

## Regional Funding

### Fiscal Year 2023 - Partner Funding Application

#### 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 for the FY 2023 Budget. Please also provide updated FY 2021 Actuals, data has been rolled over from previous application submissions for other fiscal years.*

	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2021 Actual	FY 2022 Budget	FY 2023 Budget
Salary	163,189.35	185,962.00	162,609.54	186,511.00	172,902.32	190,241.00	194,046.00
Benefits	11,909.04	24,270.00	20,096.48	24,652.00	21,246.82	25,145.00	25,648.00
Operating Expenses	91,327.88	87,680.00	73,181.93	85,653.18	79,294.19	87,366.00	87,366.00
Capital Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Expenses	36,611.68	40,000.00	15,663.75	35,033.82	20,256.61	35,734.00	35,734.00
Total	303,037.95	337,912.00	271,551.70	331,850.00	293,699.94	338,486.00	342,794.00

##### Agency Total Revenues

*Please include revenue associated with your entire organization for FY2023. Please also provided updated FY 2021 Actuals, data has been rolled over from previous application submissions for other fiscal years. 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 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2021 Actual	FY 2022 Budget	FY 2023 Budget
Caroline	0.00	0.00	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	10,000.00	10,000.00
King George	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Spotsylvania	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00

	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2021 Actual	FY 2022 Budget	FY 2023 Budget
Stafford	6,000.00	6,000.00	5,880.00	5,880.00	30,880.00	5,880.00	5,880.00
United Way	43,755.42	45,000.00	47,690.17	38,600.00	35,871.21	38,600.00	38,600.00
Grants	35,253.00	39,000.00	49,885.00	45,000.00	34,932.00	47,000.00	49,000.00
Client Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fundraising	131,301.49	183,712.00	93,514.74	173,400.00	92,989.38	176,916.00	178,924.00
Other (Click to itemize)	60,499.60	51,200.00	84,925.46	55,970.00	98,380.69	57,090.00	57,390.00
Total	289,809.51	337,912.00	294,895.37	331,850.00	306,053.28	338,486.00	342,794.00

**Surplus / Deficit**

	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2021 Actual	FY 2022 Budget	FY 2023 Budget
Surplus or Deficit	0.00	186,626.24	0.00	-12,353.34	0.00	0.00

# 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 Administrative 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 FY23 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 FY23.

### 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

## Locality Information

### Caroline County

N/A

### City of Fredericksburg

BBBS is requesting level funding of \$10,000. The funding provided by Fredericksburg represents 2.9% of our funding. In FY21 of the 123 children served, 41 (33%) were from Fredericksburg. The cost of supporting a match for one year is \$1,200. Therefore, the cost of serving the 41 Fredericksburg children is \$49,600. The statistics in Fredericksburg for economically disadvantaged children reveal a need for a proven prevention program like ours. More than 68% of children in Fredericksburg were eligible for free/reduced lunches in AY2019-20. The graduation rate for economically disadvantaged students in Fredericksburg is 75% compared to an 85% 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 FY21 of the 123 children served, 40 (32.5%) were from Spotsylvania. The cost of supporting a match for one year is \$1,200. Therefore, the cost of serving the 40 Spotsylvania children is \$48,000. The statistics in Spotsylvania for economically disadvantaged children reveal a need for a proven prevention program like ours. More than 36% of children in Spotsylvania were eligible for free/reduced lunches in AY2019-20. The graduation rate for economically disadvantaged students in Spotsylvania is 82% compared to a 90% 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 1.7% of our funding source. In FY21 of the 123 children served, 29 (23.5%) were from Stafford. The average cost of supporting a match for one year is \$1,200. Therefore, the cost of serving the 29 Stafford children is \$34,800. The statistics in Stafford for economically disadvantaged children reveal a need for a proven prevention program like ours. More than 33% of children in Stafford were eligible for free/reduced lunches in AY2019-20. The graduation rate for economically disadvantaged students in Stafford is 92% 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.

# Blg Brothers Big Sisters Greater Fredericksburg

## Agency Information

**Agency Name** Blg Brothers Big Sisters Greater Fredericksburg  
**Physical Address** 325A Wallace Street, FREDERICKSBURG, VA, 22401, US  
**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** 53

**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**   
**Fredericksburg**   
**King George**   
**Spotsylvania**   
**Stafford**

## Agency Collaborative Impact

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

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. 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.

## **Agency Community Impact**

*Please provide at least two examples of how the mission and vision of your agency impacts the community and overall region.*

### **Example 1**

Ray retired and wanted to be a positive influence in someone's life when someone told him about Big Brothers Big Sisters. Ray was interviewed, had his background and references checked, attended mentor training and after a comprehensive assessment, was approved as a Big Brother. He was matched with 8-year-old Paul.

Paul's Mom came to BBBS because Paul was in strong need of a male figure to provide guidance "a young boy needs" as Paul lived with his mother, grandmother, and great grandmother.

The BBBS staff sought the best match for Paul. Ray and Paul hit it off right away. They both love fishing and hiking. Ray taught Paul carpentry by building garage shelves. During their weekly meetings, they would talk about money matters. Paul was doing well in school and Ray would emphasize the importance of schoolwork. Ray and Paul participated in BBBS group activities like Bowl for Kids' Sake.

The BBBS staff has supported Ray and Paul and his family. When Paul's great grandmother died, the BBBS staff and Ray were a constant source of comfort for Paul. This death resulted in a declining financial situation and Little Brother Paul's life became more chaotic. The family went through multiple moves often living in hotels and having to move every few days. While the family was already struggling financially, the pandemic started and it became even more difficult for the family to maintain housing, transportation, and school attendance. Through all of these struggles, Ray always made a point to know where the family was residing and to pick his Little Brother up weekly for some time away where they could talk, get something to eat, and do an activity just for him. The BBBS staff was in continual contact with Paul's family to assist them in navigating these challenges and to ensure that Paul had the resources for his schoolwork. Over the 4 years of this match and through great turmoil, Ray has been a consistent aspect of his Little Brother's life.

### **Example 2**

Big Sister Nina works at NSWC Dahlgren and was referred to Big Brothers Big Sisters by a friend. Nina was motivated to become a mentor because she wanted help a child overcome shyness like she did and to foster the potential of a child as they develop and grow. Nina was matched with Little Sister Lexi, and they have been a part of the Bigs In Schools program at a local elementary School for 3 years.

Lexi's grandmother is supportive of their relationship as the family has a lot going on and Lexi benefits from the one-to-one attention from her Big Sister. When the match first started, Lexi had medical challenges and even though they could not meet at school, Nina supported Lexi and showed her much care by sending get well gifts and cards. Once Lexi recovered, the match relationship truly blossomed and both expressed their desire to participate in the Bigs Plus program, an extension of the after school program where the match can meet outside of school site. Nina always makes sure Lexi is up to date with her schoolwork. They have fun together doing crafts, painting and playing games. The two have become very close and Lexi always expresses how much she enjoys spending time with her Big Sister. They have developed a trusting relationship and they spend time talking about the challenges in Lexi's life.

During the pandemic when school was virtual, Nina is able to maintain their one on one mentoring relationship with Lexi thru a new BBBS E-mentoring program. Then, they safely met in-person once restrictions were lifted, including at the BBBS Greater Fredericksburg drive-thru Breakfast with Santa event. Lexi was so excited to get together and spend quality time with Nina. The bond Nina has created with Lexi is beautiful; she has become one of Lexi's biggest advocates and always has Lexi's best interest at heart. Nina has created an open space free of judgement for Lexi to communicate her feelings and express herself fully.

### **Example 3 (Optional)**



# 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**

The purpose of Big Brothers Big Sisters (BBBS) one-to-one mentoring program is for youth to achieve their full potential. BBBS strengthens our community by connecting one child with one adult and supporting that match at every stage. Children facing adversity are paired with a role model who provides individualized support.

As an affiliate of BBBS of America, our mentoring model is proven to enhance resilience, social competency, and educational success. Our services include: volunteer screening and training, youth assessment, determining the best match of adult and child, and ongoing supervision/support. Our Match Advocate Staff are a key asset in the building of strong relationships between the child, volunteer, and the parent.

A mentor helps a child see the possibilities for their future by engaging in educational, athletic, social and civic activities. Mentors help children navigate the challenges in their lives and inspire them to take proactive steps to reach their potential.

Justice is our origin story. BBBS was founded over 100 years ago when a judge allowed a court clerk to provide a positive role model for a child as an alternative to juvenile detention. We were born out of JUSTICE to create EQUITY for youth, bringing together DIVERSE communities so that all kids can feel INCLUDED for the promise of opportunity and a better life. Our program is designed to break the cycle of generational poverty by increasing equity and opportunity for success.

## **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.**

Graduation rates for Economically Disadvantaged students are lower (75%-92%) than other students (85%-95%). One indicator of economically disadvantaged students is eligibility for free/reduced lunch (30%-68%). The effects of poverty and childhood trauma impact proper brain development. The single most common factor for children to develop resilience is at least one stable and committed relationship with a supportive adult to help them develop coping skills to strengthen their capacity to do well. Our one-to-one mentoring program meets the needs the community by helping children set goals that lead to graduation. Mentors empower the development of essential soft skills and positive behaviors which lead to successful school progress. Educators have seen positive results for children with BBBS mentors. By investing in BBBS mentoring, communities see a return benefit through enhanced resilience, social competency, and educational success that leads to 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 live in adverse circumstances. Many children have little or no contact with the absent parent(s) or are in the custody of a guardian. Families contact BBBS seeking role models to provide individualized support for their children ages 6-13. Children may stay matched until high school graduation. Children are also referred by teachers or counselors. We match screened and trained adult volunteers (mentors) with children (mentees) and our staff supports that match at every stage. 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 who live in adverse circumstances. 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.

Mentors are volunteers who are over 18 years old for our community matches and 16 years old for our site based matches. The volunteers complete an application and have an extensive interview with our trained staff. We conduct background checks, reference checks and train the mentors. We are deliberate about making matches based on preferences of the volunteer and the guardian.

## **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 a small percent 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 FY23 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.**

N/A

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

### Program Specific Budget

*In the boxes below provide program specific administrative costs associated with this program for FY 2023. Please also provide updated FY 2021 Actuals. Data has been rolled over from previous fiscal year application submissions.*

	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2021 Actual	FY 2022 Budget	FY 2023 Budget
Personnel	140,572.16	152,363.32	140,432.94	153,030.35	149,051.15	156,090.95	159,213.00
Benefits	10,158.10	20,590.43	17,516.97	21,255.20	16,583.15	21,680.30	22,114.00
Operating Expenses	91,327.88	85,719.92	73,181.93	85,653.18	79,294.19	87,366.00	87,366.00
Capital Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	242,058.14	258,673.67	231,131.84	259,938.73	244,928.49	265,137.25	268,693.00

### Program Specific Revenue

*In the section below please provide revenue specifically associated with your program for FY 2023. Please also provide updated FY2021 Actuals. Data has been rolled over from previous fiscal year application submissions. The revenue in this section supports the implementation of your program and the services provided to the community.*

	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2021 Actual	FY 2022 Budget	FY 2023 Budget
Caroline	0.00	0.00	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	10,000.00	10,000.00
King George	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Spotsylvania	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Stafford	6,000.00	5,880.00	5,880.00	5,880.00	30,880.00	5,880.00	5,880.00
United Way	43,755.42	46,000.00	47,690.17	38,600.00	35,871.21	38,600.00	38,600.00
Grants	35,253.00	36,400.00	49,885.00	45,000.00	34,932.00	47,000.00	48,000.00
Client Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00

	<b>FY 2019 Actual</b>	<b>FY 2020 Budgeted</b>	<b>FY 2020 Actual</b>	<b>FY 2021 Estimate</b>	<b>FY 2021 Actual</b>	<b>FY 2022 Budget</b>	<b>FY 2023 Budget</b>
Fundraising	83,550.1 2	104,353. 67	64,851.2 1	101,488. 73	67,019.5 9	103,567. 25	104,743. 00
Other (Click to itemize)	60,499.6 0	53,040.0 0	49,825.4 6	55,970.0 0	63,225.6 9	57,090.0 0	58,470.0 0
Donations	59,644.1 3	52,500.0 0	49,565.0 6	55,700.0 0	63,180.4 9	56,820.0 0	58,200.0 0
Earned Revenues	855.47	540.00	260.40	270.00	45.20	270.00	270.00
Bequest	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	242,058. 14	258,673. 67	231,131. 84	259,938. 73	244,928. 49	265,137. 25	268,693. 00

### Surplus / Deficit

	<b>FY 2019 Actual</b>	<b>FY 2020 Budgeted</b>	<b>FY 2020 Actual</b>	<b>FY 2021 Estimate</b>	<b>FY 2022 Budget</b>	<b>FY 2023 Budget</b>
Surplus or Deficit	0.00	0.00	0.00	0.00	0.00	0.00

# **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, student volunteers, providing transportation to sites and use of UMW facilities for group activities.

FailSafe ERA/Criminal Reform TF – We are partnering to create new matches for children with incarcerated parents.

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.**

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. 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.

## 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 FY2021 and the estimated numbers of individuals to be served in FY2023.*

Locality	FY2017 (Actual)	FY2018 (Actual)	FY 2019 (Actual)	FY 2020 (Actual)	FY 2021 (Actual)	FY 2022 Estimate	FY 2023 Estimate
Fredericksburg City	65	61	54	52	41	54	54
Caroline County	2	1	2	2	0	2	2
King George County	18	18	15	16	11	15	15
Spotsylvania County	56	59	54	45	40	50	51
Stafford County	44	36	26	24	29	28	30
Other Localities	1	4	2	3	2	1	1
Total	186	179	153	142	123	150	153



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

[View Diagram](#) Goals and Objectives

## Goals

### 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		2020 Baseline	2020 Year End	2021 Baseline	2021 Year End	2022 Baseline	2022 Year End	2023 Baseline
<b>Objectives: 2a</b> <b>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.</b>	Total # Clients Served	153	142	153	123			153
	Total # Clients Achieved/Successful	130	132	130	99			124
	% Achieved / Successful	84.97	92.96	84.97	80.49	0	0	81.05
<b>Objectives: 2b</b> <b>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.</b>	Total # Clients Served	153	142	153	123			153
	Total # Clients Achieved/Successful	130	132	130	116			124
	% Achieved / Successful	84.97	92.96	84.97	94.31	0	0	81.05

## Explanation & Overview

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

The pandemic has had a great impact on the mental health of the children and families we serve who already live in adverse situations. Objective 2A shows a slight decrease from projected results. The impact of remote and hybrid learning as well as school changes due to health measures has led to lower confidence in themselves as it relates to school for some of the children we serve.

## 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**

For Objective 2A with regard to scholastic competency, we will continue to monitor those children with lower self-confidence in their school work and provide individualized supports as needed. Overall, we do not plan to make programmatic changes since the data indicates that we have are near our goal to have mentees show improvement in scholastic competence and have academic engagement and have met our goals of participants 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.

### 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		2020 Year End Baseline	2021 Year End Baseline	2022 Year End Baseline	2023 Year End Baseline

<b>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 &amp; beneficial relationship) and safety.</b>	Total # Clients Served	153	142	153	123			153
	Total # Clients Achieved/Successful	130	134	130	115			124
	% Achieved / Successful	84.97	94.37	84.97	93.50	0	0	81.05

<b>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).</b>	Total # Clients Served	153	142	153	123			153
	Total # Clients Achieved/Successful	130	137	130	121			124
	% Achieved / Successful	84.97	96.48	84.97	98.37	0	0	81.05

## 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).