according to state law.
8. That any application, evaluation, periodic program plan or report relating to the Community Connectors will be made readily available to parents and to other members of the general public.

9. That no person shall, on the ground of race, color, religious affiliation, national origin, handicap or sex be excluded from participation, be denied the benefits or be otherwise subjected to discrimination under any program or activity for which the GRANTEE receives state financial assistance.
10. That the GRANTEE may not use its state funding to pay for any of the following:
    A. Religious worship, instruction or proselytization.
    B. The salary or compensation of any employee of the GRANTEE or any CO-APPLICANT, whose duties or responsibilities include the activities specified in paragraph 10A, herein. Salary or compensation of an employee paid directly by a faith-based entity or house of worship is permitted to be utilized as an applicant's in-kind contribution to draw down state matching funds, and is not otherwise prohibited by this section.

    B. Equipment or supplies to be used for any of the activities specified in paragraph 10A, herein.

    C. Construction, remodeling, repair, operation or maintenance of any facility or part of a facility to be used for any of the activities specified in paragraph 10A, herein.
11. That the GRANTEE shall continue its coordination with THE DEPARTMENT during the length of the grant period.
12. The GRANTEE shall cooperate in any evaluation by THE DEPARTMENT.
13. That the GRANTEE will comply with all relevant laws relating to privacy and protection of individual rights including 34 C.F.R. Part 99 (Family Educational Rights and Privacy Act of 1974).
14. That the GRANTEE will comply with any applicable federal, state and local health or safety requirements that apply to the facilities used for a project.
15. That it shall maintain records for five years following completion of the activities for which the GRANTEE uses the state funding and which show:
    A. The amount of funds under the grant.
    B. How the GRANTEE uses the funds.
    C. The total cost of the project.
    D. The share of that total cost provided from other sources.
16. That in the event of a sustained audit exception, and upon demand of THE DEPARTMENT, the GRANTEE shall immediately reimburse THE DEPARTMENT for that portion of the audit exception attributable under the audit to the GRANTEE. The GRANTEE agrees to hold THE DEPARTMENT harmless for any audit exception arising from the GRANTEE's failure to comply with applicable regulations.
17. That the GRANTEE is aware all state funds granted to it are conditioned upon the availability and appropriation of such funds by the Ohio General Assembly. These funds are subject to reduction or elimination by the Ohio General Assembly at any time, even following award and disbursement of funds. Except as otherwise provided by law, the GRANTEE shall hold THE DEPARTMENT harmless for any reduction or elimination of state funds granted to it. In the event of non-appropriation or reduction of appropriation and notice, the GRANTEE shall immediately cease further expenditures under the Community Connectors.
18. The GRANTEE will adopt and use the proper methods of administering the grant and any sub grants, including, but not limited to:

A. The enforcement of any obligations imposed by law.
B. The correction of deficiencies in program operations that are identified through program audits, monitoring or evaluation.
C. The adoption of written procedures for the receipt and resolution of complaints alleging violations of law in the administration of such programs.

19. The GRANTEE, by submission of a grant proposal, agrees that THE DEPARTMENT has the authority to take administrative sanctions, including, but not limited to, suspension of cash payments for the project, suspension of program operations and/or, termination of project operations, as necessary to ensure compliance with applicable laws, regulations and assurances for any project. The GRANTEE acknowledges this authority under Ohio Revised Code Section 3301.07 (C), as applicable.
20. . In the purchase of equipment and supplies, the GRANTEE will comply with state ethics laws and Ohio Revised Code Section 2921.42.
21. That the GRANTEE will have effective financial management systems, which includes, but is not limited to, the ability to report financial data verifying compliance with program regulations and maintaining effective internal control over the operations of the approved grant.
22. That the GRANTEE will obligate funds within the approved project period as set forth in the approved application and will liquidate said obligations not later than 90 days after the end of the project period for the grant.

This assurance is given in consideration of and for the purpose of obtaining any and all grants, loans, contracts, property, discounts or other financial assistance extended after the date hereof to the GRANTEE by THE DEPARTMENT, including installment payments, after such date on account of applications for financial assistance which were approved before such date. The GRANTEE recognizes and agrees that such financial assistance will be extended in reliance on the representations and agreements made in this assurance, and that the State of Ohio shall have the right to seek judicial enforcement of this assurance. This assurance is binding on the GRANTEE, its successors, transferees and assigns. The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the GRANTEE.

GRANTEE

3/5/15 3-5-15

Authorized Representative Date Fiscal Representative Date

Lance W. Detrick, President LEO E. DUGDALE III

Printed Printed

Goodwill Industries International, Inc.

Phone +1 (301) 530-65
Fax +1 (301) 530-15
www.goodwill.org

March 2, 2015

To Whom It May Concern, State of Ohio Community Connectors,

This letter is in support of the Goodwill Easter Seals Miami Valley (Goodwill Dayton) request to provide services in Miami Valley.

Goodwill Dayton has been a top-performing sub-grantee for an important Goodwill Industries International, Inc. (GII) initiative, since 2009. The initiative is funded by the Department of Justice, Office of Juvenile Justice and Delinquency Prevention. GoodGuides® Youth Mentoring program is a program that serves youth, ages 12-17, linking them to adult and peer mentors, career exploration and readiness skills, and community resources they need.

Goodwill Dayton has developed key partnerships in their community to serve youth holistically. Youth are offered resources in the areas of positive decision making, stress management, building successful relationships and coping strategies for difficult environments. In addition, Goodwill Dayton has provided exemplary career exploration activities. Recently, youth visited Wright Air Force Base to learn more about military careers. Youth also participated in STEM workshop while on base, gaining hands on experience with cutting edge STEM technologies. Goodwill Dayton has also partnered with a local school that aims to provide youth with college credentials or certificates during their high school tenure, boosting access to career options. The GoodGuides program in Dayton helps to ensure success of this program by providing mentoring and career guidance along the way.

Goodwill Dayton is excelling in outcome achievement, and is well above national average in nine measures, including mentor recruitment, youth recruitment, partnership attainment, and youth goal achievement. Since 2009, Goodwill Dayton's GoodGuides program has served over 400 youth in Montgomery county Goodwill Dayton also provides assistance to new sub-grant award recipients in the areas of outcome achievement, program management/structure, and partnership development. I often turn to the Dayton Goodwill's GoodGuides team to present on youth services at Goodwill Industries International's Spring Conference and to provide webinars on best practice in youth mentoring services, which are open to the 165 member Goodwills throughout North America.

Goodwill Dayton's GoodGuides program is strong and continues to excel in serving youth. They are well positioned to expand their services and to provide new opportunities to youth in Miami Valley area.

Sincerely

Joylin Kirk
Senior Director of Mission Services
Goodwill Industries International, Inc.

Mr. Mike Calabrese
Executive Director
OIC of Clark County, Inc.
10 S. Yellow Springs Street
Springfield, OH 45506

March 2, 2015

Dear Mr. Calabrese:

Please accept this letter as indication of the partnership between Wittenberg University, OIC and Goodwill Easter Seals of Dayton.

Wittenberg University's Hagen Center hereby agrees to oversee evaluation of the Forward Changing Mentoring Program utilizing Goodwill Easter Seals data management software, Mentor Core. The total amount of this service is not to exceed $15,000 over a 3 year period.

As always, we look forward to contributing Wittenberg's resources to advance quality mentoring opportunities for students in our local community.

Sincerely,

Stephanie McCuist

Stephanie McCuistion
Administrative Director
Hagen Center
Wittenberg University

Ward Street at North Wittenberg Avenue | Post Office Box 720 | Springfield, Ohio | 45501-0720
phone 937.327.6111 | fax 937.327.6112