



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

Child Care Consultats

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

Christy Renjilian, Executive Director, crenjilian@childcareconsultants.org, 717-771-8560

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

Applicant Organization's Physical Address

29 N. Duke Street, York, PA 17401

Applicant Organization's Address for Mailed Communications

29 N. Duke St, York, PA 17401

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

Name, Title, Email, Phone of Contact Completing Application

Barbara Green, Provider Specialist, Bgreen@childcareconsultants.org, 717-771-8561

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

Organization's Mission Statement

Child care consultants ensures that all families have access to high quality, affordable child care choices that lead to success in school life.

Organization History (Do not exceed this page)

Child Care Consultants is committed to helping children, families and early childhood education programs be successful. We assist low income working families in paying for child care and provide resources, training, and on-site technical assistance to early childhood education providers to help them improve their programs to ensure that every child is successful in school and life. We serve approximately 24,000 children, families and early childhood education programs a year in Adams, Centre, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Northumberland, Perry, Snyder and York Counties.

PROJECT PROFILE

Project Title

Connections to Caregiving

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 checked="" type="checkbox"/> Programs & projects that focus upon or nurture access to early childhood education</p> <p><input checked="" type="checkbox"/> Education & development programs for children & youth</p> <p><input checked="" 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 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

100	Total number of ADULTS served
250	Total number of CHILDREN (ages 17 and under) served
350	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.

Child Care Consultants' (CCC) Connections to Caregiving provides a continuum of professional development, mentoring, and technical services to women interested in starting and sustaining quality childcare business. This job readiness program provides the training and skills needed to open a DHS certified home-based childcare business as well as offering technical assistance to support providers in staying in business beyond the typical two to three year threshold. Connections to Caregiving provides life skills and job training helping adults improve their self-sufficiency. Training and technical assistance is provided on health and safety, business practices, zoning, communications and early childhood education. Additional training is provided on child abuse and neglect awareness and prevention, nutrition and wellness, developmentally appropriate practices and curriculum, family engagement and kindergarten readiness. The goal of the program is to help women increase job readiness skills, improve quality of care provided to children and their families, and ensure long term self-employment of these essential small businesses. The program also ensures that the children cared for in these small businesses receive the highest quality care and are successful in school and life.

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 _____".

Connections to Caregiving targets persons interested in starting a childcare business in their home. Our target population are adults in Dauphin County who are underemployed or unemployed and interested in starting an in-home childcare business. Participants must demonstrate their suitability for working with young children by obtaining state and FBI clearances as well as home occupancy permits. Individuals who already operate a DHS certified home-based programs are also welcomed to participate in the program. Currently there are an estimated 100 relative providers and 75 regulated home-based providers in Dauphin County. These programs serve an estimated 1,000 children and their families. Connections to Caregiving serves adults of all ages, gender, race/ethnicity and income levels.

The need for the program is determined through needs assessments, labor statistics, lack of alternate hour care (second or third shift care), and quality childcare in Dauphin County. According to the Bureau of Certification, there is a need for childcare spaces and training. Given the current COVID-19 impact on childcare, the need is even greater. Quality care impacts parents' reliability at work, children's development, and quality of our workforce. Participating providers develop best practice skills which ensure they are financially stable small businesses that can sustain over the long term.

Currently DHS provides no guidance on the process for becoming a Certified home-based provider either online or face to face. While DHS offers an initial orientation, it is focused on completing the DHS forms for Certification and not working with the various municipalities' zoning regulations, meeting standards of care, developmentally appropriate practices and curriculum, Keystone STARS and the importance of high quality, and developing a successful business model and plan. Our experience shows that this results in individuals being unable to successfully navigate the Certification process or become successful high quality programs. Connections to Caregiving is assessed by the overall number of participants served and the percentage that become DHS Certified.

CCC administers Connections to Caregiving through a United Way of York County program for over 20 years. We provide a one-of-a-kind program in the state of Pennsylvania. We have found that the Connections teachings help providers stay

engaged and supported through their journey, thus ensuring they continue to operate and help families. We help over 50 persons every year through the process of DHS certification. The percentage of providers still in operation are outlined below:

2015-2016 – 70%

2016-2017 – 60%

2017-2018 – 80%

2018-2019 – 100%

Currently, 22 people working through the certification process in Dauphin County. The Connections to Caregiving program would enable us to provide more direct service and one-to-one training and support. In a recent article from the National Review, Kathryn B. Stevens states, “In addition to caring for children, home-based child care also plays a valuable role: offering an accessible pathway to entrepreneurship and small business ownership to low-income communities, especially for women. Helping local residents start home-based child care increases the number of small business owners while also expanding availability of child care in lower-income communities. An economic impact analysis of a project supporting home based child care businesses in New Haven, for example, found substantially increased annual income among the proprietors – mostly low-income African American women – along with greater availability of high-quality community based child care and an overall boost to the regional economy.”

The professional development, technical and financial assistance provided by the Connections to Caregiving program enables home-based childcare providers to manage their businesses effectively, enhancing profitability and sustainability and to deliver high-quality services that will attract and retain enrollments. Grant funds will be used to:

1. Initial contact/meeting with provider. In this face to face or video meeting we will discuss the entire process of becoming DHS certified, talking through each step so that the applicant understands exactly what they need to follow.
2. Bi-weekly meetings with applicant to work through the steps of becoming certified. This will include contacting zoning for an R-3 Certificate of Occupancy, attending both the online and in person DHS Orientation, obtaining the required four clearances, obtaining a current health physical and TB test, completing a 10 hour health and safety training online, obtaining current pediatric First Aid and CPR certification (provided by me), completing a three hour mandated reporter training, and obtaining an EIN number for their business.
3. Five sessions of Connections classes with other applicants/providers who are new to the business.
 - a. Session one –Discuss the highs and lows of family childcare. Providers are tested on their knowledge of DHS regulations and start to connect with others who are in their profession, forming a support group.
 - b. Session two- Discuss all business aspects of owning your own home childcare. This includes taxes, budgets, creating a business plan, calculating the time/space percentage in your home, liability insurance, and managing your money
 - c. Session three – This focuses on writing your parent handbook and creating the policies you will include in the home childcare business
 - d. Session four – Here we will learn about developmentally appropriate practices in home childcare. Providers will spend time learning about curriculum and will also work on developing their emergency plan.
 - e. Session Five- The program strives to build strong collaborative efforts within our community. Providers collaborate with other CCC programs, including the ELRC which oversees the Child Care Works program, Keystone STARS and Resource & Referral. Providers are also linked to the Child and Adult Care Food Program to support their efforts to meet the nutritional needs of the children they serve by providing support in menu planning and nutrition education. If they qualify, they may also receive reimbursement for the meals they provide. Once a provider becomes certified, they are able to join our Keystone STARS program which provides additional resources to enhance the quality of care they provide. We will

discuss continued professional development trainings and decide if they would like to serve on our Child Care Advisory Board.

4. Providers will be evaluated through verbal and written assessments. The Provider Specialist will follow up with continued bi-weekly home visits to assess their skills and readiness.
5. All providers will complete the Connections to Caregiving program ready to move into STAR 2.

Project Snapshot:

As you can see from our attached graphic, the Connections to Caregiving program will serve hundreds of parents in the Dauphin County area. We would like to share two success stories from our York County Connections Providers.

Toni has been a provider in York for over 20 years. She started in Connections at the time she was starting out in the field 20 years ago. She has been actively engaged with CCC ever since. One of the first children she had in her home childcare has since opened her own family childcare in 2017 and now runs a successful business. Toni's very first child that she enrolled is now an educator in Germany. Toni is able to help parents in a variety of ways including varied work hours, weekend care, discounted fees and helping the children with schoolwork.

Dinorah left her home in the Dominican Republic at age 19 and came to America to become a pastry chef. This job did not fulfill her so she decided to become an unregulated provider to stay home with her children and foster children. She quickly filled her three spots and enrolled in Connections to Caregiving to become a DHS Certified provider. Once certified she had a long waiting list and in 2017 she grew from a family home to a group home, where she was able to care for 12 children. Late last year she grew again and opened two centers in York City that together serve over 150 children and employ 20 people.

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 project would take place from January 2021- December 2021. Most aspects of the project would be conducted in the participants home with direct one-to-one training. The five sessions of Connections to Caregiving would be provided in the evenings at our Lemoyne Office

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: Child Care Consultants operates this program as a single organization as has been doing so in York County for decades. While we do work with a large number of agencies, in a wide variety of partnerships and collaborations, this project is one in which we oversee without formal relationships. CCC is solely responsible for the design, implementation, evaluation and success of the Connections program.

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.*

Click or tap here to enter text.

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.*

Click or tap here to enter text.

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.

N/A. There are no other organizations that do anything similar to this

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.

Women who complete the certification process and open their own successful home child care business will represent success of the project. Through continued monitoring along with written assessments, providers will work through the steps of Connections to Caregiving, enabling them growth and success in their business. The project will give Dauphin County women economic empowerment over their lives and, in turn, help hundreds of children receive high-quality early education. The key outcome are that 25 women will achieve DHS Certification of their homebased child care program and 75% will remain small business owners for at least five years. Additional key outcomes include 250 girls will receive high quality early childhood education services and 75% will meet developmental milestones as measured on kindergarten readiness assessments. Key outputs include 100 women will receive trainings, mentoring and technical assistance and 250 girls will be enrolled in this program.

- 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)?

Success will be measured by providers becoming DHS certified, completing all steps of Connections to Caregiving, and entering into Keystone STARS. We will document success through surveys and measuring the numbers served within the project. Value statements from all of the women will also be obtained.

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.

CCC has secured other funding from private donors and is seeking funding from the Dauphin County Department of Human Services and Capital Area United Way.

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

CCC has secured other funding from private donors and is seeking funding from the Dauphin County Department of Human Services and Captial Area United Way.

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.

As a nonprofit CCC, typically ends the fiscal year with a balanced budget. In fiscal year 2018-2019 we did end with net assets of \$578,667 While most of these funds are from our federal and state ELRC contracts, a small portion (roughly \$8,000) is available to support this program.

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.

CCC is committed to diversity, equity, and inclusion. All programs are open to all individuals located in Dauphin County. Accommodations are made to include individuals with differing abilities and translation services are available. Recruitment is conducted via a variety of methods and modalities and in collaboration with our community partners. CCC staff are currently engaged in a three year diversity, equity, and inclusion project that focuses both on our internal culture and our work with people we serve

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 Resources	Small business and Early Childhood Education Resources to assist in specific needs	\$5,000		P	\$5,000
Materials for children	Developmentally appropriate materials for use by the children	\$3,000	4,000 (CCC Funds)	P	\$7,000
Health and Safety	Smoke and CO2 detectors, fire extinguishers, gates, 1 st aid kits, etc.	\$2,000		P	\$2,000
Personell	20% of time for the Provider Specialist	\$	12,000 (CCC funds)	R	\$12,000
Operating Expenses	Occupancy, phone, printing, advertising, office supplies, postage, mileage, insurance	\$	3,000	R	\$3,000
		\$			\$
		\$			\$
		\$			\$
		\$			\$

TOTALS	\$10,000	\$19,000		\$29,000
	Total: Requested Grant Funds	Total: Other Funding Sources		PROJECT TOTAL

Child Care Consultants
2019-2020 Board of Directors

Richard Holberg, President
Gavin Advertising

Katie Caples
(formerly YCEA, now writer and independent contractor)

Alan Green, Vice President
Blakey Yost

Daniel Hood
Eye Associates of Lancaster

Ruby Martin
YWCA York

Dan May
M & T Bank

Nathan Seyler
Glatfelter Insurance Group

Rob Tracy
Quality Digital Office Technology

Jill Urey
Glatfelter

Elena Wallace, Treasurer
Glatfelter

Bakhtavar Mody Wykpisz
Fulton Financial

Christy S. Renjilian
Executive Director
Ex-Officio

DAUPHIN COUNTY, PENNSYLVANIA

OFFICE OF COUNTY COMMISSIONER

HONORABLE GEORGE P. HARTWICK, III
COUNTY COMMISSIONER



2 SOUTH SECOND STREET
HARRISBURG, PA 17101

(OFFICE) (717) 780-6329
(FAX) (717) 257-1604
E-mail: ghartwick@dauphinc.org

July 16, 2020

Ms. Janis Black, President
The Foundation for Enhancing Communities
200 North 3rd Street
Harrisburg, PA 17101

Dear Ms. Black,

The Dauphin County Commissioners are pleased to support Child Care Consultants' application to The Foundation for Enhancing Communities to implement the Connections to Caregiving program.

Child Care Consultants' (CCC) Connections to Caregiving provides a continuum of professional development, mentoring, and technical services to women interested in starting and sustaining quality childcare business. This job readiness program provides the training and skills needed to open a DHS certified home-based childcare business as well as offering technical assistance to support providers in staying in business beyond the two to three-year threshold. Connections to Caregiving provides life skills and job training helping adults improve their self-sufficiency. Training and technical assistance is provided on health and safety, business practices, zoning, communications, and early childhood education. Additional training is provided on child abuse and neglect awareness and prevention, nutrition and wellness, developmentally appropriate practices and curriculum, family engagement and kindergarten readiness. The goal of the program is to help women increase job readiness skills, improve quality of care provided to children and their families, and ensure long term self-employment of these essential small businesses. According to the DHS Bureau of Certification, there is a need for childcare spaces and training. Given the current COVID-19 impact on childcare, the need is even greater. Quality care impacts parents' reliability at work, children's development, and quality of our workforce. Participating women develop best practice skills which ensure they are financially stable small businesses that can sustain over the long term.

This program will also impact the children and families they serve. By improving the quality of care, they provide, we can improve kindergarten readiness and third grade reading scores. This program will enable children to be successful in school and life.

CCC works with Dauphin County Human Services to provide a variety of services to children and families. We support their work in our communities and believe they have the capacity to successfully implement this program.

Sincerely,

A handwritten signature in black ink that reads "George P. Hartwick, III".

George P. Hartwick, III
Dauphin County Commissioner

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 type="checkbox"/> | President/CEO | _____ | Christy Renjilian |
| | | Ink Signature | Digital Signature |
| <input type="checkbox"/> | Board President | _____ | Richard Holberg |
| | | Ink Signature | 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.