



**GREATER
HARRISBURG
COMMUNITY
FOUNDATION**

**2020 GREATER HARRISBURG COMMUNITY FOUNDATION
UPSTREAM GRANT APPLICATION
DATE DUE: AUGUST 1, 2020**

Thank you for applying to the Greater Harrisburg Foundation, a regional foundation of The Foundation for Enhancing Communities. Tell your story clearly and concisely. Attachments are required; follow all directions. Failure to answer questions, utilize this template, or attach required documents will disqualify your application. **Answer all questions using information that applies to the project seeking support of grant funds.** Contact Jennifer Strechay, Program Offer for Community Investment, at jstrechay@tfec.org or 717-236-5040 with questions.

APPLICANT PROFILE

Applicant Organization Name

Big Brothers Big Sisters of the Capital Region, Inc.

Provide your organization's name as currently recognized by the IRS

- Check box if the Applicant Organization Name above is a "Doing Business As" name and the provided 501c3 letter states a different name. To be recognized by the "Doing Business As" name, attach ONE legal document using the provided name. If not provided, TFEC will utilize the 501c3 name.**
- Check box if the Applicant Organization uses a Fiscal Sponsor and provide name here**
Click or tap here to enter text.

Name, Title, Email, Phone of Executive Leader

Denise "Maddie" Young, CEO, myoung@capbig.org, 717-236-0199

All contracts and notifications of grant status will be addressed to the individual provided here

Applicant Organization's Physical Address

1519 North 3rd Street, Harrisburg, PA 17102

Applicant Organization's Address for Mailed Communications

1519 North 3rd Street, Harrisburg, PA 17102

All contracts and notifications of grant status will be sent to the address provided here

Name, Title, Email, Phone of Contact Completing Application

Johnna L. Palm, Grant Writer, jpalm@capbig.org, 717-236-0199

If application questions arise, this individual will be contacted by TFEC staff

Organization's Mission Statement

Big Brothers Big Sisters creates and supports one-to-one mentoring relationships that ignite the power and promise of youth.

Organization History (Do not exceed this page)

For more than 38 years, BBBSR has improved the lives of young people throughout our region by creating and supporting one-to-one mentoring relationships that ignite the power and promise of youth. Our Evidence-Based mentoring program is rooted in putting a strong role model and friend into the life of a child facing adversity. Many of our Littles have experienced traumatic life changing events in their life: parent incarceration, drug addiction, homelessness, truancy, poverty, and now a COVID-19 global pandemic that has disrupted life as we knew it. Driven by our vision that all youth achieve their full potential, BBBSR has positioned our program to meet their increasing needs for support and affirmation.

PROJECT PROFILE

Project Title

Trauma-informed Youth Mentoring in the Capital Region: 2020 and Beyond

Project Title must match title listed throughout application and online.

Project Areas of Focus

UPSTREAM GENERAL

Choose UPstream General if your project utilizes upstream strategies but is not principally centered upon the categories below. See the grant guidelines for additional detail.

UPSTREAM: FOCUS AREAS

Choose an UPstream Focus Area (if your project is principally centered upon one or more of the categories below). Please select only those area(s) that apply to this project. See the grant guidelines for additional detail.

<p>EDUCATION</p> <p><input type="checkbox"/> Programs & projects that focus upon or nurture access to early childhood education</p> <p><input type="checkbox"/> Education & development programs for children & youth</p> <p><input type="checkbox"/> Educational programs serving adults</p>	<p>ENVIRONMENT & PARKS</p> <p><input type="checkbox"/> Environmental stewardship</p> <p><input type="checkbox"/> Horticulture & the arts</p> <p><input type="checkbox"/> Health & environment</p> <p><input type="checkbox"/> Park beautification & improvement</p>
<p>HEALTH</p> <p><input type="checkbox"/> Health & human services</p> <p><input type="checkbox"/> Cancer awareness and/or research</p> <p><input type="checkbox"/> Dental care for those in need</p> <p><input type="checkbox"/> Health & human services</p> <p><input type="checkbox"/> HIV & AIDS</p> <p><input type="checkbox"/> Individuals with debilitating or terminal illness</p> <p><input type="checkbox"/> Individuals with intellectual disabilities</p> <p><input type="checkbox"/> Prevention of head and/or spinal cord injury</p> <p><input type="checkbox"/> Purchasing of devices that improve accessibility</p>	<p>HOMELESSNESS</p> <p><input type="checkbox"/> Homelessness & hunger</p>
<p>MENTAL HEALTH</p> <p><input type="checkbox"/> Counseling for children with terminally ill family members</p> <p><input checked="" type="checkbox"/> Guidance, counseling, or programming that includes guidance and/or counseling for youths</p> <p><input type="checkbox"/> Mental health</p>	<p>SENIORS</p> <p><input type="checkbox"/> Programs & projects serving older adults</p>
<p>COMMUNITIES OF FOCUS</p> <p><input type="checkbox"/> Disaster relief & human services that serve the communities of Lebanon City, PA and Cressona, PA</p> <p><input type="checkbox"/> Programs and projects that benefit residents of Millersburg, a borough of Dauphin County, PA</p> <p><input type="checkbox"/> Projects to enhance Camp Hill Borough parks provided by youth organizations such as Scout programs or other youth organizations; programs & projects that focus upon or nurture access to early childhood education within Camp Hill.</p>	

Counties to be served as part of project; check all that apply.

Cumberland Dauphin Franklin Lebanon Perry Northern York (Dillsburg Area)

Projected Number of Individuals to be served by project

 20

Total number of ADULTS served

 10

Total number of CHILDREN (ages 17 and under) served

 30

Total number of ALL INDIVIDUALS served by the project

If above data is not appropriate to project, be sure to fully state the audience type and numbers to be served in Question 2 of the Impact Narrative.

PROJECT SNAPSHOT

1. Capture your UPstream project and the community need it seeks to address in 200 words or less.

In the past two years, BBBSCR has increased our emphasis on providing trauma-informed service to both our Littles and their families. As an agency, we:

- REALIZE the impact of trauma and potential recovery
- RECOGNIZE the signs and symptoms of trauma
- RESPOND by integrating knowledge into our policies, procedures, and practice
- SEEK to actively resist re-traumatization

Our trauma-informed care practices build long-term, stable relationships that help children successfully navigate the path to adulthood. These mentoring relationships create a ripple effect and positively impact siblings, other adults in the household and the mentor in the relationship. Big Brothers Big Sisters of the Capital Region serves as an ally to the mentors, parents, guardians, and educators of our Littles. Now, during the COVID-19 global pandemic, BBBSCR is a primary source of front-line case management in response to the challenges posed by the virus.

PROJECT NARRATIVE

Answer questions 2-10 clearly and concisely; no limit.

2. The GHCF UPstream grant opportunity seeks to improve our area communities by supporting existing or new “upstream” systems, interventions, programs, or projects that attempt to create positive social change by addressing a problem at its source rather than managing its “downstream” symptoms. Describe your proposed upstream project, the geographic area it will serve, and the audience to be served; state why this audience was selected. Include how/why your project is “upstream” and how your project is working to address a specific need or needs. You **MUST** use and complete the following statement within your answer, “Grant funds will be used to _____”.

Big Brothers Big Sisters of the Capital Region is requesting \$7,500 from Greater Harrisburg Foundation Upstream to enhance and expand our Trauma Informed Care case management in the Community- and School-Based mentoring programs in the Capital Region. Currently, BBBSCR provides case management and wraparound services to 386 active matches and 344 families whose children are either applying to participate in the program or are waiting to be matched with a mentor.

The COVID-19 global pandemic has created a huge shift in how BBBSCR provides services. Prior to the outbreak, match support case management and communications focused on program delivery and outcomes. Now, BBBSCR is a primary source of front-line case management in response to the challenges posed by the virus. Communications with Bigs, Littles, and families have shifted to inform and educate our clients about COVID-19 specific relief programs like the CARES Act and local health services including testing centers. At the start of the statewide shutdown, BBBSCR created a resource page on our website, www.capbig.org, that provided physical and mental health resources, educational activities, information and access to COVID-19 financial programs for individuals and businesses. As virus outbreaks ebb and flow, and as new state and federal relief becomes available, the BBBSCR COVID-19 resource page will be updated to keep our families informed and safe.

Our match support case managers now serve as a primary point of contact for all our families. Prior to COVID-19, our match support specialists provided wraparound services and referrals to our Littles and their families as needed. The pandemic’s economic impact has now increased the need for these services to encompass not only our Littles but also our mentors, many of whom have never had to navigate the unemployment compensation system or access food support programs for themselves and their own families. Match support case managers serve as a liaison between the families we serve and their local school district. They kept our clients informed about school food and resource distribution schedules during the statewide shutdown. As districts continue to define what school will look like in the future, BBBSCR match support case managers continue to keep Bigs, Littles, and families updated regarding school schedules and requirements. Our case managers also help to support the education of children by connecting

parents/guardians and mentors with educational resources that augment the learning opportunities issued by the school districts. The potential for another school shutdown will require BBBSCR to be able to continue to provide wraparound services to both Bigs and Littles in response to changes in the outbreak profile.

BBBSCR mentors children ages 6 and older in Cumberland, Dauphin, Lancaster, Lebanon and Perry Counties through our community-based and site-based programs. The children served by Big Brothers Big Sisters are classified most often as "children at risk." They come from poor and/or unstable homes. Many of these children have an incarcerated parent or family member, and they are routinely exposed to community and neighborhood violence. The COVID-19 global pandemic has significantly increased this risk to children. School shutdowns have disrupted the child's opportunity for learning and increased pressure on already stressed caregivers to monitor at-home learning. It has also removed the protective factor provided by teachers and school staff who can identify incidents of abuse. The stay-at-home mandates have also severed children's social supports from other supportive adults and their own peer group, isolating children most at risk.

Poverty, incarceration, and single parent homes lead to trauma, violence, depression and toxic stress. Living in these extreme situations creates an environment of mistrust. Saint A in Milwaukee, WI has pioneered the use of trauma informed care for children. Its clinical director, Tim Grove states, "We might not be able to ever prevent the stuff that happens to kids. But we are fully in charge of how we respond when we see it." That is why BBBSCR works to build trust between families, children, mentors and the community. In the past two years, BBBSCR has increased our emphasis on providing trauma-informed service to both our Littles and their families. As an agency, we:

- REALIZE the impact of trauma and potential recovery
- RECOGNIZE the signs and symptoms of trauma
- RESPOND by integrating knowledge into our policies, procedures, and practice
- SEEK to actively resist re-traumatization

Our trauma-informed care practices build long-term, stable relationships that help children successfully navigate the path to adulthood. These mentoring relationships create a ripple effect and positively impact siblings, other adults in the household and the mentor in the relationship. Big Brothers Big Sisters of the Capital Region serves as an ally to the mentors, parents, guardians, and educators of our Littles. Now, during the COVID-19 global pandemic, our Bigs, Littles and families need us more than ever.

BBBSCR chose to be proactive in its response to the pandemic. On March 13, 2020, the agency shifted its operating processes to provide virtual case management services. Since then, we:

- created a COVID-19 resource center on our website, www.capbigs.org, that includes links to necessary government sites and information, links to health information, links and schedules for food distribution sites, suggestions for Bigs and Littles to stay in contact while remaining socially distant, activity suggestions, educational and mental health resources, and contact information for community partners.
- shifted our site-based Beyond School Walls to the Zoom online meeting platform that allows our Bigs and Littles to meet even though schools were closed.
- introduced a new weekly e-newsletter, Hope for a Community at Home, that features the latest information regarding local services, health information, virtual activities, new ideas for matches, and uplifting news stories from our community.
- developed learning packets for Littles who could not access online education from their schools.
- launched our daily Facebook Live learning series on April 1, 2020. Everyday at 2:00 PM, Bigs, Littles, families, and friends could go to www.facebook.com/bbbscapregion for a live 20-minute video event. Subjects range from at-home science experiments to indoor games to cooking demonstrations to video tours of Police Stations to dance and exercise classes.

Case managers are in contact routinely with Littles, families and Bigs. We act as conduits to the help and services our families need, keeping families informed about meal distribution schedules at local schools, educating adults about provisions in the new CARES act, or connecting families with vital life sustaining resources like a propane tank for the kitchen stove, free mask supplies, Easter baskets for children, and food gift cards. BBBSCR case managers are also helping track incidents of illness among our families and Bigs to then share with county agencies who manage the local

government response to COVID-19. BBBSCR works with our community partners to provide comprehensive care solutions, and we work as a liaison between families and our partners to engage services provided by BBBSCR's community network. Match support staff provide essential coaching to the mentors, promote open lines of communication between Bigs, Littles, and families, and guide Bigs through the often-confusing web of community services that can assist Littles and their families. Our wrap-around services extend to the children and families not yet paired with a mentor. These families also benefit from BBBSCR's community network and staff referrals to additional community service, keeping families engaged with BBBSCR as we work to identify the best Big for their child.

With the restart of businesses and schools, the risk for coronavirus infection increases, BBBSCR plays a substantial role in assisting our clients in accessing COVID-19 testing and treatment, locating protective supplies like face masks and anti-viral cleaning products, providing contact tracing information to Cumberland County, and providing mental health counseling and support to the families coping with an infected loved one. Big Brothers Big Sisters anticipates a greater demand for these services as people become more socially active and opportunities for social distancing lessen with the onset of winter.

In order to fulfill our mission to create and support one-to-one relationships that ignite the power and promise of youth, Big Brothers Big Sisters continues to develop virtual resources and programs that will become a standard part of how we operate our programs. Program and communication staff developed a new virtual information and orientation presentation for new volunteers, created virtual opioid training for mentors and parents, and are planning strategies for school-based mentoring programs that take advantage of schools' online computer resources.

Youth mentoring provides a layer of protection to help compensate for the loss of other social connections. The introduction of another adult whose purpose is to be a friend to the child directly helps to strengthen social development in children while also providing a neutral party who can help to insure the child's well-being. Because mentors often become woven into the fabric of the child's family, the support of a mentor benefits the entire family. Participating in the Big Brothers Big Sisters program also introduces a degreed social work professional to the Big, Little and family in the match support specialist, a case manager assigned to each Big/Little match. This case manager also monitors the child's well-being during the course of match, but also provides access to resources needed by the families we serve, guides mentors in dealing with a child's specific life circumstances, and serves as an ally to parents and guardians who themselves could benefit from the compassion and advice of a professional social work case manager. As Capital Region residents adjust to life during and after COVID-19, Big Brothers Big Sisters of the Capital Region is committed to helping vulnerable children and their families cope with the changes, positioning our mentors, our parents and guardian, and our agency to defend the potential of all children.

DATES & LOCATIONS

- 3.** When and where will the project take place? List dates and locations as appropriate in chronological order. State if provided dates/locations are confirmed, estimated, or to be determined.

The mentoring programs offered by Big Brothers Big Sisters of the Capital Region are existing and ongoing programs. Community-based matches continue to meet year-round. School-based matches meet at the Little's school* during the school year and are on hiatus during holiday and summer recesses. These matches may resume meeting once the new school year begins. Due to COVID-19 and new school policies, school-based matches who are unable to meet in-person may be shifted to virtual matches and use the school's IT services to maintain contact.

*Beyond School Walls students meet at the mentor's place of employment rather than the Little's school.

ROLES & RESPONSIBILITIES

- 4.** Does the project involve partnerships, collaborations, service, or affiliations with other organizations that will strengthen the project? If so, LIST their name(s) and corresponding role(s) within the categories below OR if this does not apply to you, state why your project is best positioned for success as a single organization.

SINGLE ORGANIZATION STATEMENT: Click or tap here to enter text.

PARTNERSHIPS: *We are equally invested in providing this project and success is dependent upon all organizations and shared roles although one entity serves as the applicant for this grant. Our application includes a letter from each partner that states their role in this relationship.*

Click or tap here to enter text.

COLLABORATIONS: *We are working with other organizations to make this project happen, but we serve as the lead organization for this grant opportunity and our project success is enriched by, but not dependent upon, our collaborators. An additional letter is NOT required, but may help the application.*

BBBSCR collaborates with a wide variety of community resources, including school districts, local juvenile probation offices, county children and youth services departments, drug and alcohol agencies, YMCAs, police departments, and local businesses to recruit both Bigs and Littles. Several school districts in Cumberland, Dauphin, and Lebanon Counties participate through our school-based programs, providing not only as a referral source for Littles but also as the location where our matches meet. It is through our school-based program that we offer Bigs In Blue, which matches Littles with active duty law enforcement personnel who serve as mentors. Carlisle PD, Cornwall PD, Derry Twp. PD, Hummelstown PD, Lebanon PD, Lower Paxton Twp. PD, Mechanicsburg PD, Steelton-Highspire PD, Susquehanna Twp. PD, Swatara PD, and the PA State Police have made Bigs In Blue a part of their community policing programs. BBBSCR operates Sports Buddies programs at the Carlisle and Lebanon YMCAs where matches meet and can make use of the YMCA facilities. BBBSCR has collaborated with Capital BlueCross on our Beyond School Walls program, where Bigs and Littles meet at the Big's place of employment. In 2020, BBBSCR will launch a new Beyond School Walls program with Deliotte in Mechanicsburg and another Bigs In Blue program with East Pennsboro Twp. PD.

To augment our mentoring programs, BBBSCR offers subject specific initiatives that provide community businesses and social organizations opportunities to participate with our programs beyond serving as a mentor. Savvy Sisters is a STEM-oriented initiative for girls that introduces them to female leaders in the community and provides opportunities to explore educational and career opportunities. Grow Big, Grow Well is our health and wellness initiative that engages community resources from healthcare providers to school counselors to nutritionists to teach Bigs and Littles strategies for good physical, mental, and emotional health.

SERVICE: *Our project will serve these organizations and cannot take place without their commitment to accept service. Our application includes a letter from each organization (this includes schools) that states their intent to participate.*

Click or tap here to enter text.

AFFILIATIONS: *Our project may be affiliated with these organizations in some way, but is not 100% dependent upon their participation. An additional letter is NOT needed.*

BBBSCR maintains active relationships with other area social service providers. These relationships allow us to refer our Littles and families to organizations who can provide specific resources. Organizations include the Central PA Food Bank, Highmark's Caring Place, and the Children's Resource Center. Working with our community partners, BBBSCR is positioned to offer comprehensive care solutions that will work in concert with our trauma-informed care protocols.

COMPARABLES

5. Are other organizations in your service area providing services that are similar to your proposed project? If yes, state their names or services and explain how your project differs. If no, state NA.

The Big Brothers Big Sisters service delivery model employs evidence-based best practices that emphasize consistent case management and evaluation. Because Big Brothers Big Sisters mentoring focuses on relationships and relationship-building, the program serves not only the Big and Little, but the Little's custodial adult and siblings. Mentors provide additional social connections to their mentees and families, serve as a source for concrete support in times of need, and help children develop social and emotional competence—three of the five factors in the Center for the Study of Social Policy's Strengthening Families Protective Factors Framework. The Big/Little relationship often leads the families of both Bigs and Littles to consider each other as extensions of their own family.

Big Brothers Big Sisters' mentoring model is customized one-to-one mentoring designed to build strong and enduring relationships. The intake process for both Bigs and Littles includes extensive interviews that allow our match support specialists to find the right mentor for each child. This process emphasizes the importance of building a strong relationship and results in a longer, stronger match. Each child enrolled in the program has a Youth Outcome Development Program that provides structure and goals for the match to achieve.

Numerous organizations throughout the five-county GHF program area offer general mentoring programs. Only Big Brothers Big Sisters provides an evidence-based, trauma informed care-focused program as a standardized system of practice. COVID-19 has made it necessary to adjust the delivery of our program to ensure the safety of our Bigs, Littles, and families and makes the trauma-informed care services we offer more valuable than ever before. Big Brothers Big Sisters continues to develop virtual resources and programs that will become a standard part of how we operate our programs. Program and communication staff developed a new virtual information and orientation presentation for new volunteers, created virtual opioid training for mentors and parents, and are planning strategies for school-based mentoring programs that take advantage of schools' online computer resources.

ASSESSMENT & IMPACT

- 6a. What will project success look like? Provide a brief overview of the project's key outcomes, outputs, and/or other results of success.

Big Brothers Big Sisters' overarching goal is that all youth achieve their full potential. We measure success in three specific areas: educational success, avoidance of risky behaviors, and socio-emotional competency. Big Brothers Big Sisters of America studies show that youth served by BBBS programs help to reduce risk factors and improve protective factors as measured by evidence-based surveys over the life of the match.

Our goal is to use one-to-one mentoring to increase school engagement and academic efficacy, increase pro-social skills and behaviors, and decrease the risk of juvenile delinquency. The specific outcomes that youth will achieve include:

- (90%) of Littles will report satisfaction with mentoring relationships as measured by the Strength of Relationship Survey

- (85%) of Littles will report decreased antisocial behavior such as bullying and other personal conduct as measured by the Child/Youth Outcome Survey
- (54%) of Littles will report positive academic performance as measured by the Child/Youth Outcome Survey
- (65%) of Littles will report positive social competence, as measured by the Child/Youth Outcome Survey
- (70%) of Littles will report positive family connectedness, as measured by the Child/Youth Outcome Survey
- (20%) of Littles will report positive educational expectations such as graduating from high school as measured by the Child/Youth Outcome Survey

Agency deliverables include:

- * Recruitment and engagement of at risk youth and families as defined by poverty, single parent households and family incarceration.
- * Recruitment and engagement of mentors
- * Partnership building with area school districts, police departments, county agencies and other community partners (wraparound services)
- * Management of mentoring relationships, case management, wrap around services for families
- * Training on mentoring and healthy relationship building for mentors and children/families

- 6b.** How will project success be measured and documented (i.e.: how will you know the project is successful? Are you collecting value statements, numbers served, surveys, photos, before and after images, or using other methods)?

Match support evaluates the strength and success of the match through a series of annual surveys. At enrollment, Littles complete the Child Outcome Survey (COS) for children 10 years old and younger or the Youth Outcome Survey (YOS) for children 11 years old and older. These surveys focus on the child's perception of his own decision-making skills, his academic achievement and other school/social issues to establish a baseline against which child achievement is measured. At the three-month anniversary, Big Brothers Big Sisters conducts a Strength of Relationship (SOR) survey. This survey helps the Big Brothers Big Sisters staff to customize the level and nature of support provided to the match. One year after the match, Big Brothers Big Sisters again administer the Child/Youth Outcome Survey and the Strength of Relationship Survey. Match support will use the information from these surveys to measure the child's success in achieving YODP goals and will amend the YODP to establish new goals. These surveys are used to evaluate the relationship on the match anniversary for the entire length of the Big/Little relationship.

FUNDING & SUPPORT

- 7.** If this proposal is not funded at the level requested, will you be able to implement the project as stated? Explain as needed.

Trauma-informed care constitutes a significant investment in operations. It is a time-intensive process that affects all aspects of the process from initial enrollment through to match management. It must be done in a deliberate and planned manner, and in alignment with standards established by Big Brothers Big Sisters of America. Big Brothers Big Sisters will continue to serve

Capital Region children, but the program scope and timeliness may be impacted as we search for funds to support this more intensive level of case management.

8. This grant opportunity will not fund 100% of any project. Restate the amount you are seeking and describe other funding sources and amounts.

Big Brothers Big Sisters of the Capital Region is requesting \$7,500 from Greater Harrisburg Foundation Upstream. Grant funds will be used to support trauma-informed care practices in the current service delivery model. BBBSCR has received funding from the PA Commission on Crime and Delinquency through the Community Violence Prevention and Reduction Initiative. BBBSCR has been selected as a subrecipient applicant under Big Brothers Big Sisters of America's application to the US Department of Justice-Office of Juvenile Justice and Delinquency Prevention for 2020, with a portion of any award reserved to support Bigs In Blue matches. BBBSCR has submitted an application to be included in Big Brothers Big Sisters of America's 2021 application for DOJ mentoring program funds. Additional applications have or will be submitted to the McCormick Family Foundation and the G.B. Stuart Foundation for mentoring in Cumberland County, the Kline Foundation for school-based mentoring in Dauphin County, and to the Stabler Foundation for general mentoring. We continue to seek funding to serve the children and families who need our help. Additional applications to other private and community foundations, as well as state and local governments, are submitted throughout the year.

9. Did the applicant organization end its most recent fiscal year with a budget surplus or deficit? If so, briefly state the amount of the surplus or deficit and state how the surplus may be used (i.e. is it earmarked for another program) and/or how the deficit may be handled.

BBBSCR ended the 2019 fiscal year with a surplus of \$536,657. These funds will be added to the operating cash reserve required by the agency's agreement with Big Brothers Big Sisters of America.

ACCESS & INCLUSION

10. As a community foundation, TFEC fosters a climate of purposeful inclusion that values diversity of gender, age, race, ethnicity, national origin, range of abilities, sexual orientation, and socio-economic status. Please state how your project will be made accessible to all individuals who qualify for participation in the project and describe any accommodations, modifications, technologies, or services you will offer to ensure that all eligible participants experience the best possible services or outcomes.

Diversity and inclusion are at the heart of the Big Brothers Big Sisters mission every day. We serve a diverse population which encompasses both rural and urban demographics across five counties. Included in those counties are areas of dense poverty, diverse ethnic communities, parental incarcerations, emerging LGBTQ issues, and rural isolation. We achieve our success by being a strong community partner. We collaborate with school districts, local companies, police departments, legislators, local funders, county government, parents, and students to create a network of community members focused on achieving success for the next generation.

BUDGET WORKSHEET

Complete the Budget Worksheet below; a Project Total is required.

ITEM OR SERVICE <i>Examples include: Contracted Services, Equipment, Personnel, Supplies; list your own as appropriate.</i>	DESCRIPTION OF ITEM OR SERVICE	REQUESTED GRANT FUNDS <i>Indicate where funds sought through this grant opportunity will be applied.</i>	OTHER FUNDING SOURCES <i>State the names and amounts of all other funding sources.</i>	PENDING, COMMITTED, OR RECEIVED <i>Using a P, C, or R, indicate the status of all funding sources.</i>	\$ TOTALS <i>Add across to provide a total for each row. Total columns as indicated in bottom row.</i>
Program Case Management & Services	Salaries, Taxes, Health Benefits, and Retirement	\$5,195.00	Fundraising-Events, Contributions, Grants-\$5,195.00	A	\$10,390.00
Office Space, Utilities, and Telephone	Rent, Office Electric, Water/Sewer, Telephones & Fax	\$659.00	Fundraising-Events, Contributions, Grants-\$659.00	A	\$1,318.00
Travel & Professional Development	Mileage, staff training & education	\$126.00	Fundraising-Events, Contributions, Grants-\$125.00	A	\$251.00
Insurance	Workers Compensation, Multi-peril Umbrella	\$171.00	Fundraising-Events, Contributions, Grants-\$172.00	A	\$343.00
Supplies, Postage & Printing	Clerical supplies, postage, and printed materials	\$52.00	Fundraising-Events, Contributions, Grants-\$52.00	A	\$104.00
Office Equipment & Furniture	Computer equipment, copier & postage meter rental	\$72.00	Fundraising-Events, Contributions, Grants-\$72.00	A	\$144.00
Program Supplies	Materials used for pre-match training and match support activities	\$37.00	Fundraising-Events, Contributions, Grants-\$37.00	A	\$74.00
Outside Services	Accounting, Legal, IT Support	\$516.00	Fundraising-Events, Contributions, Grants-\$516.00	A	\$1,032.00
Other	Nat'l & State dues, Marketing Exp., Scholarship Exp.	\$672.00	Fundraising-Events, Contributions, Grants-\$672.00	A	\$1,344.00

TOTALS	\$7,500.00 Total: Requested Grant Funds	\$7,500.00 Total: Other Funding Sources		\$1500.00 PROJECT TOTAL
---------------	--	--	--	--

**Big Brothers Big Sisters of the Capital Region
Board of Directors**

12/13/2019

<p>Board Chairman*</p> <p>Eric Kiehl 1st Term: 01/17-01/20</p> <p>H: (717) 243-3548 C: (717) 599-2077 Alexkylie@comcast.net</p>	<p>Immediate Past Board Chair</p> <p>Paul Perini III 2nd Term:7/18-7/21</p> <p>1872 Creek View Drive Palmyra, PA 17078 W: (717) 720-6228 C: (717) 645-8034 perinip@comcast.net</p> <p>Finance Committee</p>
<p>Vice Chair*</p> <p>Kirsten Page 1st Term: 01/17-01/20</p> <p>2911 N 2nd Street Harrisburg, PA 17110</p> <p>H: (717)232-6269 C: (717)215-1601</p> <p>KirPage@Comcast.net</p>	<p>Secretary*</p> <p>Janet Sloand 2nd Term:07/19-07/22</p> <p>152 Holly Hills Drive Harrisburg, PA 17110 W: (717) 379-1876 C: (717) 379-1876 janetsloand@comcast.net jms557@drexel.edu</p> <p>To Be Named</p>
<p>Treasurer*</p> <p>Tim Mirra 1st Term: 07/19-07/22</p> <p>Zelenkofske Axelrod LLC 830 Sir Thomas Court, Suite 100 Harrisburg, PA 17109 W: (717)561-9200 ext.5024 C: (908)-432-1415 tmirra@zallc.org</p>	<p>President & CEO</p> <p>Maddie Young</p> <p>Big Brothers Big Sisters of the Capital Region 1519 North 3rd Street Harrisburg, PA 17102 W: (717)236-0199 C: (717)448-4901 myoung@capbigs.org</p> <p>Member of all committee's</p>
<p>Sterling Thompson 2nd Term: 07/19-07/22</p> <p>1385 Carriage House Road Middletown, PA 17057 H: 717-939-3455 C: 717-319-3682 sterlingstompson@comcast.net</p>	<p>Joseph Holston 1st Term: 01/18-01/21</p> <p>Holston & Assoc. PO Box 473 Harrisburg, PA 17108 W: (717) 233-1947</p> <p>josephholston@comcast.net</p>
<p>Justin Webb 1st Term: 01/18-01/21</p> <p>Mid Penn Bank 2407 Park Drive Harrisburg, PA 17110 W: (717) 920-3570 C: (717) 307-5818 Justin.webb@midpennbank.com</p>	<p>Colby Windholz 1st Term: 07/17-07/20</p> <p>First National Bank of Pennsylvania 101 N 2nd Street, 3rd Floor Harrisburg, PA 17101 W: (717)303-7876 C: (717)860-7108 windholz@fnb-corp.com</p>
<p>Casey Khuri 1st Term: 1/17-1/20</p> <p>Dir. Of Operations NAI CIR 1015 Mumma Road Lemoyne, PA 17055 W: (717) 761-5070 C: (717) 574-5696 ckhuri@naicir.com</p>	<p>Kristopher Korzi 1st Term: 01/18-01/21</p> <p>Stonebridge Financial Group 602 N Front Street Wormleysburg, PA 17043 W: (717) 736-7007 C: (814) 341-6417</p> <p>Kristopher.korzi@stonebridgefg.com</p>

<p>Brian Lorenz Giant Foods 1149 Harrisburg Pike Carlisle, PA 17013 C: (330) 327-1769 Brian.Lorenz@giantmartins.com</p>	<p>Jason Klock Klock Entertainment 1310 Crooked Hill Road Suite 100 Harrisburg, PA 17110 W: (717)836-7366 C: (717)460-5151 jklock@klockentertainment.com</p>
<p>Keri Finkenbinder Leadership Cumberland Fellow Board Intern Kfinkinbinder@ccpa.net</p>	

Meetings: **Full Board-2nd Tuesday @ 12:00 PM**
January, March, May, July, September, November

UPMC Pinnacle
Psychological Associates

205 S. Front Street, Suite 5
Harrisburg, PA 17104
T 717-231-8360
F 717-231-8358

July 24, 2020

Johnna Palm, Grant Writer
Big Brothers Big Sisters of the Capital Region
1500 North 2nd Street
Harrisburg, PA 17102

Dear Ms. Palm:

I write in support Big Brothers Big Sisters of the Capital Region and request for funding from Greater Harrisburg Foundation Upstream Grant Program

As a licensed psychologist, I am familiar with the work provided by Big Brothers Big Sisters. I am aware of the positive impact mentoring has on the life of a child and the growing population of at risk youth in the Capital Region who might benefit from your work. Mentoring at-risk youth changes the child's perspective on themselves, their community, their opportunities and their long term well-being. It has positively impacted numerous clients with whom I have worked. The families have benefited immensely and there is no monetary value which can be attributed to their experiences.

As a member of the community, I see Big Brothers Big Sisters as a key factor in increasing the number of children who graduate high school with a plan for their future and reducing the number of children to enter the juvenile justice system each year. I am willing to advocate on behalf of both Big Brothers Big Sisters and the children who need a mentor to positively impact their life. As a member of the helping profession I also provide the support and outreach to programs which I know will have a direct impact on the community in which I reside.

There are numerous positive implications for the individuals and families whom I treat that are engaged with Big Brothers Big Sisters. Given the adversity many families face, this program provides education, structure, advocacy, and support to them. It enables them to build their skills (kids and parents). It directly impacts their day to day living and ability to fully function in their communities. In a time of uncertainty this program has provided my families with guidance and support within their domain. It is my pleasure to advocate on their behalf to ensure that they can provide these much needed services when there are so few that can do this type of work on an everyday, in the trenches, basis. Please consider them to be a recipient of your grant.

Please do not hesitate to contact me should you want additional information or follow-up. I would gladly share my experiences with the pogrom.

Sincerely,

A handwritten signature in blue ink that reads "Melissa M. Brown". The signature is written in a cursive style with a large initial "M" and a stylized "B".



Melissa M. Brown, Psy.D.

Licensed Psychologist

2020 GREATER HARRISBURG COMMUNITY FOUNDATION UPSTREAM SIGN & SUBMIT FORM

Provide signatures from the applicant organization, below. Both organization representatives must sign.

By providing your original OR digital signature below, you agree that the provided information in this application is true to the best of your knowledge and may be submitted for review. Completion of this form is one component of your Complete Application.

<input checked="" type="checkbox"/>	President/CEO	 Ink Signature	Click or tap here to enter text. Digital Signature
<input type="checkbox"/>	Board President	DocuSigned by:  Ink Signature	Click or tap here to enter text. Digital Signature

REQUIRED ATTACHMENTS TO BE UPLOADED & SUBMITTED BY 4PM ON THE DEADLINE DATE

All grant materials must be submitted through the TFEC online application system by 4pm on the deadline date.. This grant opportunity does not utilize delivered or mailed materials.

- Complete Application:** Applicant Profile, Project Profile, Project Snapshot, Project Narrative, Budget Worksheet, and Sign & Submit Form with original or digital signatures.
- Board of Directors List:** Professional affiliations (ie: work positions and/or titles as applicable) must be included.
- ONE, TWO, or THREE letters of support with original or digital signatures.** Applicants may submit the number of letters that will best support their application. Letters of support from the applicant organization's Board of Directors will not be accepted. Identical form letters are discouraged. A minimum of ONE letter of support is REQUIRED for this grant opportunity regardless of response to Question 4.
- If you have indicated PARTNERSHIP with or SERVICE to other Agencies as stated in Question 4, you must upload letters with original or digital signatures documenting the relationship.** A letter of partnership or service may also serve as a letter of support if support is expressly stated.
- Applicants who utilize a FISCAL SPONSOR** must include a letter signed by the Executive Leader of the Fiscal Sponsor organization indicating agreement to serve as the Fiscal Sponsor. An original or digital signature is required.
- IRS 501(c)(3) determination letter.**
- 1st Page of Applicant Organization's Most Recent 990.** If 990 is not available, upload applicant organization's most recent audit or financial statement to meet this requirement.

QUESTIONS

If you should have any questions regarding this form or TFEC grant opportunities, contact Jennifer Strechay, Program Officer for Community Investment, at jstrechay@tfec.org or 717-236-5040.