



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](mailto:jstrechay@tfec.org) or 717-236-5040 with questions.

## **APPLICANT PROFILE**

### **Applicant Organization Name**

Diakon Youth Services, A program of Diakon Child, Family & Community Ministries

*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**

Jason Brode

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

### **Applicant Organization's Physical Address**

571 Mountain Road, Boiling Springs, PA 17007

### **Applicant Organization's Address for Mailed Communications**

1018 North Union Street, Middletown, PA 17057

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

### **Name, Title, Email, Phone of Contact Completing Application**

Tammy McCrae, Grants and Development Officer, 717 795-0456, [mccraet@diakon.org](mailto:mccraet@diakon.org)

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

### **Organization's Mission Statement**

To love the neighbor through acts of service

### **Organization History (Do not exceed this page)**

Diakon Youth Services (DYS) has been transforming the lives of at-risk youths since the 1970s, through a range of community-based treatment, vocational training, and mentoring services. Typically serving young people who have been adjudicated delinquent or dependent by county juvenile courts or children and youth services, DHS offers a wide range of programs designed to help young people become productive, contributing members of society. The Center Point program offers an alternative educational setting for delinquent and truant youth. The Weekend Alternative Program offers at-risk youth a community-based alternative to detention from Friday evening to Sunday. Both programs use evidence-based curriculums to improve behaviors and decision-making skills.

## PROJECT PROFILE

**Project Title**

Restorative justice Practices for At-Risk Youth

*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><b>EDUCATION</b></p> <p><input type="checkbox"/> Programs &amp; projects that focus upon or nurture access to early childhood education</p> <p><input checked="" type="checkbox"/> Education &amp; development programs for children &amp; youth</p> <p><input type="checkbox"/> Educational programs serving adults</p>	<p><b>ENVIRONMENT &amp; PARKS</b></p> <p><input type="checkbox"/> Environmental stewardship</p> <p><input type="checkbox"/> Horticulture &amp; the arts</p> <p><input type="checkbox"/> Health &amp; environment</p> <p><input type="checkbox"/> Park beautification &amp; improvement</p>
<p><b>HEALTH</b></p> <p><input checked="" type="checkbox"/> Health &amp; 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 checked="" type="checkbox"/> Health &amp; human services</p> <p><input type="checkbox"/> HIV &amp; 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><b>HOMELESSNESS</b></p> <p><input type="checkbox"/> Homelessness &amp; hunger</p>
<p><b>MENTAL HEALTH</b></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><b>SENIORS</b></p> <p><input type="checkbox"/> Programs &amp; projects serving older adults</p>
<p><b>COMMUNITIES OF FOCUS</b></p> <p><input type="checkbox"/> Disaster relief &amp; 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 &amp; 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**

\_\_\_\_\_

Total number of ADULTS served

\_\_\_\_\_ 50 \_\_\_\_\_

Total number of CHILDREN (ages 17 and under) served

\_\_\_\_\_

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.

Youth come to the Diakon Wilderness Center to find a second chance at growing into healthy adults. By implementing Restorative Practices in our Center Point and Weekend Alternative Programs, we will give youth the skills they need to build healthier relationships, deal with conflict, and make better decisions in their future. Both staff and students will engage in affirmative conversations on a daily basis to address problems and communicate concerns. This will result in improved behavior and better conflict medication skills.

## 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 \_\_\_\_\_”.

Diakon seeks to give youth who have made a mistake in life a second chance at becoming healthy, law-abiding adults. Numerous studies have shown that system-involved youth are more likely to experience a host of unhealthy outcomes including but not limited to unemployment, substance abuse, dropping out of high school, and incarceration. If we can intervene early, before the youths reach adulthood, and teach youths how to communicate, make better decisions, deal with conflict, and form healthy relationships, we can help them avoid becoming one or more of these statistics. By reaching these youths upstream, we can give them the skills that they need to succeed in adulthood.

Restorative practices are processes that proactively build healthy relationships and a sense of community to prevent and address conflict and wrongdoing. Through this proposal, grant funds will be used to train Diakon staff in restorative practices through the International Institute for Restorative Practices (IIRP) and implement these practices in Center Point and the Weekend Alternative Program. Students in these programs are delinquent and/or truant youth, many of whom have difficulty forming healthy relationships. Students age 12-18 have been court-ordered to Diakon or have been referred by their school districts because they are failing to thrive in a traditional school setting. Restorative practices help students understand the consequences of their choices and actions, learn to deal with conflict, and form healthy relationships.

The Diakon Wilderness Center has already begun to implement restorative practices such as such as restorative conferences and circles. Jeremias Garcia, Center Point Director, has received train-the-trainer training on these practices and has been sharing his knowledge with Wilderness Center staff. However, in order to fully implement restorative practices and see the full impact they can have with this at-risk population, we are proposing to conduct on-site trainings with IIRP to fully implement restorative practices across Wilderness Center programming.

Grant funds will be used to help fund a project to train 15 Center Point and Weekend Alternative Program staff members through two two-day trainings with IIRP – one training focused on trauma and a second on restorative leadership development. Since the maximum recommended class size

is 35 – the training will also be made available to the Capital Area Intermediate Unit instructors and teachers or administrators from our partner school districts.

This project will also send Mr. Garcia to a Train-the-Trainer Restorative Conference for two days to bring additional training resources to Diakon. The project also includes the purchase of handbooks, posters and other supplies.

### **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.

Once funding is secured Diakon will work with IIRP to schedule one two-day conference in March and one two-day conference in April. In the event that COVID-19 would prevent an in-person training, the training can be made available online. Otherwise, the training will take place at the Diakon Wilderness Center campus in Boiling Springs (Cumberland County). Supplies will be ordered in the Spring to coincide with the timing of the two all-staff conferences.

The dates for the Train-the-Trainer Restorative Conferences in 2021 have not yet been made available.

### **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.*

Diakon will work with the International Institute of Restorative Practices (iirp.edu) to implement this project. IIRP has supplied the attached letter indicating their willingness to provide Restorative Practice Training.

**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.*

Diakon collaborates with the Capital Area Intermediate Unit for academic instruction. The training will be made available to the IU teachers interested in participating.

**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.

The Diakon Wilderness Center is the only provider in the central Pennsylvania area offering the combination of academic, counseling and experiential learning for youth experiencing multiple challenges

## **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.

Restorative Practices have been shown to improve community and family attachment, reduce conflict, and improve the overall behavior in a classroom. As a result of these practices, students will begin to have restorative conversations to resolve conflict and build relationships. Staff will use daily affective statements that communicate feelings and affective questions that prompt students to reflect on how their behaviors affect others. As the teachers and students progress from more informal practices to formal Circles and Restorative Conferences, a sense of community develops and students become more engaged. This creates a respectful, safe environment for the students to take full advantage of the opportunities that the Wilderness Center offers for growth and development.

We also propose the following outputs and outcomes.

### **Outputs:**

- 15 Diakon instructors and up to 20 community partners will receive restorative practice training.
- 50 students will participate in weekly Circles (discussion groups).
- Two school-wide (Center Point) or program-wide (Weekend Alternative Program) Circles will take place each quarter.

### **Outcomes:**

- The Center Point Program will reduce the number of out-of-school suspensions by 50% as compared to the previous school year. (Note: Center Point experienced 21 out-of-school suspensions in 2019-2020).
- The Center Point Program will reduce the number of in-school suspensions by 50% as compared to the previous school year. (Note: Center Point experienced 38 in-school suspensions in 2019-2020).
- The Weekend Alternative Program will reduce the number of behavioral discharges by 50% as compared to the prior year. (Note: In 2019 WAP experienced 10 discharges for behavior reasons).
- Students are assigned a "level" to indicate their behavior while participating in these programs. During the funding period, 75% of students will improve their behavior level in both Center Point and the Weekend Alternative 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)?

Diakon has included staff time in this budget for data collection and analysis to both gauge project success and inform decision-making. Administrative staff will collect data each week from student

records to input into a database that monitors behavior, attendance and academic performance. This data will inform the outcomes described in question 6a.

## **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.

Diakon will be able to adjust the budget to offer the number of trainings and purchase the supplies available through the funds available.

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

We are seeking \$10,000 as part of a \$23,700 project to fully train our staff and implement restorative practices. Diakon has already secured a \$13,700 through other fundraising efforts (individual donations).

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.

The Weekend Alternative Program operated at a loss of \$95,247 in 2019 and the Center Point Program had a surplus of \$211,145. The net surplus was reinvested back into Diakon Child, Family and Community Ministries which collectively operated at a modest net surplus for the year.

## **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.

All Diakon programs are open to anyone regardless of gender, age, race, ethnicity, national origin, range of abilities, sexual orientation, religion, and socio-economic status. By nature of the services that Diakon Youth Services provides, minorities and low in-income individuals and families are often over-represented in the populations that we serve.

## BUDGET WORKSHEET

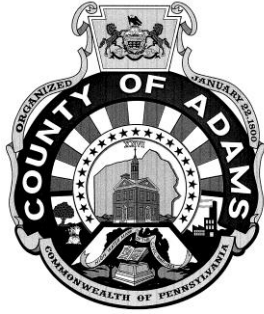
Complete the Budget Worksheet below; a Project Total is required.

<b>ITEM OR SERVICE</b> <i>Examples include: Contracted Services, Equipment, Personnel, Supplies; list your own as appropriate.</i>	<b>DESCRIPTION OF ITEM OR SERVICE</b>	<b>REQUESTED GRANT FUNDS</b> <i>Indicate where funds sought through this grant opportunity will be applied.</i>	<b>OTHER FUNDING SOURCES</b> <i>State the names and amounts of all other funding sources.</i>	<b>PENDING, COMMITTED, OR RECEIVED</b> <i>Using a P, C, or R, indicate the status of all funding sources.</i>	<b>\$ TOTALS</b> <i>Add across to provide a total for each row. Total columns as indicated in bottom row.</i>
Trauma Training	Two-day staff training through IIRP	\$8,500			<b>\$8,500</b>
Restorative Leadership Development	Two-day Staff Training through IIRP	\$	8,500	C	<b>\$8,500</b>
Train-the-Trainer Restorative Conference	2-day off-site training for 1 staff	\$450			<b>\$450</b>
Travel	Lodging, meals and mileage for 2-day off-site training	\$	1,225	C	<b>\$1,225</b>
Supplies	Handbooks, posters, and other supplies	\$1,050	700		<b>\$1,750</b>
Administrative Time	Staff time for data collection and analysis	\$	3,275	C	<b>\$3,275</b>
		\$			<b>\$</b>
		\$			<b>\$</b>
		\$			<b>\$</b>
<b>TOTALS</b>		<b>\$10,000</b>  <b>Total: Requested Grant Funds</b>	<b>\$13,700</b>  <b>Total: Other Funding Sources</b>		<b>\$23,700</b>  <b>PROJECT TOTAL</b>

**Diakon Child, Family and Community Ministries  
2020 Board of Directors**

<b>Board Member</b>	<b>Group Represented by Member (if any)</b>	<b>Date Term Expires</b>
Jonathan Andrews	Attorney, McNees Wallace & Nurick LLC	2021
Maurice Bobst	Retired Real Estate and Investment Manager	2022
Emried Cole	Attorney; Seminary official	2022
Ron Dreese	Financial Advisor	2022
Katrina Klettke Straker	Director for Development & Communications, International Orthodox Christian Charities	2020
Christopher Markley	Vice President, Insurance Communications	2021
Kenneth Mertz	Financial Advisor	2022
Laurie Saltzgeber	Attorney, Saltzgeber & Boyle	2020
John Spangler	Retired Clergy	2021
Rebecca Young	Attorney, King, Spry, Herman, Freund & Faul, LLC	2021





# Adams County Children and Youth Services

**ADMINISTRATOR**  
SARAH A. FINKEY  
**ASSISTANT ADMINISTRATOR**  
SHERRI DEPASQUA, MSW, LSW

Office: 717-337-0110

June 26, 2020

Greater Harrisburg Community Foundation  
c/o The Foundation for Enhancing Communities  
P.O. Box 678  
Harrisburg, PA 17108-0678

Dear Selection Committee:

I am writing in support of Diakon Youth Services' proposal to Project UPSTREAM. Our organization has worked with Diakon Youth Services for many years to help youth who have made a mistake in life turn their lives around in a positive way. The youth in this program are at moderate to high risk for repeating their mistakes or escalating their behavior to commit crimes that are more serious. Diakon programs help them change their behaviors to avoid becoming juvenile detention statistics. These intervention efforts are what the UPSTREAM program is all about – intervening early so youth do not grow into adult offenders.

The restorative justice program at Diakon has had a significant impact on reducing problem behaviors and helping youth form healthy relationships. This proposal will help participating youth learn the consequences of their actions and how to communicate with others to form healthy relationships. Ultimately, participating youth will take responsibility for their negative behaviors and gain the skills to avoid making the same mistakes in the future.

Thank you for your consideration of this proposal.

Sincerely,

Sherry DePasqua, MSW, LSW  
Assistant Administrator  
Adams County Children and Youth Services



CUMBERLAND COUNTY, PENNSYLVANIA

**JUVENILE PROBATION DEPARTMENT**

16 W. High St., Suite 100  
Carlisle, PA 17013

Commonwealth of PA  
Court of Common Pleas  
9th Judicial District  
Cumberland County, PA  
Juvenile Division



June 22, 2020

Greater Harrisburg Community Foundation  
c/o The Foundation for Enhancing Communities  
P.O. Box 678  
Harrisburg, PA 17108-0678

Dear Selection Committee:

This letter is in support of Diakon's proposal for restorative practice training. Through restorative practice, Diakon is helping students improve their relationships and behaviors, which will have a long-term positive impact on these young men and women. Outcomes for these youth will include reductions in violence, bullying and juvenile offences; improved behavior; healthier relationships; and improved leadership skills.

I believe that resources to strengthen Diakon's restorative practices programming will enable students who participate in Diakon's programs make positive and healthy changes for their future. Diakon has a reputation for quality programming that builds character and gives youth the skills and knowledge they need to grow into healthy adults. This proposal furthers Diakon's goal to engage youth in healthy behaviors and lead successful lives.

Please consider funding this proposal to help give second chances to at-risk youth.

Sincerely,

Andrew S. Benner

Cumberland County Chief Juvenile Probation Officer



531 Main Street  
Bethlehem, Pennsylvania 18018 USA

(610) 807-9221 : phone  
(610) 807-0423 : fax

[www.iirp.edu](http://www.iirp.edu)

July 30, 2020

Jeremias Garcia  
Director, Center Point Day Program  
Diakon Wilderness Center  
P.O. Box 10  
571 Mountain Road  
Boling Springs, PA 17007

Dear Mr. Garcia:

The International Institute for Restorative Practices (IIRP), Federal Tax ID 23-3069199, is the leading organization in the world that is reliably making schools and communities safer, by way of restorative practices. IIRP is the sole distributor of our materials in restorative practices. The IIRP is the exclusive provider of our restorative practices trainings for professional development events and the SaferSanerSchools™ program, and Restorative Responses to Adversity and Trauma.

Restorative practices is the social science of communities and relationships. The concepts can be used to hold people accountable in a participatory way that is effective in changing behavior.

Safer schools, meaning reduced incidents of disciplinary incidents, better staff attendance, and improved staff-student relationships, and stronger communities are among the benefits of restorative practices.

Sincerely,

Linda Kligman  
Vice President for Administration

**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"/> | <b>President/CEO</b>   | <br>_____ | Mark File<br>Digital Signature   |
| <input type="checkbox"/> | <b>Board President</b> | <br>_____ | Emried Cole<br>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](mailto:jstrechay@tfec.org) or 717-236-5040.