



To complete the Application for Funding Cover Page type into the provided fields. Use your preferred word processing program to answer all other questions. **A complete application consists of the Application for Funding Cover Page; a narrative of five pages maximum (exclusive of attachments) answering the questions below; and the required attachments.** Completed applications may be emailed to grants@tfe.org or mailed to The Foundation for Enhancing Communities, PO Box 678, Harrisburg, PA 17108-0678. Emailed applications must be submitted by 4pm on the deadline date. Mailed applications must be postmarked by the deadline date. Contact Jennifer Strechay, Program Offer for Community Investment, at jstrechay@tfe.org or 717-236-5040 with questions.

Name of Organization Diakon Child, Family and Community Ministries

Name, Title, Email, Phone of Executive Leader Mark T. Phile, President and CEO Email: pilem@diakon.org Phone number: (610) 682-1262

Organization Mailing Address 1018 North Union Street, Middletown, PA 17057

Website www.diakon.org

Name, Title, Email Phone of Application Contact Pat Harris, Grant Officer Email: harris@diakon.org Mobile Phone: 919-475-6302

Amount of Funding Requested \$4,950.

Purpose of Funding Request To establish a support group for LGBTQ+ young people which will provide a safe space for those who experience the intersectionality of being a youth in foster care and an individual who experiences life as an LGBTQ+ identified person to make positive connections, find their voice, and experience healthy community.

Briefly describe your organization

- A. Mission, purpose, and history.
- B. Service population and geographic area served, including demographics.
- C. Current programs, activities, and accomplishments.

Briefly describe the project for which you are requesting funding

- A. Project goals, objectives, and planned activities/events.
- B. Project timetable and budget. *The project budget is separate from the organization budget.*
- C. Constituency served or targeted population.
- D. Other funding sources and amounts.
- E. Project benefits and anticipated results.
- F. Description of how project differs from similar projects in geographic area served.

Required Attachments

- A. Board of Directors List.
- B. Applicant organization's current budget.
- C. First page of the applicant organization's most recent 990. If 990 is not available, provide the most recent audit or financial statement to meet this need.
- D. 501(c) (3) Letter or proof of application.

E. Copy of your registration with the Pennsylvania Bureau of Charitable Organizations.

Please Note: Letters of support are not required, but are accepted. If your project represents a partnership or is 100% dependent upon participation by an organization presented in your application, provide a letter from each organization that confirms their agreement to participate. If your project utilizes a Fiscal Sponsor, follow the Fiscal Sponsor instructions at <https://www.tfec.org/grants/the-childrens-home-foundation-fund-grant-guidelines/>.

Organization Description

Diakon Adoption and Foster Care (DAFC), a program of Diakon Child, Family, and Community Ministries, has been finding permanent adoptive homes for children for more than 33 years and has been transitioning children and youth from institutional placements to community living through foster care for just as long. Diakon was formed by the 2000 merger of Lutheran Services Northeast and Tressler Lutheran Services – two organizations with a 100-year history of caring for the community’s parentless children. Both organizations established orphanages in the late 1800s.

In the 1970s, when social service agencies began focusing on placing children with families in the community rather than in group homes, the agencies that would become Diakon were leaders in the country when it came to local family placements. In addition, Diakon has been the state contract holder for the Statewide Adoption and Permanency Network (SWAN) for more than 15 years which means that Diakon contractually oversees every adoption that takes place in the Commonwealth of Pennsylvania.

Services are provided in south central Pennsylvania out of two office locations - one in Mechanicsburg and one in York. A third office, in Berks County, services eastern Pennsylvania. Services include foster care, foster-to-adopt, special needs adoption, search and reunion services, post-permanency services and pregnancy services. In 2019, Diakon served 794 children in the foster care system.

Project Description

LGBTQ+ youth are overrepresented in the foster care system at 15 to 30% compared to 3 to 11% in the general population.¹ While all youth should be made to feel safe and supported in their homes, schools and communities, negative attitudes toward sexual orientation put youth at risk for violence, bullying and social isolation.² LGBTQ+ young people in foster care are often at higher risk for depression and other self-harming behaviors given that they are navigating issues of separation from their biological family and lack of social acceptance in addition to the added stress that comes with a non-traditional gender identity. Giving LGBTQ+ youth a safe place to discuss their experiences and emotions in an environment of acceptance can reduce stress and build positive relationships.

To address this need, we are requesting a grant of \$4,950 to support the creation and implementation of a support group specifically to support LGBTQ+ young people living in foster care. The goal of this effort is to provide LGBTQ+ youth with a safe place to express themselves, to make friends and experience healthy community. We plan to hold two support group meetings each month - one in York and one in Mechanicsburg; of 1.5 hours in duration. Each meeting will have two Diakon case managers as facilitators and we plan on a group size of 12 youth per group, ages 12 and up. The group participants will select guest speakers on topics they choose to join them quarterly. Ideally, the groups will meet in person but we are prepared to meet via Zoom depending on COVID-19 restrictions in place at the time. Survey data will be collected at each meeting to gauge satisfaction and provide feedback to the facilitators. There is no other organization in the area serving youth in this unique intersection.

¹ Salazar, A., Haggerty, K., Barkan, S., Peterson, R., Furlong, M., Kim, E., Cole, J., & Colito, J. (2020). Supporting LGBTQ+ Foster Teens: Development of a Relationship-Focused, Self-Guided Curriculum for Foster Families. *Sexuality Research and Social Policy*, 17(2), 239-251.

² Moreno, M. (2017). Supportive Policies Affect the Health of LGBTQ Youth. *JAMA Pediatrics*, 171(4), 404-404.

This proposal is seeking the funding to support the Mechanicsburg support group and a York County foundation will be approached to support the York support group.

Outcomes

The goal of this project is to give LGBTQ+ youth in foster care a safe place to express their feelings and create a sense of belonging. Our program outcomes include:

1. Up to 24 youth (12 in each group) will indicated satisfaction with the support group in the group satisfaction surveys each month.
2. 83% of participating youth (10 of 12) will indicated a sense of belonging in the group in the group satisfaction surveys.
3. 83% of participating youth (10 of 12) will indicate they have someone to confide in about their gender identity

Program Budget

LGBTQ+ Support Group Budget				
REVENUE				
Powder Mill Foundation	5,000	York		
TFEC Children's Fund	5,000	Mechanicsburg		
Total REVENUE	10,000			
Expenses	York	Mechanicsburg	Total Budget	Budget Narrative
Support Group Facilitation	2,880	2,880	5,760	4 hours per month x 12 months x 2 staff x \$30
Meeting snacks	600	600	1,200	\$50 x 12 meetings
Activity Supplies	420	420	840	\$35 x 12 meetings
Guest Speakers	600	600	1,200	\$150 x 4 meetings (quarterly guests)
Total Direct Expense	4,500	4,500	9,000	
Indirect Costs	450	450	900	10% General and Administrative costs
Total Expense	4,950	4,950	9,900	

Budget Narrative

Support Group Facilitators (2)

Each group will have a social work staff member to facilitate discussion. This position will be responsible for recruitment, encouraging discussion distribution and collection of participant surveys. Each facilitator will encourage group leadership from among the youth including reaching out to potential speakers. Total hours for 12 months: 48 hours. The salary is calculated at \$30 per hour. The cost for each group facilitator is \$2880.

Activity Supplies

Supplies will include flip charts, paper and copying, name tags and craft materials for ice breakers. We budgeted \$35 per meeting or \$420 per group.

Meeting Snacks

Where there are teenagers, there must be snacks. We've budgeted \$50 per meeting, per group or a total of \$600 per group.

Guest Speaker Honorarium

Each guest speaker will be offered \$150 by way of thanks and acknowledgement of their time. Each group will invite one speaker per quarter for a total of \$600 per group.

Other

Diakon requests an administrative fee of 10% of the total grant amount to support overhead costs such as facilities, insurance, and utilities. For this request that amount is \$450.

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

Board Member	Group Represented by Member (if any)	Date Term Expires
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

DIAKON LUTHERAN SOCIAL MINISTRIES
 Capital Adoption and Foster Care Ops BUDGET
 31-Dec-20

Name	Foster Care	Adoption	Total
REVENUES			
Contract	\$2,149,179.		\$2,149,179.
Other Revenue	\$162,000.	\$636,125.	\$798,125.
Assets Released from Restrictions - Operations	\$12,499.		\$12,499.
Total Revenues	\$2,323,678.	\$636,125.	\$2,959,803.
Expenses			
Salaries	(\$605,427.)	(\$466,244.)	(\$1,071,671.)
Benefits	(\$168,314.)	(\$124,320.)	(\$292,634.)
Staff Costs	(\$14,048.)	(\$4,995.)	(\$19,044.)
Utilities	(\$19,562.)	(\$16,086.)	(\$35,649.)
Maintenance & Repairs	(\$2,285.)	(\$2,285.)	(\$4,570.)
Contracted Costs	(\$1,387.)	(\$1,876.)	(\$3,263.)
Program Costs	(\$856,636.)	(\$2,239.)	(\$858,875.)
Admin Costs	(\$147,189.)	(\$112,762.)	(\$259,951.)
Program Admin	(\$4,515.)	(\$1,818.)	(\$6,334.)
Depreciation		(\$756.)	(\$756.)
Mgmt Fee Exp - DCFCM	(\$211,735.)	(\$89,353.)	(\$301,088.)
Total Expenses	(\$2,031,100.)	(\$822,734.)	(\$2,853,834.)
 Profit(Loss)	 \$292,578.	 (\$186,609.)	 \$105,969.