

2020 Impact100 South Jersey Proposal Upload - Entry #493

Today's Date

3/13/2020

For which Impact100 South Jersey focus area are you applying?

Education & Professional Development

Organization Name

LUCY Outreach A NJ Nonprofit Corporation

Organization Local Address

3201 FEDERAL ST
CAMDEN, NJ
08105

Organization Mailing Address (if different)

Empty

Organization Phone

(617) 780-8805

Organization Website

<https://www.lucyoutreach.org/>

County in which organization is headquartered

Camden

Name of Project

LUCY's Expansion of Trauma-Informed Care Services

County or counties served with this project

Camden

Project Contact Person

Kristin Prinn Rose

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[LUCY's-Expansion-of-Trauma-Informed-Care-Services--Proposal.pdf](#)



LIFTING UP CAMDEN'S YOUTH
3201 FEDERAL STREET, CAMDEN, NJ 08105 • 856.350.6220
WWW.LUCYOUTREACH.ORG

2020 Grant Proposal

Section 1: Organization Information

1. Organization's name

LUCY Outreach, a NJ Nonprofit Corporation

2. Mission of your organization

LUCY ("Lifting Up Camden's Youth") Outreach offers multilingual, culturally sensitive services to low-income Camden County teens and young adults ages 7-25, and their families. LUCY accepts and welcomes all youth to take part in educational, social, and service-oriented programming, and also provides support and resources within the homes and schools. LUCY empowers youth to form healthy relationships, make good choices, and develop into compassionate and socially responsible adults who make a positive difference in their community.

3. Year founded

2016

4. Executive Director Name

Kristin Prinn

5. Executive Director Email

kprinn@lucyoutreach.org

6. Best contact phone number for Executive Director

(617) 780-8805

7. How long has the Executive Director served in this position?

4 years

8. Number of full-time employees

4

9. Number of part-time employees

4

10. Number of volunteers

275

11. Number of current Board members

12

12. List of Board members. Please include board position, professional affiliation and number of years served.

Cindy Margraf, Chairwoman

President, KATE Properties

Years of service - 4

Richard Braun, Treasurer

Retired Financial Officer

Years of service - 1

Julie Lineman, Secretary

Development Consultant

Years of service - 4

Joe Kadlec, Former Chairman

Partner, Pepper Hamilton LLP

Years of service - 4

Chris Corwin

Principal, MasterClass Consulting, LLC

Years of service - 3

Nicholas Del Grande

Head of Mission Critical Support NA, SAP America

Years of service - 4

Deji Jegede, MS, CPM

Management Consultant, Excellis Health Solutions

Years of service - 4

Donna Page

Assistant Vice President, Human Resources, Virtua Health

Years of service - 2

Angelo Soldevila

DTI Site Manager, Law Office of Berger Montague

Years of service - 3

Colleen Bianco Bezich

Attorney, The Law Offices of Colleen Bianco Bezich, LLC

Years of service - 2

Michael Sgro

Executive Vice President, General Counsel and Secretary, American Water

Years of service - 1

Sadé Calin

Associate, Ballard Spahr LLP

Years of service -1

13. Percentage of board members who provided financial contributions to the organization during the last 12 months.

100% of board members have provided financial contributions to LUCY within the past 12 months

14. How would you describe your organization’s target population?

The target population served is low-income Camden County youth, ages 7-25.

LUCY participants live at or below the poverty line, attend underperforming schools, and have limited access to higher education and employment opportunities, outside of minimum wage jobs. Camden’s youth are affected by drugs, gangs and neighborhood violence, and have been profoundly impacted by childhood trauma. LUCY came to be because we wanted our city and county youth to have the same opportunities and access as all youth deserve. Since 2008, 100% of LUCY’s 337 senior youth participants have graduated high school and 90%, 303 participants, have been accepted to and enrolled in college, all due to their involvement with and support received through LUCY’s college preparation programming.

LUCY’s participants’ demographics statistics:

- 69% Hispanic, 28% African-American, 2% Asian, and 1% White/Caucasian
- 62% are of high school age
- 59% female; 41% male (2019)
- 97% of LUCY participants live at or below the poverty line, attend underperforming schools, and have limited access to higher education and fair wage employment opportunities
- 74% are from immigrant families representing 17 native countries

- Annually, LUCY serves an estimated 65 LGBTQIA+ youth. LUCY is known as an LGBTQIA+ safe space, hosting “Haven”, a support program with leadership from Cooper Medical School of Rowan University.

LUCY Outreach is located in Camden City, however, youth participants come from many different neighborhoods throughout the county. Neighboring areas in which our youth reside include Pennsauken, Gloucester City, Deptford, Maple Shade, Oaklyn, Woodlynne, Collingswood, Westville, Willingboro, Cherry Hill, Williamstown, and Merchantville. Our youth attend schools in towns such as Camden, Pennsauken, Audubon, Brooklawn, Philadelphia, Marlton, Atco, Bordentown, Haddonfield, and Lindenwold.

15. List your organization’s main (1-3) programs/services. Include 1-2 sentences describing each.

Core Services We Provide:

- **Afterschool/Evening Programming**
 - **Afterschool Program** (ages 10-16), Monday - Friday
 - **LUCY littles** (ages 7-11) for youths’ young siblings, Monday evening
 - **College and Career Prep** on Mondays & Wednesdays (ages 12-19), educational and social
 - **Youth Night Program** (ages 12-19) on Tuesdays and Thursdays
 - **Youth Leadership Advisory Board.**

These programs include homework assistance, speakers, panels, social interactions, health lifestyle offerings, workshops, leadership development, life skills, clubs, and cultural and service-orientated opportunities. All trips and overnights are on the weekends and include sporting events, outdoor activities, festivals, museums, college campus visit, and the exposure of leaving the city and traveling to new cities and states.

- **Summer Programming**
 - **8-week summer program for teens** (ages 10-19) including clubs, local service days, programs, BBQ’s, trips and overnights
 - **8-week camp for LUCY littles** (ages 7-11) which features STEM classes, weekly trips and swimming, Girl Scouts club, art classes, sports, community panels, literacy and math, cooking and baking classes and more.
 - **Service immersion experiences** including an annual trip to the US/Mexican Border to plan and run a children’s camp and learn about immigration, and Camp Bright Feathers - a camp for children infected and affected by AIDS/HIV.

- **Support Services**
LUCY meets its youth, grads and families where they are and ensures that there is emotional, physical, as well as financial support for all in need. Our primary support-based programs include:

- **Haven Group**, which welcomes all LGBTQIA+ youth and allies to have a safe space for programming and conversations.
- **Graduate Services** enable us to remain an active part of our LUCY Grads' (ages 18-25) lives, and assist through young adult milestones including college, career, parenthood and more.
- **LUCY Scholarship Fund**, which provides quarterly scholarship opportunities for LUCY high school seniors and program graduates to continue their post-graduate higher education. The Fund currently supports deposits & fees, textbooks, dorm supplies, room & board and tuition.
- **Emergency Family Assistance Fund** provides active youth participants and their families support in times of emergent food insecurity, clothing, help with rent, utility and bill payments, transportation support, and tuition and books for first generation college students.

16. Approximately how many individuals did your organization reach last year through your current programs and services?

Through all programs and services, we estimate that we serve over 500 unique individuals on an annual basis

17. Briefly describe what makes your organization unique from other local organizations that offer similar programs or services.

Initially, LUCY began as an outreach effort to provide a safe space for youth programming within a neighborhood of Camden deprived of alternate options during the critical after-school hours. While the organization has expanded and grown rapidly to accommodate the growing volume of family need in East Camden and beyond, we have observed over the years that many of the youth exhibit signs of trauma and significant toxic stress in their lives. Experiences, such as parental divorce, violence in the home, racism, physical or emotional neglect, having incarcerated family members or those struggling with substance use, etc. have manifested in various ways. Our programming staff have observed common signs among teens -- rapid mood changes, social withdrawal, illicit substance use, engaging in physical violence, and the disclosure of engaging in risky sexual behavior and unplanned pregnancies. While LUCY sought to increase and diversify our program offerings to accommodate a larger number of teens and youth, we also recognized the critical need for our organization to be trauma-informed or to be based in a framework that understands and responds to the impact of adverse childhood experiences on the lives of the youth we serve. There are other organizations in Camden who provide an array of culturally sensitive programming for teens and youth, but we believe that LUCY's core approach is moving more towards programming that is based in socially supportive ideology, theory, and practice. That is, providing direct services for youth, teens, and young adults while being equally attentive to the social and emotional health of all participants. Traditional educational models employ a more reactive approach to behavioral health -- intervene when a disruption occurs. Research shows, however, that adverse childhood experiences and traumatic events only accrue and do not

diminish over time. Proactively and openly addressing mental health and wellness has been a common theme embedded within youth nights.

18. Date of the organization’s last strategic plan and years it encompasses.

The last strategic plan was completed in 2017, and was a 5-year plan encompassing 2017-2021. The plan has been reviewed and updated annually.

19. Describe your organization’s long term goals or vision. (Limit answers to 250 words or less.)

Expand reach beyond high school through college to career

1. Strengthen and further develop current programs.
2. Build out current programs to serve a larger population (300+ youth monthly).
3. Formalize how we stay with graduates through college and into career.

Fully Become a Trauma-Informed Organization

1. Educate and train the staff, board and volunteers on trauma and becoming trauma-informed as an organization.
2. Integrate the trauma-informed approach within policy, procedures and practice.
3. Make trauma-specific interventions acceptable, effective and available within LUCY to all youth participants.
4. Expand therapeutic services & supports for our highest risk youth participants and their families.

Maintain physical space and resources to appropriately sustain and support growth of program offerings

1. Provide accessible, secure, technology-enabled, operational, and safe space.
2. Employ a staffing structure that strategically supports the programs we operate
3. Increase organizational connection to external resources that will benefit youth and families when more specialized services are needed

20. List the organization’s top five funding sources for the last completed fiscal year, including the names of funders and the amounts.

Community Planning and Advocacy Council (Camden County)	\$130,000
LUCY’s Annual Spring Event	\$90,000
New Jersey Center for Hispanic Policy Research and Development (N.J. State)	\$80,000
Joseph Fund (Camden City)	\$70,000
Heart Institute of Southern New Jersey (Southern New Jersey)	\$60,000

21. In the next 6-12 months, do you foresee any significant changes taking place within the organization? If yes, please provide details. (Limit answers to 250 words or less.)

This spring, LUCY will kick off its first-ever capital campaign, which will support the upcoming 10,000 square foot building expansion on the organization's current property. With this expanded space, LUCY will increase program offerings to eventually reach 800 programs, and serve up to 1,500 youth, annually. Concurrently, LUCY also aims to increase our staff size, which will enable programmatic expansion and an increase in youth registrations and participation. While our current staffing is approximately 8.0 FTE full and part-time staff, the increased staff capacity will be upward of 15 FTE year-round staff. Two of these year-round staff will be the Program Director and Social Worker, who will have office and conference space for therapeutic services and group mentorship in the form of support groups.

We anticipate that while construction of the expanded program space will cause minor disruption of LUCY's planned activities, we do not expect that any significant changes will occur while this campaign is underway. Our aim is to maintain consistency with our core services to the youth and our community.

Section 2: Project Information

1. Name of project

LUCY's Expansion of Trauma-Informed Care Services

2. Project summary (Limit answer to 100 words).

LUCY's youth are impacted by severe childhood trauma, and LUCY's unable to meet and address the rapidly growing need due to a lack of staff, training, and therapeutic on-site support. Trauma manifests itself in different ways for different youth, and it's urgent that staff are comfortable addressing their needs, and that supports are in place both for the youth and for program staff themselves, who can become easily frustrated and burnt out.

LUCY will respond to this need by becoming a trauma-informed agency that integrates trauma-informed principles and practices into our organizational culture. LUCY will also meet the needs of the highest risk youth at LUCY, by providing access to greater therapeutic support services, and more intensive one-on-one support, on-site.

3. Describe the need or problem that this project will address. (Limit answer to 250 words or less.)

Day in and day out, LUCY's youth are faced with extreme poverty, parents who are addicted, incarcerated or have been killed, domestic violence, and emotional, physical and sexual abuse

within the home. The youth and their families have undiagnosed and untreated mental health disorders, suffer from homelessness and food insecurity, and have mixed-status immigrant families, exposure to gangs and drugs, and so much more.

Studies have shown that trauma decreases cognitive ability, increases risky behaviors, causes depression, and interferes with a student's emotional, social, and academic progress. Without a welcoming, supporting, and informed community ready to help them overcome these challenges, students may feel disconnected and misunderstood.

Youth needing therapeutic services, and intensive counseling are all too often referred to crisis intervention support services, met with a few brief counseling sessions, added to waitlists for additional supports, and always unable to be seen by a child psychiatrist for 6-9 months, unless hospitalized or inpatient. This is all when their insurance is even accepted for these services, which more often than not, it isn't. The majority of our youth have been unable to access supports and resources outside of LUCY, so recognizing and addressing the impact of adverse childhood experiences (ACEs) with trauma-informed services must become a critical part of LUCY's service delivery practice.

4. Is this a new project or expansion of a current project?

This project would be an expansion of services that we have been providing, but on a very limited basis and ad hoc in nature. We are seeking to develop, prioritize, and formalize this within an evidence based framework.

5. How does this project fit within your organization's strategic plan and/or long-term goals and vision? (Limit answer to 250 words or less.)

This project fits within LUCY's strategic plan for our long-term goal of becoming a Trauma-Informed Organization and expanding therapeutic services, which will meet the needs of the city, county, and the youth and families who call it home and deserve so much better than what they can access now. With the appropriate staffing and credentialing requirements, we anticipate this as an additional revenue source that could help sustain our growth in this domain.

6. Why is this project a priority for your organization now? (Limit answer to 250 words or less)

This project is a top priority now as we embark on LUCY's expansion of physical space and increase our capacity to meet the needs of the city and its families. Our program staff are frequently addressing daily crises with the youth and their families and we see the impact that trauma has had on a vast majority of our youth in our programs. The continuation of this trend, we anticipate, will have severe negative consequences. Attention will be diverted from our programming and the quality and potentially outcomes will be impacted. LUCY staff are faced with supporting youth and families through these aforementioned challenges, but it has

become a growing problem that we are not able to sustain. Our current staff do not have the appropriate level of education and training to handle the myriad of concerns that arise daily - they are often overwhelmed and exhausted. Currently the Executive Director is the only staff person with a clinical background who is able to assist with social work matters to the level that our families need. This places our staff (all levels) at risk for rapid burnout and LUCY for a high rate of staff turnover. In the end, LUCY's youth will feel the impact of this unintended, yet inevitable consequence the most acutely.

We have provided several trainings and workshops to staff, but it is critical now, in our growth, to hire social work staff to support the Executive Director and create additional support services and opportunities for our youth and their families. This will include the tracking of incidences within and outside of LUCY, track trauma-informed care data, and oversee the process of the organization becoming a trauma-informed agency at all levels. We will look more closely at the impact that adverse childhood experiences (ACEs) are having on each youths' life trajectory, recognizing how trauma impacts different individuals in different ways. We will work with our existing partnership with the Cooper Medical School of Rowan University, as well as Cooper University Hospital, for support in this pursuit. Lastly, we will utilize tools and techniques to successfully work with youth, graduates and families who have experienced trauma, including open and honest judgement-free conversations, the development of safety plans, self-care plans and community meetings. We are confident that once this is implemented, our youth will meet and exceed our expectations of them, their expectations for themselves, and beyond!

7. Indicate the approximate number of individuals that the organization expects to serve through this project over the 24-month grant period.

All of our youth will benefit from this project, which will be approximately 1,000 individuals in a 24-month period. However, we anticipate 150 of our highest needs youth participants, and their families, will be in need of more intensive specialized services.

8. Describe how this project would improve your organization's ability to more effectively carry out its core mission.

LUCY's mission is to provide a safe space, with appropriate resources, where our youth can grow into successful leaders, who give back to their community.

This project would absolutely improve our ability to more effectively carry that out by engaging and involving all staff, board, graduates and volunteers to recognize and respond to the impact that trauma has on our youth participants' physical and mental well-being. We will utilize the six guiding principles of a trauma-informed approach which include: safety, trustworthiness & transparency, peer support, collaboration & mutuality, empowerment, voice & choice, and cultural, historical, and gender issues.

We aim to build an organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma that our youth

participants and their families experience daily. We aim for all staff, volunteers, board, youth, and families, to recognize and respond to the impact that trauma has on one's mental health, and physical well-being, so that we can address and build resilience among our youth to ensure that their ability to develop into strong, successful leaders and young adults, who have a significant impact on their community comes to fruition.

9. List the key staff positions for this project including 1) the role that this staff member will play in the project's implementation 2) whether this is a new or existing hire.

With funding from Impact 100 South Jersey (and additional leveraged funding), we anticipate the addition of the following staff to oversee this project:

Program Director (1.0 FTE)

The Program Director will be a licensed clinical social worker and will be responsible for the oversight and day-to-day operations of this support program. Specific responsibilities include:

- Support program staff in matters relating to trauma informed care and crisis management
- Provide direct training (or arrange external presenters) for program staff on a monthly basis
- Provide counseling and support services for LUCY youth who have been referred to care; maintain confidential notation and progress notes, as appropriate
- Develop data monitoring system and screening measures to streamline intake and progress over time
- Provide parent and caregiver education and support, as appropriate
- Develop and maintain community and state level resources and support for specialized needs of youth and families
- Pursue requirements for LUCY to be a recognized trauma informed agency

Licensed Clinical Social Worker (0.5 FTE)

The Social Worker position will be primarily responsible for the ongoing care and support of youth who have been referred for counseling and care. This position will report directly to the Program Director. Specifically, the responsibilities include:

- Case management of youth and families identified as high risk or referred to care
- Provide counseling for crisis management; refer to external county and state agencies, as mandated; provide individual, group, and family therapy; facilitate referrals to hospital-based care
- Develop and provide trainings for staff, volunteers, board members, and program graduates on content relating to behavioral health and trauma

10. Will you be collaborating with other organization(s) to carry out this project? If so, please list name(s) of organization, name of executive director, its 501(c)(3) status and describe their role in the project. (Limit answer to 250 words or less).

Yes - we anticipate that we will be in collaboration with several other organizations, locally and regionally, to carry out this project. These groups include:

- Traumatic Loss Coalitions for Youth (Maureen Brogan, LPC, Statewide Coordinator)
- East Camden Collaborative (This Coalition coordinated by Saint Joseph's Carpenter Society, Pilar Hogan Closkey, Executive Director)
- Camden College Access Network (CCAN) (CAN is a network of K-12 and higher education institutions, college access programs, and community-based organizations.)
- Cooper Medical School of Rowan University (Dr. Annette Reboli, Dean)
- Rutgers-Camden School of Nursing (Dr. Donna Nickitas, Dean)
- The Joseph Fund (Jim Catrambone, Executive Director)
- Community Planning and Advocacy Council (Diana Cooper-Vanderlip, Executive Director and CEO)
- Legacy Foundation (Michael T. Piotrowicz, Board Member)
- Sixers Youth Foundation (Heather Franz, Senior Foundation Manager)

11. Please list the specific activities/components of the project and a projected timetable for each in the format indicated below. NOTE: The timetable for the project should begin on July 1, 2020 and go through June 30, 2022, which corresponds to the Impact100SJ grant award period.

Activities:

Develop strategy, plan and project leading team (July - August, 2020)

- Create a committee to initiate, support, and guide changes, which would include board members, community members and social workers with expertise in trauma-informed care and childhood trauma. - ***July, 2020***
- Hire full-time Program Director to lead the project implementation. ***July - August, 2020***
- Contract expert agency for trauma-informed care consultation, training, and certification. ***July - August, 2020***
- Conduct a trauma-informed care self-assessment of organization. ***July - August, 2020***
- Develop LUCY's trauma-informed care improvement action plan. ***August, 2020***

Implementation and integration of trauma-informed care to LUCY's physical settings and activities. (July, 2020 - June, 2021).

- Staff, volunteer and Board training (twice a year professional training, ongoing supervision and assessment).
- Youth Advisory Board members to receive trauma-informed training and become peer-trainers.

- Hire part-time social workers to improve intake and tracking processes, and provide opportunities for in-house crisis intervention, and therapeutic services for youth participants and their families, as needed.
- Revise and ensure agency policies and protocols reflect trauma-informed care and practices.
- Identification of youth participants' strengths and resources (**ongoing**) via trauma-informed intake process, individual approach & individual service plan, referral to community resources if needed.

Project Evaluation (Ongoing)

- Develop evaluation tools and data collection methods.
- Improve data tracking system (Salesforce), track traumatic cases/incidents within agency, youth behavioral change, etc.
- Assess program activities and settings consistent with five guiding principles of trauma-informed practice: safety, trustworthiness, choice, collaboration, and empowerment.
- Conduct youth participants, parents and staff survey to evaluate program and environment safety.

Revision of the trauma improvement plan based on collected data and evaluation results. (Quarterly)

Become certified trauma-informed organization (by June, 2021)

12. List the anticipated, measurable outcomes that your organization seeks to achieve with this project. Be as specific as possible about each outcome. Include a description of how you will measure each outcome, including the metrics or tools that you will use. (Limit answers to 250 words or less.)

Agency level outcomes (as a full trauma-informed agency):

- Trauma-informed care principles and values, issues of confidentiality and safety integrated into policies, procedures, and practices.
- Physical program environment promotes a sense of safety, calming, de-escalation and collaboration for youth and staff.
- Increased staff capacity, and financial structure, and improved quality of services through ongoing staff training and support.
- Ongoing assessment, tracking, and monitoring to ensure implementation and improvement of trauma-informed principles and effective use of evidence-based trauma specific screening, assessment and treatment.

Staff Outcomes:

- Staff will be able to recognize and acknowledge the signs, symptoms and impact of trauma in youth, families, staff, and others involved with the agency and provide culturally competent, trauma-informed interventions to address problem behavior, when needed.
- Creation of positive and culturally responsive discipline policies and practice.

Participants & Families Outcomes:

- Increased inclusion and involvement of youth and families in all areas of organizational functioning (program design, implementation, service delivery, quality assurance, cultural competence, evaluation, etc.) So all barriers are removed to attend educational and social programming.
- Reduced critical and traumatic incidents.
- Improved mental health, behavioral and physical health outcomes in all youth participants impacted by trauma.
- Improved emotional intelligence and communication skills which will increase cognitive ability and academic progress, improving attendance, behavior and graduation rates, by all youth participants impacted by trauma.

13. List the steps the organization will take to achieve sustainability of the project beyond the 24-month grant period. If this will not be an ongoing project, please explain.

LUCY will apply and become a State Licensed Therapeutic Service Provider. This will create a new income source for our agency and we will be able to cover some expenses, including this (and future) Social Worker's salary.

LUCY will include allocation for the Program Director's salary for every programmatic grant, based on his/her time allocation in programs.

We will also budget annual trauma-informed care training expenses for every program staff as staff training expenses. Program staff development/training expenses allocated in all program budgets and requested from all our grantors.

Section 3: Project Budget

Total project budget amount (including grant from Impact100SJ).

Please list all project expenses in the format indicated below. If the project budget is greater than \$100,000, please indicate with an asterisk (*) which expenses are to be covered by our grant. NOTE: Make sure each activity listed above is reflected in an expense listed here. Expenses may include individual staff; make sure to include the percentage of their time to be spent on project under the additional details column. Total of all expenses must equal the total project budget amount. (Please use the following format.)

Specific Expense	Additional Details/Breakout	Total
Program Director	~\$60k salary (based on education and experience) + \$13,800 (11% taxes and 12% insurance and benefits) <i>* \$38,000 will be covered by Impact 100 Grant</i>	\$73,800
Part-time Clinical Social Worker (LCSW)	~\$30-35k for part-time + \$3,850 (11% taxes) <i>* \$30,000 will be covered by Impact 100 Grant</i>	\$38,850
Trauma-informed staff/agency training and certification	Average \$3,000 per trainer per day + travel expenses for face-to-face training, online courses and webinars for staff, volunteers and related Board and Board Committee members. <i>* \$15,000 will be covered by Impact100 South Jersey Grant</i>	\$15,000
Ongoing Consultation	Average ~\$10,000 (customizable based on hrs. and need): Consultation services include but not limited to agency assessment, creating complete A-Z comprehensive trauma informed care plan and implementation guidelines, policy and procedures revision, etc. <i>* \$10,000 will be covered by Impact100 South Jersey Grant</i>	\$10,000

Program Supplies	Trauma-informed care manuals, handbooks, toolkits, handouts, and other teaching materials and resources. Printing expenses/costs: ink, paper, posters, flyers etc. <i>* \$5,000 will be covered by Impact100 South Jersey Grant</i>	\$9,000
Equipment	Laptops, cellphones, printers etc. (for new staff) <i>* \$2,000 will be covered by Impact100 South Jersey Grant</i>	\$3,500
Refreshments	Refreshments for trainings, workshops, staff/volunteer/parent meetings etc.	\$1,500
Other indirect expenses	Program administration expenses	\$2,350
Total		\$154,000

** Training and consultation expenses based on quotes received from National Council for Behavioral Health. If granted with the funds, we will bid and receive at least 3 quotes from different vendors.*

If the total project budget amount exceeds \$100,000, please list all proposed additional funding sources and date you anticipate securing these funding sources. You may include in-kind support if applicable. (Please use the following format.)

Funder/Donor	Amount/Value	Date
Sixers Youth Foundation	\$25,000	1/2021
Joseph Fund	\$14,000	1/2021
LUCY Spring Event	\$5,000	5/2021
Community Planning & Advocacy Council	\$5,000	1/2021
Legacy Foundation	\$5,000	1/2021
Total	\$54,000	