

2012-2013 Cover Page Organizational Assessment

Proposal for County Legislator

I. Applicant(s)/organization (Please use the actual legal name of the entity.)

Name: It Takes A Village Action Organization

II. Chief official of "lead" applicant

Name: Beverly Newkirk Title: Executive Director /Founder

Address: 900 Genesee Street Buffalo New York Zip: 14211

Email address: beverlynewkirk58@yahoo.com Phone: 716-541-7413

Designated contact person for this application

Name: Beverly Newkirk Title: Executive Director/Founder

Address: _____ Zip _____ 4 digit _____

Email address: _____ Phone: _____

III. Funds applied for and amount:

\$10,000

IV. Type of organization

Non-profit (Type _____)

For-profit (Type: _____)

Other (Describe: _____)

Tax Status : _____

Tax ID #: 43-0658188

Duns#: _____

Is organization faith-based? Yes No _____

Website Address: _____

Narrative:

It Takes a Village Action Organization (ITAV) is a not-for profit, faith based organization under the auspice of the Lutheran Missouri Synod 501-C3. Our mission is transforming hearts. Changing lives and altering destinies, in the community by connecting, engaging and developing effective relationship strategies for sustainability. This will promote the well being of inner city residents, thus empowering them to become productive citizens of all ages

ITAV has been successful in our work by utilizing what we call the “E METHOD”: **Engaging, Embracing, Enhancing, Encouraging, Enlightening, Engrossing, Energizing, Enriching, Educating, Equipping, Entrusting, Empowering and then Employment.**

One of the requirements of the a participant is to completed a 12 week training program in Spiritual Guidance, Life Skills, Job Readiness, National Credential Work Readiness Certification, Work Ethics, Public Speaking, Interviews, Job Preparation. ITAV offer services in Supportive Counseling, Job Referrals, Career Placement, Hands on Training GED and Higher Education, RE-entry Mentoring and Training, Referrals and a one year follow up on all placements

Erie Community College (ECC) Workforce Development, Western New York On Occupational Safety and Health (WYNCOSH) and Cornell University have collaborated with ITAV to offer the following services in Construction Safety and Work Practice in the following areas: Asbestos Awareness, Lead Awareness, Lead Renovation, Electrical Coding, Chemical Hazard, Mold Awareness, Fork Lift Operating, OSHA 10 and 30 hours certification, Ergonomics, Hazcom, Back Pain, Knowing your OSHA Rights, and Job Stress, Certified Nurses Assistant Awareness Training The participants will receive a certificate for each class that is completed. The Majority of the training classes are held at ITAV.

ITAV offer a girl Debutante (Fly Butterfly) Program for girls between the ages of 5- 15 “Teaching Girls How to Be Girl”.as of to date we have fifteen girls enrolled in the program.

ITAV has a Health and Wellness Program that works in conjunction with Roswell Park Cancer Institute Witness Project. The Witness Project provides a breast and cervical cancer prevention Program. We recruit, educated and service women 40 and over with no insurance coverage for screening. We also educate our participants on HIV.AIDS, STDS and diabetes. A Representative from Blue Cross and Blue Shield are on site at ITAV every Tuesday during training to recruit and assist anyone who is does not have any medical coverage and can qualify for Medicaid or Medicare.

The U.S. Attorney William Hochul and the Major Byron Brown donated two former drugs houses to ITAV, which are presently being renovated by the participants, Buffalo AmeriCorps, United Method Church, Jeannetta Cole Post 24, Debbie’s Contracting Company. The houses will be utilized as a transitional house and training center for girls between the ages of 15-25 when completed.

ITAV have collaboration with the following: The Youth Initiative Construction Program Amsterdam New York (School 44), Buffalo AmeriCorp. Western New York Prison Re-entry Coalition, Inc, Jeannetta Cole Post #24, Erie Community College Workforce Development, Western New York Occupational .Safety and Health (WYNCOSH) , Cornell University, Atlas Steel, Tyson Deli, Construction Personal Group, Northwest Community Center, Rochester Released Facility, Buffalo Lutheran Church Back to Basic, Buffalo Re-Used, Bryant and Stratton Business School, and Buffalo Stated University for interns, Debbie's Contracting Company, Datz Dat Construction Company, The New York State Department of Labor Youths Works Program and Buffalo, Education and Training Center Buffalo Municipal Housing Authority.

Certification has been provided to our applicants in the following areas: Asbestos Awareness, Lead Awareness, Lead Renovation, Chemical Hazard, OSHA 10 hour and 30 hours, Ergonomics, CNA Awareness, Scaffold Training and building, Section 3 training. The following training scheduled for the summer will be Electrical Coding , Fork Lift Operating, CNA Awareness, Lead Renovation, Asbestos Awareness, Job Stress, OSHA 10 and 30 Hour Class. The training is free through ITAV

ITAV has been award the New York State Department of Labor Youth Works T2 Training and Placement Grant to recruit, train, and place youth between the ages of 16-24, as well as offering soft skills training on construction.

STATEMENT OF NEED:

We live in a country, where the poverty rate is estimated as above 40%; 30% of the counties youth drop out rate of school before 12th grade and over 24% became unwed parents, before age 18. The need for this program stems from too often the county's poverty level is so pervasive and overwhelming, many youth leave after high school and never return, or resort to an endless cycle of negative behavior. Life for youth in the U S present a web of complete problems that create serious challenges to attainment of self sufficiency, accomplishment and personal success.. Daily, media headlines report tragic affronts to the lives and well-being of not only those youth involved, but their families and community. For decades, grass roots and community based organization have worked to address the ramifications of Violence, substance abuse, low literacy skills, high school dropout rates, unemployment, and most insidious: poverty, The historic strategy of reaction has not proven successful.

Large number of young people are disengaged from educational settings and Organizations, that historically guided them from adolescence to adulthood. These same young people who are losing ground are the parents of young children just beginning their struggle.

James Conant, former president of Harvard University, explains that the drop out problem alone is "social dynamite" that has exploded with damage seeing the growing prison populations and increased welfare costs; in limited labor supply unable to meet the demands of an economy that needs more skilled and educated workers; and the likelihood of raising a new generation with dim prospect of doing better. There is not much difference in the urban area as in the rural area, they are both in need of services.

We envision moving the people from Apathy to Activity, which will change lives and alter destinies in the community by connecting, engaging and developing effective relationship strategies for sustainability.. Reaching and teaching is a concept that has been deleted in our communities due to economic structure. Our Goal is to impact the lives to become involved in changing the economic structure. By using the “E” Method engaging, encouraging, embracing, enhancing, enlightening, enriching, energizing, ensuring, equipping entrusting, educating, empowering, employable. Discipline is developed by relationship, it is not the structures that we put in place, but how do we get those involved to assist with the structure being in place. Once again our goals it to changes lives and alter destinies. When we ignore the main fact that one is broken from past hurt, pain, neglect, molestation, abandonment, hunger, lack of Self-Esteem, Self-Worth, Core Values, and Poverty, it affects the learning ability of not only the child but the adults as well. It is not that they do not want to learn it just that they have not been taught the basic. Love conquers all. If we all can develop better servant attitudes, we can become better servants.

IT TAKES A VILLAGE ACTION ORGANIZATION

Logic Model 11/10/11

Inputs / Resources	Activities	Output	Outcomes	Short & Long Term goals	Impact 8-10 years after start
Poverty	Provide holistic education, training and job placement program of diverse services for youth 16 – 25 years of age.	70% of graduates receive wages and benefits that provide self sustaining life style following job placement	Financial stability & well-being of graduate/family; no longer require public assistance benefits		Documented below
High school drop-out rate	GED classes provided as mandatory component	70% of trainees will receive GED	Trainees develop optimism and hope for advancement in life		
Graduates with low literacy levels in reading, writing, math	Selection process includes testing for levels – mandatory remedial classes provided	75% will achieve acceptable literacy levels for employment	Skill improvement becomes a priority and is emphasized with their own children; opens new possibilities		
Incarceration / juvenile detention / involvement in legal system	Veterans, aging out youth, and re-entry / restitution candidates targeted for consideration under specialized programming – each trainee assigned a mentor	100% of eligible candidates who reside in or are being released to Buffalo will be informed of the program & assisted with application < 10% recidivism; successful completion of restitution plans; and development of support system	The complicated needs of special populations are provided needs	Seamless system of program referral, preliminary screening, and program admission	
Foster care - aging out	As above		As above	As above	

Impact 8-10 years after start	
Substance abuse	<p>Physicals arranged for all applicants. Drug testing completed in screening – mandatory participation in drug rehab prior to full-time admission to ITAV on site training</p> <p>40% of participants will remain free from substance abuse 1 year after program admission</p> <p>During successful rehab program trainee acquires new coping mechanisms and behaviors conducive to good work habits</p>
Limited job training & college attendance	<p>Training provided by program instructors experienced in classroom and on-site training in their fields; long term work experience in their respective fields. Validated curriculums and evaluation tools; trainees will participate in career pathway development, including the option of higher education</p> <p>70% of trainees will pass all modules of their curriculum; 80% will demonstrate work skills on the job sites conducive to successful employment; 20% will attend higher education or advanced training programs</p>
Low % of home ownership	<p>Program provides instruction in all aspects of home ownership resources and assistance in purchasing after program completion</p> <p>Increase in young employed families purchasing homes. 85% of trainees will have a good grasp of ownership principals;</p> <p>50% of trainees will own homes within 5 years</p>
Housing and commercial buildings needing rehab or razing	<p>Construction training includes housing rehab Trainees will also receive asbestos,</p> <p>Graduates will gain the knowledge for housing selection and purchase; understand benefits & risks of ownership while preserving good financial standing</p> <p>1-2 houses rehabbed per year in Buffalo city limits</p>
<p>Communities are revitalized. Well educated & skilled residents have careers that provide financial stability and future opportunities for their children's success. Ownership of well kept homes is the rule, not the exception. Residents have championed green spaces & centrally located community centers which provide a place for family and community activities.</p> <p>With increased disposable income residents utilize community businesses that flourish. Education is a major priority and achievement is an expectation from parents who have benefitted so</p>	

	mold, and lead certifications	80% of trainees completing the program will be placed on jobs	Facilitate stronger family relationships & cohesive circle of like-minded peers		Impact 8-10 years after start
Limited employment opportunities	Instructors of the four training programs have multiple connections with employers in their respective fields & will facilitate & monitor application process. Prospective employers respond very favorably to the policy of 1 yr. post training follow up				profoundly from their own. The increase in taxes paid by employed, home owning residents and their advocacy for education are reflected in schools that provide the same quality and opportunity as those in wealthy suburbs.
Limited availability of safe physical & social activity for youth	Program coordinates physical and social family activities				Crime has significantly decreased and strong neighbor groups monitor community safety and quality. Faith based institutions provide spiritual foundation and are catalysts for community stability
Gang activity impairing well-being of residents	Program provides full time work/education activities, team work, family involvement, and mentoring	Meaningful activity and achievement, sense of "belonging" in alternative group			
Limited financial & health literacy	Mandatory life skills/work skills, and financial / health literacy classes provided				
Unemployment / under-employment	Employers will receive notification of recent graduates seeking employment. Graduated trainees will receive assistance				

Multiple CBOs and faith based organizations	Five organizations will function as first line partners providing various direct services	Maximize community resources; avoid duplication		
Strong community leadership & mentoring	Mentors will be selected from community groups and trained/ supervised by staff	100% of trainees will receive weekly – bi-monthly sessions with their mentors		
Multiple institutions for higher learning				
Local government support				

Infrastructure to sustain programming and outcomes	in job applications, interviewing, resumes, & pre-employment requirements Program administrators are people with advanced education and experience in working with high risk inner city youth, project management, program development and evaluation, grant writing, networking and service contract development.	Policies & procedures, systems for program process, insurance requirements, HR functions, staff hiring, and consultation services from IT, Accounting, Marketing arranged by administrations		
History of strong, extended families	Family members will be included in completion ceremonies, organized activities			
Numerous grassroots organizations fighting the problems	Organizations will receive brochures and staff presentations re the new programs; staff will request their assistance in referrals and monitoring of community response			
High demand careers seeking trained minority employees	Program will provide well-prepared graduates to pursue			