

Regional Funding

Fiscal Year 2021 - Partner Funding Application

Big Brothers Big Sisters Greater Fredericksburg

Agency Information

General Information

Agency Name	Rappahannock Big Brothers Big Sisters
Physical Address	325A Wallace Street, FREDERICKSBURG, VA, 22401, U.S.A.
Mailing Address	325A Wallace Street, Fredericksburg, VA 22401
Agency Phone Number	(540) 371-7444
Federal Tax ID #	540848850
Web Address	www.bbbsfred.org
Agency Email Address	michellehedrich@bbbsfred.org

Agency Mission Statement

Create and support one-to-one mentoring relationships that ignite the power and promise of youth.

Number of Years in Operation	52
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Main Contact

Main Contact	Michelle Hedrich, phone: (540) 371-7444, email: michellehedrich@bbbsfred.org
Job Title	Executive Director

Localities Served

Please select any/all localities your agency serves.

Caroline	<input checked="" type="checkbox"/>
Fredericksburg	<input checked="" type="checkbox"/>
King George	<input checked="" type="checkbox"/>
Spotsylvania	<input checked="" type="checkbox"/>
Stafford	<input checked="" type="checkbox"/>

Collaborative Impact

Describe in detail how the community would be impacted if your agency were dissolved or merged with another partner agency.

There would not be a one-to-one mentoring program with specific, measurable outcomes of educational success, avoidance of risky behavior and improved social competency. Parents & counselors seek mentors for children who may make negative choices or are not making educational progress. Without positive role models, children are more likely to engage in the risky behavior of their peers or the negative adult role models in their lives. Without our prevention program, there would be a greater need for higher cost intervention. Our community needs to have all children succeed as we cannot afford for them to fail. There is a real dollar cost to the individual child and to the community if they fail i.e. loss of income tax revenue, increased law enforcement and social service costs. Our program would not be merged because we are a nationally affiliated program with a specific mentoring model with national Standards of Practice unlike any other agency in our region.

Community Impact

Please provide at least 2 examples of how your services have impacted members of our community.

Example 1

Big Sister Amy has been matched for 7.5 years since her Little Sister Jenni was 10 years old. Jenni's mother sought a mentor for Jenni because she wanted her to have someone "special" as the family had multiple challenges such as an absent father and an incarcerated sibling. Jenni had social anxiety and low self-esteem which inhibited her school success. The match started out by engaging in "ordinary activities" including going shopping, going out to eat, and playing Wii. A few months into the match, Jenni's grandmother passed away from cancer and Amy was there to support Jenni and keep her on a positive path. Through quality time and consistency, they built an effective match relationship and Jenni became more confident. They often talked about how Jenni could tackle challenges that came up in at home and in school. Amy helped Jenni through difficult issues she has faced as an adolescent. Jenni would note to the BBBS staff that she never had to worry that Amy wasn't going to do something that she said she was going to do. Jenni became more and more a part of Amy's extended family and considers Amy's house to be a second home.

As Jenni has approached adulthood, Amy has provided tremendous support and taken an active role in helping her focus on what is important for her future including her education and learning life skills like money management. She helped Jenni look for her first job and helped her to open a bank account so that she can save money for her future. The match has conversations about making realistic plans for life after high school. Amy emphasizes to Jenni that she needs to stay focused on getting through her last bit of high school so that she can have a variety of opportunities from which to choose. Amy has taught Jennie that no matter your life circumstances, you can always aim higher. While BBBS requires only a one-year commitment, many of our matches, such as this one, extend beyond that period and form lifelong bonds.

Example 2

In collaboration with the University of Mary Washington, BBBS recruits and trains college students to be one-to-one mentors in our Bigs in Schools program at local elementary and middle schools. Therefore, as Ben is considering a teaching career, he decided to volunteer as a Big Brother. He was thoughtfully matched with Jake who was referred by the school counselor as he struggled academically and socially with the transition to middle school. Jake had disciplinary referrals and was suspended from school for fighting. He tends to emotionally separate himself from others due to much loss in in life. Jake's aunt is his legal guardian since his father lives out of state and his mother struggles with substance abuse. Jake's uncle passed away and it made him sad because he "felt like a dad to me". When asked why he wanted to participate in our program Jake said "to have somebody to help me stay out of trouble".

Jake and Ben meet after school and spend time reviewing homework, playing basketball or cards and talking about what is going well and what is challenging for Jake. Ben provides consistent support and encouragement and over time they have built a mutually beneficial relationship. Jake reports that his Big Brother is "smart, funny and give good advice". Jake now has passing grades, adheres to rules and follows directives.

The BBBS staff onsite at the afterschool program monitors the mentor/mentee relationship and offers resources and advice to the Big. Jake needed people he could count on to be there for him who would understand and empathize with him. Now Jake has a circle of people-his aunt, his school counselor, his mentor and our staff-all focused on helping him with positive behavior and academic success.

Example 3 (Optional)

Big Brothers Big Sisters Greater Fredericksburg

Agency Budget Narrative

Administrative Expenses

Provide an overview of the administrative costs for your agency.

The Agency Administrative Expenses include the salaries for the Office Assistant & Fund Development/Marketing Assistant as well as the expenses associated with our fundraising events. Our organization has many fundraisers to support our budget of administrative and program costs.

If your agency is requesting an increase or decrease in administrative funding, please describe in detail the reasons for these changes.

The monies received from local funding are used to defray program costs.

Please provide justification for and specific amounts of administrative costs that are defrayed by locality funds.

N/A

Capital Expenses

Please provide an overview of the capital costs for your agency.

N/A

Please provide justification for and specific amounts of capital costs that are defrayed by locality funds.

N/A

Salary & Benefit Expenses

Please provide an overview of any increases or decreases in general personnel expenses for your agency.

The FY21 budgeted amount includes a 2% COLA.

Please provide a description of any changes to agency benefits structure or cost.

There will be no changes to agency benefits for FY21.

Budget Issues

Provide any legislative initiatives or issues that may impact the agency for the upcoming year.

There are not legislative initiatives or issues that may impact our agency.

If you are aware of "outside" funding sources that will expire or be reduced on a set cycle or date, please note those below and how you are planning for them.

Most of our grant funding is awarded on a yearly basis. For any grants that are not renewed, the plan to fill the void is to seek other grants or increase fundraising.

Please detail any identified agency needs or areas of concern that are currently not being addressed in your funding request.

An identified area of need is in expanding our program to meet the needs of more children. School staff and parents are continuously seeking our assistance for children in need of a mentor above our current capacity for staff caseload. We do not have a need for any of the other areas listed above.

Big Brothers Big Sisters Greater Fredericksburg

Agency Total Budget

In the boxes below provide an overview of the administrative costs associated with your total agency budget.

Expenses

	FY 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Salary			163,189.35	182,315.32	185,962.00
Benefits			11,909.04	23,940.95	24,419.00
Operating Expenses			91,327.88	85,719.92	87,434.00
Capital Expenses			0.00	0.00	0.00
Other Expenses			36,611.68	35,043.81	35,745.00
Total	0.00	0.00	303,037.95	327,020.00	333,560.00

Revenues

Please include revenue associated with your entire organization. This section represents the TOTAL revenue your organization is receiving. The revenue associated with specific programs will be listed within your program budgets; this section represents total revenues. (For example if your organization requests funding for multiple programs the total amount requested from each locality or other entities goes within this section)

	FY 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Caroline			0.00	0.00	0.00
Fredericksburg			10,000.00	10,000.00	10,000.00
King George			0.00	0.00	0.00
Spotsylvania			3,000.00	3,000.00	3,000.00
Stafford			6,000.00	5,880.00	5,880.00
United Way			43,755.42	46,000.00	46,000.00
Grants			35,253.00	36,400.00	37,500.00
Client Fees			0.00	0.00	0.00
Fundraising			131,301.49	172,700.00	176,180.00
Other (Click to itemize)	0.00	0.00	60,499.60	53,040.00	55,000.00
Total	0.00	0.00	289,809.51	327,020.00	333,560.00

Surplus / Deficit

	FY 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Surplus or Deficit	0.00	0.00	-13,228.44	0.00	0.00

Big Brothers Big Sisters Greater Fredericksburg

Locality Information

Locality Notes

Please use the spaces below to provide any locality specific notes or statements that may be relevant to your application.

Caroline County

n/a

City of Fredericksburg

BBBS is requesting level funding of \$10,000. The funding provided by Fredericksburg represents 3% of our funding. In FY19 of the 153 children served, 54 (35%) were from Fredericksburg. The cost of supporting a match for one year is \$1,200. Therefore, the cost of serving the 54 Fredericksburg children is \$64,800. The statistics in Fredericksburg for economically disadvantaged children reveal a need for a proven prevention program like ours. More than 66% of children in Fredericksburg were eligible for free/reduced lunches in AY2018-19. The graduation rate for economically disadvantaged students in Fredericksburg is 75% compared to an 84% rate for all students. Our program supports the education system of Fredericksburg by helping these economically disadvantaged children reach graduation. Research on childhood adversity reveals that the single most common factor for children to develop resilience is a stable and committed relationship with a supportive adult.

King George County

n/a

Spotsylvania County

BBBS is requesting level funding of \$3,000. The funding provided by Spotsylvania represents less than 1% of our funding. In FY19 of the 153 children served, 54 (35%) were from Spotsylvania. The cost of supporting a match for one year is \$1,200. Therefore, the cost of serving the 54 Spotsylvania children is \$64,800. The statistics in Spotsylvania for economically disadvantaged children reveal a need for a proven prevention program like ours. More than 38% of children in Spotsylvania were eligible for free/reduced lunches in AY2018-19. The graduation rate for economically disadvantaged students in Spotsylvania is 87% compared to a 93% rate for all students. Our program supports the education system of Spotsylvania by helping these economically disadvantaged children reach graduation. Research on childhood adversity reveals that the single most common factor for children to develop resilience is a stable and committed relationship with a supportive adult.

Stafford County

BBBS is requesting level funding of \$5,880. The funding provided by Stafford County represents 1.9% of our funding source. In FY19 of the 153 children served, 26 (17%) were from Stafford. The average cost of supporting a match for one year is \$1,200. Therefore, the cost of serving the 26 Stafford children is \$31,200. The statistics in Stafford for economically disadvantaged children reveal a need for a proven prevention program like ours. More than 30% of children in Stafford were eligible for free/reduced lunches in AY2018-19. The graduation rate for economically disadvantaged students in Stafford is 89% compared to a 94% rate for all students. Our program supports the education system of Stafford by helping these economically disadvantaged children reach graduation. Research on childhood adversity reveals that the single most common factor for children to develop resilience is at least one stable and committed relationship with a supportive adult.

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Program Overview

You may save your work at any time by clicking on the "Save My Work" link/icon at the bottom or top of the page.

When you have completed all questions on the form, select the "Save My Work and Mark as Completed" link/icon at the bottom or top of this page.

You may also SWITCH between forms in this application by using the SWITCH FORMS feature in the upper right corner. When switching forms, any updates to the existing form will automatically be saved.

General Information

Program Name One-to-One Mentoring

Is this a new program? No

Program Contact

Name Michelle Hedrich

Title Executive Director

Email michellehedrich@bbbsfred.org

Phone (540) 371-7444

Program Purpose / Description

Provide an overview of this program

Big Brothers Big Sisters (BBBS) provides children facing adversity with volunteer adult mentors. Our program of mentoring, and the National Standards for implementing and evaluating it, were created to have the greatest impact on a child at risk of failure. It is research-based and proven to enhance resilience, empowerment and success for children. Our services include: volunteer screening, youth assessment, determining the best match of adult and child, ongoing supervision/support (to the parent, volunteer and child) and measurement of results. BBBS mentors are a reliable source of support and provide encouragement in the development of positive behaviors, attitudes and values. Our program meets the needs of the community by investing in children to help them achieve educational success and be prepared for the workforce. We help them reach their potential to become contributing citizens. We help the community avoid the high economic and opportunity costs associated with failure i.e. high school dropouts and criminal behavior. Our strategic outcomes include 1) educational success, 2) avoidance of risky behavior, and 3) improved social competency for life-changing impact for the child, their family and our community.

Client Fees

Please describe the fees clients must pay for the services by this program.

Our organization charges no fees for services.

Justification of Need

Please state clearly why this service should be provided to the citizens of the region and why the localities should consider this funding request.

Economically disadvantaged students have lower graduation rates (75%-89%) compared to other students (84%-94%). One indicator of economically disadvantaged students is the percent eligible for free and reduced lunches (31%-66%). These children have an elevated exposure to crime, violence, and substance abuse which impedes success in school. The effects of poverty and childhood trauma impacts proper brain development and results in inability to set goals and problem solve. Our one-to-one mentoring program meets the needs the community by helping children with such challenges to modify their behavior and motivate them to set and meet goals that lead to graduation. Parents and educators have seen positive results for children with BBBS mentors. Mentoring is a cost effective approach to serve these children. By investing in BBBS, communities see a return benefit through improved educational outcomes, social resilience and economic opportunity.

If this is a new program, be sure to include the benefits to the region for funding a new request.

n/a

Target Audience and Service Delivery

Describe the program's intended audience or client base and how those clients are served.

The target population is Planning District 16 children ages 6-18 who face adversity in their lives as a result of poverty, single parent household, or parental incarceration. Many children have little or no contact with the absent parent(s) or are in the custody of a guardian. Children enter our program ages 6-13 and once matched, may continue until high school graduation. Children are referred by parents/guardians, teachers, or counselors. We match screened and trained adult volunteers (mentors) with children (mentees) who live in high risk situations in the region. Mentors provide positive direction to help children fulfill their greatest potential. The mentors/mentees meet on a consistent schedule for a minimum of one year (application criteria for volunteers, parents and children). The mentors and mentees can meet anywhere in the community that they choose, as long as the parent gives consent. Our mentoring program also takes place in some area schools.

If your program has specific entry or application criteria, please describe it here.

The children must be ages 6-13 and face adversity in their lives. Our national research reveals that the greatest return on investment and best chance for success occurs if mentoring and intervention begins at ages 6-13. The mentors, mentees and parents/guardians must commit to meeting on a consistent schedule for a minimum of one year. They also must commit to responding to ongoing contact from our Match Advocate Staff.

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Program Budget Narrative

Please indicate in detail reasons for increases or decreases in the amounts you are requesting.

Big Brothers Big Sisters is requesting level funding. Current funding from localities represents 0.05% of our budget. Funding is used to recruit, screen (background checks), interview, train, evaluate and provide ongoing support to children, guardians, and volunteer mentors. The FY21 budgeted amount also includes a 2% COLA for salaries as well as a minimal increase in program operating costs.

If an increase is being requested, please describe the impact not receiving an increase would have on the program.

Limited funding limits our capacity to serve children in need of a mentor.

In particular, please describe in detail if any increase is sought for new positions or personnel.

This funding is not for new positions or personnel.

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Program Specific Budget

Please provide your program specific budget below.

Expenses

	FY 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Personnel	133,034.47	131,752.87	152,935.32	152,363.32	155,411.00
Benefits	17,492.73	16,008.89	20,486.89	20,590.43	21,002.00
Operating Expenses	80,979.86	81,505.55	83,429.92	85,719.92	87,434.00
Capital Expenses	0.00	0.00	0.00	0.00	0.00
Total	231,507.06	229,267.31	256,852.13	258,673.67	263,847.00

Revenues

This section represents revenue specifically associated with your program. Revenue that supports the implementation of your program and the services provided to the community.

	FY 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Caroline	0.00	0.00	0.00	0.00	0.00
Fredericksburg	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
King George	0.00	0.00	0.00	0.00	0.00
Spotsylvania	5,500.00	5,500.00	3,000.00	3,000.00	3,000.00
Stafford	6,000.00	6,000.00	6,000.00	5,880.00	5,880.00
United Way	42,479.89	44,804.88	44,050.00	46,000.00	46,000.00
Grants	26,676.96	33,037.00	36,400.00	36,400.00	37,500.00
Client Fees	0.00	0.00	0.00	0.00	0.00
Fundraising	99,966.51	71,363.70	108,202.13	104,353.67	106,467.00
Other (Click to itemize)	40,883.70	58,561.73	49,200.00	53,040.00	55,000.00
Donations	40,693.94	48,153.80	49,000.00	52,500.00	54,500.00
Earned Revenues	189.76	407.93	200.00	540.00	500.00
Bequest		10,000.00	0.00	0.00	0.00
Total	231,507.06	229,267.31	256,852.13	258,673.67	263,847.00

Surplus / Deficit

	FY 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Surplus or Deficit	0.00	0.00	0.00	0.00	0.00

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

[View Diagram](#) Goals and Objectives

Goals

Goal:

We will build strong relationships between mentors and mentees. The trusting relationship established through mentoring will help the mentee cope with the adversity in their lives and act as a protective factor against future risk behavior.

Objectives		2017 Year End	2018 Baseline	2018 Year End	2019 Baseline	2019 Year End	2020 Baseline
Mentees will develop trust and confidence in their mentors through consistent contact. Mentees will show positive outcomes in the areas of closeness (attachment), importance (significant & beneficial relationship) and safety.	Total # Clients Served	186	195	179	195		153
	Total # Clients Achieved/Successful	182	166	171	166		130
	% Achieved / Successful	97.85	85.13	95.53	85.13	0	84.97
Mentors will gain knowledge about mentoring for building a relationship with their mentees. Mentors will show positive outcomes in the areas of confidence (to develop a beneficial relationship) and closeness (attachment).	Total # Clients Served	186	195	179	195		153
	Total # Clients Achieved/Successful	185	166	173	166		130
	% Achieved / Successful	99.46	85.13	96.65	85.13	0	84.97

Explanation & Overview

If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case

n/a

Updates for FY2018

Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported

We do not plan to make programmatic changes since the data indicates that we have met our goal of building strong relationships with consistent contact. The data shows that mentees do have a significant and beneficial relationship with their mentors. The data shows that mentors have positive outcomes in confidence and closeness. We continually monitor the relationships and tailor support to the individual needs of the children and of their mentor in order to assist their mentees.

If you are restating the goals or objectives for the prior calendar year, please include those here

Goal 1: We will build strong relationships between mentors and mentees. The trusting relationship established through mentoring will help the mentee cope with the adversity in their lives and act as a protective factor against future risk behavior.

Objectives: 1a

Mentees will develop trust and confidence in their mentors through consistent contact. Mentees will show positive outcomes in the areas of closeness (attachment), importance (significant & beneficial relationship) and safety.

Objectives: 1b

Mentors will gain knowledge about mentoring for building a relationship with their mentees. Mentors will show positive outcomes in the areas of confidence (to develop a beneficial relationship) and closeness (attachment).

Goal:

2. As a result of the mentor/mentee relationship, mentees will show improvement in scholastic competence and academic engagement. Mentees will demonstrate a more positive sense of what is possible for the future which will result in graduating from high school and aspiring to attend college.

Objectives		2017 Year End	2018 Baseline	2018 Year End	2019 Baseline	2019 Year End	2020 Baseline
Objectives: 2a Mentees will show improvement in self-confidence as it relates to school and school work. Mentees will have a positive increase in outcomes in the areas of scholastic competency.	Total # Clients Served	186	195	179	195		153
	Total # Clients Achieved/Successful	174	166	171	166		130
	% Achieved / Successful	93.55	85.13	95.53	85.13	0	84.97
Objectives: 2b	Total # Clients	186	195	179	195		153

Mentees will show improvement in educational expectations and in their outlook toward the future. Mentees will have a positive increase in outcomes in the areas of educational expectations.	Served						
	Total # Clients Achieved/Successful	178	166	173	166		130
	% Achieved / Successful	95.70	85.13	96.65	85.13	0	84.97

Explanation & Overview

If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case

n/a

Updates for FY2018

Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported

We do not plan to make programmatic changes since the data indicates that we have met our goal to have mentees show improvement in scholastic competence and academic engagement as well as demonstrating a more positive sense of what is possible for the future which will result in graduating from high school and aspiring to attend college.

If you are restating the goals or objectives for the prior calendar year, please include those here

Goal 2

As a result of the mentor/mentee relationship, mentees will show improvement in scholastic competence and academic engagement. Mentees will demonstrate a more positive sense of what is possible for the future which will result in graduating from high school and aspiring to attend college.

Objectives: 2a

Mentees will show improvement in self-confidence as it relates to school and school work. Mentees will have a positive increase in outcomes in the areas of scholastic competency.

Objectives: 2b

Mentees will show improvement in educational expectations and in their outlook toward the future. Mentees will have a positive increase in outcomes in the areas of educational expectations.

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Number of Individuals Served

Localities

Please provide the actual numbers of individuals served in this program during FY2017, FY2018, and FY 2019, the estimated numbers of individuals served in FY2020 and the projected numbers of individuals served in FY2021.

Locality	FY2017 (Actual)	FY2018 (Actual)	FY 2019 (Actual)	FY 2020 Estimate	FY 2021 Projected
Fredericksburg City	65	61	54	54	54
Caroline County	2	1	2	2	2
King George County	18	18	15	15	15
Spotsylvania County	56	59	54	54	54
Stafford County	44	36	26	26	26
Other Localities	1	4	2	2	2
Total	186	179	153	153	153

Big Brothers Big Sisters Greater Fredericksburg - One-to-One Mentoring

Collaborative Impact

Efforts and Partnerships

Describe in detail examples of collaborative efforts and key partnerships between your program and the other programs or agencies in the area.

Community Collaborative for Youth and Families (CCYF) – Executive Director is a Leadership Team member and collaborates to strengthen the network of community services and strengthen the outcomes/impact for local children. With education and research studies from the National Office of BBBS, our staff shares the most up-to-date and relevant information about data and strategies to increase protective factors and promote resiliency in youth and their families locally.

University of Mary Washington- students serve as mentors and interns. The University staff collaborates with recruiting student leaders and student volunteers.

National Society of Black Engineers – provides volunteer mentors, donations, ambassadors for our mentoring program, collaborate on advancing STEM (Science, Technology, Engineering, Math) efforts.

YMCA – provides passes for our mentors/mentees to use the facilities to engage in healthy, positive physical activity.

Collaborative Impact

Describe in detail how the community would be impacted if your program were dissolved or merged with another partner agency.

There would not be a one-to-one mentoring program with specific, measurable outcomes of educational success, avoidance of risky behavior and improved social competency. Parents & counselors seek mentors for children who may make negative choices or are not making educational progress. Without positive role models, children are more likely to engage in the risky behavior of their peers or the negative adult role models in their lives. Without our prevention program, there would be a greater need for higher cost intervention. Our community needs to have all children succeed as we cannot afford for them to fail. There is a real dollar cost to the individual child and to the community if they fail i.e. loss of income tax revenue, increased law enforcement and social service costs. Our program would not be merged because we are a nationally affiliated program with a specific mentoring model with national Standards of Practice unlike any other agency in our region.