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www.southjerseybigs.org

SECTION 1: OVERVIEW

1. Focus Area to which you are applying (choose one only).

Education. Projects that advance or improve access to learning opportunities for children, teens, or adults.

2. Organization name: Big Brothers Big Sisters of Cumberland & Salem Counties (BBBS)

3. Organization's website: www.southjerseybigs.org

4. Non-profits with which you are directly affiliated (if any). We are affiliated with Big Brothers Big Sisters of America.

5. Name of project: Mentor2.0: A College & Career Readiness Program (Mentor2.0)

6. County where your organization is headquartered (choose one): Cumberland County

7. County(ies) being served by proposed project: Cumberland County

8. Executive Director Name: Donna Bennett

9. Executive Director Email: dbennett@southjerseybigs.org

10. Best contact phone number for Executive Director: 856-692-0916

SECTION 2: ORGANIZATION INFORMATION

MISSION:

1. What is the mission of your organization?

Our mission is to create and support one-to-one mentoring relationships that ignite the power and promise of youth. Our vision is that all youth achieve their full potential. We partner with parents/guardians, volunteers, and others in the community and hold ourselves accountable for each child in our program achieving: (1) Higher aspirations, greater confidence, and better relationships; (2) Avoidance of risky behaviors; and (3) Educational success.

2. Who is your organization's target population(s)?

Our organization's target population is individuals between the ages of seven up to young adulthood with 73% being female, 26% male, and 1% non-binary. Our mentees are 30% Hispanic, 29% White/Caucasian, 15% Multi-Racial, 14% Black/African American, and 4% Asian (8% not reported). The majority come from low to moderate income level households with average median incomes of \$58,389 in Cumberland County and \$69,886 in Salem County (Census).

3. Approximately how many individuals did your organization reach in each of the last two years through your programs and services?

The agency served 185 individuals in 2021 and 279 in 2022.

4. To what do you attribute any changes in the above numbers?

The number of individuals served over the past two years would have been much lower if not for the game changing Mentor2.0 program that has allowed BBBS to serve more youth and young adults with one-to-one mentoring relationships using innovative technology, especially during the limitations of the global pandemic that began in March of 2020. Much like the way that telemedicine has changed the way healthcare has delivered services, the Mentor2.0 program uses technology as the means to make meaningful interaction possible. This program, which IMPACT100 SJ made possible with previous grant funding, connects high school students to college-educated and career professional mentors. This significant growth has proven to be sustainable, with other funders recognizing the value of the program. We are proud to be on track to serve even more youth and young adults in 2023 because of community support of our Mentor2.0 program.

In addition to the impact of the Mentor2.0's program, we must also note that our School Based programs, that account for approximately 50% of our served youth, have been re-energized from the full re-opening of our schools after COVID-19 restrictions prevented our mentors from visiting their mentees within the school. The willingness and flexibility of the BBBS staff to collaborate with school districts as they were returning to the traditional school day model in the spring of 2022 enabled the recruitment and matching of more mentors and mentees.

The organization offered one-to-one plus programming that engages all our mentees and their families. BBBS hosted holiday parties with gifts and food, distributed backpacks, and school supplies, and organized a swimming party. These activities were designed to provide socialization, recreation, and basic needs to underserved youth and their family members. Additional services included college scholarships and enrichment scholarships for youth to participate in other beneficial activities like Girl Scouts, Martial Arts, and Summer Camp.

The BBBS leadership team also made the commitment to hire a digital marketing firm to assist with community engagement during the challenges of the past few years. This relentless focus on growth, despite unprecedented limitations, was the reason for an increase in youth served from 2021 to 2022.

5. What efforts do you make to incorporate the perspective of your target population(s) into your strategic and operational planning (including your staff and board)?

BBBS makes tangible efforts to incorporate the perspective of youth in Cumberland and Salem Counties through the review and evaluation of data collected during match support practices. These practices include tools such as surveys and conversations. BBBS professional staff members utilize these tools with mentored youth, parents/guardians, and mentors. All staff attend the board/staff retreat for annual review and planning as well as the holiday dinner where we recognize board and staff for years of service. Both events allow for shared information and team building between staff and board members.

The organization is involved with many social service clubs like the Human Services Advisory Council and Cumberland County Positive Youth Development Coalition. Participation in these groups helps BBBS stay in

touch with the high priority issues facing youth in our region. In addition, the agency hosts Information Sessions, presented by BBBS staff members to interested members of the community. Staff members share mentoring stories and details on how to get involved with BBBS. Feedback from these sessions is shared during staff meetings for a collective understanding of the community’s needs and interests.

Finally, many of our Board members have served or are currently serving as mentors, which gives them a first-hand look at our target population’s perspective and highlights the need to keep our programs relevant and effective.

6. What makes your organization unique from other organizations that do similar work?

We are the only organization in Cumberland & Salem Counties that offers professionally supported one-to-one mentoring relationships, following the BBBS model established in 1904, which has proven to be most effective in prevention of risky behaviors and promotion of greater self-confidence, higher aspirations, personal goal setting, and better interpersonal relationships. In addition, we are unique in the nonprofit world in that we have unified leadership with the internal CEO, Board of trustees, and lead funders that have been committed to BBBS and its core mission for more than 25 years. Furthermore, we are committed to and have demonstrated success with innovation and growth for more than 40 years.

STAFF:

1. How long has the Executive Director served in this position? 31 years
2. What is the current number of full-time employees? 6
3. What is the current number of part-time employees? 1
4. What is the current number of active volunteers? 150

BOARD:

1. What is the current number of Board members? BBBS has 16 Board members.
2. How frequently does your board meet? The Board meets once a month, on the second Tuesday of the month except for July, August, and December when there are no meetings.
3. Please list all your current Board members, their professional affiliation (past or present) and number of years served on your Board.

| Board Member Name | Professional Affiliation | Number of Years Served on Board |
|--------------------------------------|--|--|
| Kathleen Norton Gallaher, Chair | Management Consultant | 17 |
| Erin Feldman Mendez, Vice Chair | Liberty Point Advisors- Partner and Financial Advisor | 3 |
| Cosmo A. Giovinazzi IV, Treasurer | OceanFirst Bank- Vice President/Cumberland County Market Manager | 24 |

| | | |
|---|---|----|
| Christopher Wolf, Secretary | Columbia Bank- Vice President/Middle Market Commercial Banking | 3 |
| Michele Plumbo, Immediate Past Chair | Self-Employed Graphic Designer | 12 |
| Shayne Bevilacqua | Professional Liability Insurance Group, Owner | 11 |
| Donata Dalesandro | Newfield National Bank- Marketing/Advertising Officer | 8 |
| Kenneth Dondero | Dondero's Jewelry- Retired Owner/Partner Century Savings Bank | 4 |
| Morgan Falasca | Downtown Cookies-Owner | 1 |
| Mark Fox | Fox 21- Vice President, The Fox Foundation-Director | 33 |
| Emmanuel Gauffeny | Mactac Americas- Director of Supply Chain | 6 |
| Denise Jackson | Executive Director of Cumberland County Empowerment Zone | 6 |
| Priscilla McCoy | Rutgers University- Sr. Scheduling Officer and Enrollment Manager | 21 |
| Debby Novick | Novick Auto Mall- Former President | 14 |
| Jonathon "J.T." Triantos, Esq. | Brown & Connery, LLP- Attorney at Law | 1 |
| Cesar Morales | AmeriHealth Caritas- Director of Application Development | 4 |

NOTE: Term Limits apply to officers only, and they are 1-year terms with a maximum of three consecutive years in the same officer position.

4. What criteria do you consider in determining Board composition?

BBBS considers a potential Board member's expertise, personal interest in the mission, character, experience with nonprofits, and connections within the community. The agency also strives to have equity on our board to be representative of the community that we serve. We consider an individual's interest in and comfort with fundraising, capacity for working within a group, and willingness to invest their personal time, effort, and resources. In addition, all Board Members must pass a background check for youth safety. Our board recruitment discussions also include a prospect's willingness to become a donor so that we may report 100% of board participation within our fundraising efforts.

5. How has your current Board contributed to the success of the organization?

Our current Board members have contributed significantly to the success of BBBS through budgetary management, legal advice, visionary brainstorming, relationship building, the sharing of personal experiences as mentors within the program, and professional support and respect for the staff and President/CEO. We are also proud of our Board’s financial commitment to our mission with 100% donating on an annual basis.

FINANCE:

- 1. What was your organization’s total operating budget for 2022? Our 2022 operating budget was \$795,884.76.
- 2. What is your organization’s total operating budget projected to be for 2023? Our projected operating budget for 2023 is \$821,422.51.

3. Please list your organization’s top three revenue sources for each of the last three fiscal years, including amounts. (This would include fees for service, public or private grants, individual donations, etc.)

| Revenue Source 2022 | Amount 2022 | Revenue Source 2021 | Amount 2021 | Revenue Source 2020 | Amount 2020 |
|---|-------------|-------------------------------|-------------|---------------------------|-------------|
| Fox Foundation | \$117,900 | Dean & Zoe Pappas Foundation | \$75,000 | Estate of Joyce Vanaman | \$101,600 |
| Dean & Joe Pappas Foundation | \$75,000 | BBBS Foundation of New Jersey | \$66,500 | Impact100 of South Jersey | \$50,000 |
| Atlantic City Electric/PHI Community Foundation | \$56,000 | Ameriprise Financial Services | \$58,333 | Fox Foundation | \$50,000 |

STRATEGIC OUTLOOK:

1. What is the date of the organization’s last strategic plan and years it encompasses?

Our current strategic plan was created during 2019 and 2020, with final approval occurring in November of 2020. The plan covers the years 2021 through 2025.

2. Please describe your organization’s long-term goals or vision.

Our agency’s long-term goals/vision are to exponentially increase the number of youth and young adults we serve. Our annual operational plan details an ambitious goal for 2023, with a goal to serve 50% more youth and young adults (425 served) than in 2022 (279 served). This is an exciting target as we continue to not only recover from the effects of the pandemic, but to grow our programs in a way that meets the need of our communities. Just as important as the number of individuals served is the impact we plan to achieve. BBBS

would like to see every enrolled youth and young adult reach their full potential through high school graduation, successful employment and/or further training and education.

In addition to our program-related goals, we look forward to moving into our new office, located at 60 Landis Ave, in Bridgeton, Cumberland County, NJ in the summer of 2023. This location will benefit our staff, volunteers, and program participants due to its central location between the two counties that we serve.

3. In the next 6-12 months, do you foresee any significant changes possibly taking place within the organization? If yes, please provide details.

Yes, we do foresee notable changes taking place within BBBS over the next 6-12 months. We are moving our office to a new location sometime later this year. This endeavor has led the organization to create a capital campaign that is currently in its beginning stages.

BBBS is also in the process of redesigning some technology-related elements to our delivery of services. Our website is under construction as we work towards optimum user experience. We are also switching to an online enrollment process for program participants and offering video conferencing and artificial intelligence tools to staff members to improve productivity.

SECTION 3: PROJECT INFORMATION

1. Project summary: please clearly define the project, the population it will serve, and an overview of your plans to carry it out.

Project Description

BBBS will partner with Cumberland Regional High School, to implement the Mentor2.0 program. The program matches high school student mentees with college-educated and career-professional mentors, utilizing an online platform to support the students with preparation for college and a career through weekly, secure technology-enhanced communications and monthly in-person meetings.

Electronic communications and in-person meetings are structured by the Mentor2.0 program curriculum in a classroom setting. It creates a baseline of conversations and experiences as it focuses on relationship building, goal setting, and keeping students on track for career exploration and college planning. Once a month, our mentors and mentees meet for “Chat N Chew” Sessions to continue to strengthen their mentoring relationships and to ensure they are meeting benchmarks for career and post-secondary educational readiness.

Every activity is supervised by the Mentor2.0 Program Manager. The staff member utilizes the Mentor2.0 program platform to launch, monitor, manage, and evaluate the program. Youth Outcome Surveys are utilized to gauge the impact and progress of each mentoring relationship. The ultimate goal is for the student to graduate high school, complete secondary training/education, and gain successful employment in the future.

BBBS is proud to be the only organization that offers the Mentor2.0 program within the state of New Jersey. This is possible, due to the grant the organization received from IMPACT100 SJ in 2019. That initial program is still running strong at Cumberland County Technical Education Center and is now partially funded by the Dean and Zoe Pappas Foundation. We look forward to changing the lives of more high school students as we bring the Mentor2.0 program to an additional school with another grant from IMPACT100 SJ in 2023.

Population Served

The population we will serve with the Mentor2.0 program is 250 high school sophomores in 2023-2024 in non one-to-one mentoring programs, 25 high school juniors and 25 adult mentors in one-to-one mentoring relationships during the 2024-2025 school year, and another 250 high school sophomores in non one-to-one mentoring programs in the beginning of the 2024-2025 school year. Our new partner, Cumberland Regional High School, located in Western Cumberland County, struggles to adequately educate students as it scored in the bottom 50% of all New Jersey schools in areas of reading and math proficiency. Only 38% of students are proficient in reading and sadly, just 10% are proficient in math. Both averages are lower than the New Jersey state average. The school's percentage of students receiving free/reduced lunch is 38%, a statistic that is also below the state average (2021 Public Schools Review). Due to the regional status of the school, Cumberland Regional educates students from seven rural areas. A portion of these students come from places like Fortescue and Cedarville, with alarming statistics like the Fortescue median income being only \$34,028 and 32% of Cedarville children living in poverty. Just 10% percent of Fortescue citizens have a college degree and only 5% have one in Cedarville (U.S. Census). These students also face the challenge of getting the bus around 5:30 in the morning because of their distance from the school. This is an unfortunate schedule, as a CDC study showed that youth of this age "become sleepy later at night and need to sleep later in the morning as a result in shifts in biological rhythms". In addition, if one of these students happens to miss their bus, a taxi or Uber ride to school costs approximately \$20, which is too expensive for most households. Students from some of Cumberland Regional's sending districts have no access to high-speed internet, something that was revealed during COVID-19 school closures. This is an obstacle for optimum communication and completion of homework and it acts as a disconnection to critical college and career resources.

Cumberland Regional students, like most youth we serve, face modern day challenges that affect their ability to stay focused during the school day, limiting their vision for their lives after high school. Some youth are growing up with communication challenges as the only English-speaking member of their family and will be the first to graduate high school or college. These students may lack an optimum support system and more specifically, the individualized attention from someone who has the experience to help build a plan for success after high school. A recent private study conducted by Lumina, confirmed this need for intervention when they discovered that a mere 22% of Cumberland County residents possess a college degree.

A wider glance at how our nation's youth are struggling emotionally, perhaps more than ever before, suggests that intervention is critical. According to the CDC, 80% of American youth depend on schools to meet their mental health needs, which accounts for the sharp increase in anxiety and depression which has doubled since the global COVID-19 health crisis that closed schools and altered the routines of students. Anxiety and depression were already on the rise, as the CDC reported a 40% increase in youth having persistent feelings of sadness or hopelessness from 2009 to 2019. Now, 1 in 4 of our youth experience clinically elevated depression symptoms and 1 in 5 experience clinically elevated anxiety symptoms (CDC, 2021).

These statistics project an uncertain future for many of our youth. BBBS has the tools to help change the outlook for local youth and young adults. We are inspired by the results of the previous IMPACT100 SJ grant that we received for a Mentor2.0 program at Cumberland County Technical Education Center and look forward to bringing the same results to Cumberland Regional High School students.

Plans to Carry Out the Program

Planning meetings have already taken place with Cumberland Regional High School personnel. Together with the BBBS leadership team, a timeline has been created for program implementation. The beginning of the 2023-2024 school year will host several planning sessions between BBBS and Cumberland Regional High School

personnel as well as several intense student engagement activities with the entire sophomore class. Multiple assemblies will be hosted by BBBS at the high school to introduce the sophomores to the Mentor2.0 program. BBBS staff will then begin recruiting and enrolling mentors and mentees and making Matches for the following school year.

This approach has been carefully designed to ensure a smooth implementation of the program at a new school. BBBS has applied lessons learned from our first year of the Mentor2.0 program in 2019, when we would have benefitted from an extended planning session with school administration and additional engagement time with students.

2. Who (name and title) will oversee this project?

Donna Bennett, President/CEO: will help secure key technology, school, and funding partners and provide high level oversight to the project; existing hire.

Tygh Powell, Program Director: will help secure key technology, school, and funding partners and provide high level oversight to the project; existing hire.

Yolise Sosa, Enrollment & Matching Specialist: will assist with youth enrichment sessions as well as facilitate the recruitment, enrollment and matching of mentors and mentees; existing hire.

Mentor2.0 Program Manager: will directly oversee the recruitment and training of volunteers and youth as well as the implementation of the program; new hire.

3. What is the need or problem that this project will address?

Originally, BBBS had one option for volunteers to get involved in one-to-one mentoring. Lessons from the past 40 years have inspired the addition of a variety of programs that overcome the barriers to becoming a mentor. We listened to the community and acknowledged that the time it takes to maintain a mentoring relationship was often an obstacle for those who wished to become a mentor. We also had to consider the rural nature of our area that encompasses nearly 500 square miles, and the time it takes to travel throughout the county. This was the motivation behind the creation of our Site-Based programs that allowed us to serve more youth. We then launched the Mentor2.0 program in 2019, with financial support from IMPACT100 SJ. The program has proven to be an effective way to connect mentors to youth. The program will also eliminate previous barriers such as transportation and time to foster stronger commitments from our mentors and mentees. We have learned that innovation is necessary to serve more youth in our community, and we are confident that the Mentor2.0 technology and guidance will continue to prepare our mentees for the challenges of tomorrow.

The inclusion of the Mentor2.0 program at Cumberland Regional High School will aid in our quest to reduce the disparities that contribute to feelings of hopelessness and inadequacy for our target students that struggle to graduate high school with plans for college and a career. Participation in the Mentor2.0 program educates each mentee about the feasibility of attending college and one day earning higher incomes than they ever thought possible.

4. How will this project address this problem or need?

The Mentor2.0 program has proven to be an effective solution to the challenges of recruiting mentors for our youth. The Mentor2.0 program offers structured opportunities for mentoring with convenience in mind as very little travel is required by our mentors. This program's ability to provide mentors for underserved youth enhances what the school system has difficulty doing on their own due to the nature of the educational system.

Mentoring, and the Mentor2.0 program enhances the high school educational experience as it builds knowledge on the college process and experience, develops a strong college-going identity, creates new skills and mindsets, and provides adequate levels of support throughout the college application and matriculation process.

The Mentor2.0 program improves the student to guidance counselor ratio from 1:250 to a 1:1 student to mentor ratio. The program's research-based curriculum guides mentor-mentee interaction toward five aspirations for high school participants to pursue and achieve success in higher education:

1. Mentor and mentee develop a strong personal relationship that positions that mentoring relationship to thrive in high school and college.
2. Mentor and mentee deepen and personalize the student's post-secondary education plan and pathway to that student's highest career aspiration.
3. Mentee develops the college knowledge, skills, and mindsets needed to succeed in college and career.
4. Mentee effectively navigates the college process.
5. The mentor and mentee feel a connection to all the Mentor2.0 participants and BBBS community.

These aspirations for the youth mentored through the Mentor2.0 program take each mentee on a journey where they can see themselves attending and succeeding in college, a vision that would most often not be possible without mentor intervention.

5. Please describe how this project specifically improves your organization's ability to carry out its core mission more effectively.

The Mentor2.0 program specifically improves our ability to fulfill our mission due to the use of technology that makes volunteer recruitment easier and allows structured and regular communication between mentors and mentees. Our goals to have more Cumberland County youth attend post-high school education/training, achieve success in the careers of their choice, and to be active contributors within their communities, are clearly more achievable if we are less reliant on one option for mentoring. The past three years have taught us that the use of electronic and virtual communications is effective and do not interfere with the quality of our mentoring relationships. The structure, consistency, and established schedule provided by the Mentor2.0 program are integral elements in our efforts to guide youth and young adults towards success.

6. How does this project fit into your organization's current strategic plan or long-term vision?

The Mentor2.0 program has already proven to be one of the best ways to reach more youth in need of a mentor. Our current 5-year strategic plan, that was approved in 2020, includes four major areas: (1) People, (2) Service, (3) Growth, and (4) Finance. The Mentor2.0 is in direct alignment with our commitments within each of these categories as it offers innovative programming to serve more youth, volunteers, school districts and community members. The program's measurable impact and effectiveness also fosters financial sustainability that inspires funders and donors to invest in our efforts.

7. Approximately how many individuals do you expect this project will reach over the 24-month grant period?

BBBS plans to serve a minimum of 250 high school sophomores in 2023-2024 school year in non one-to-one mentoring programs, 25 high school juniors and 25 adult mentors in one-to-one mentoring relationships during the 2024-2025 school year, and another 250 high school sophomores in non one-to-one mentoring programs in the 2024-2025 school year. Our vision is to support matches through high school graduation with a plan for post-high school education.

8. Will you be collaborating with other organization(s) to carry out this project? If so, please list name(s) of organization(s), name of Executive Director(s), their 501(c)(3) status and describe each of your roles in the project.

BBBS plans to collaborate with Cumberland Regional High School, as our new Mentor2.0 program partner. Our leadership team has met with Carl Dolente, Superintendent of the Cumberland Regional School District who is currently working on a timeline for planning and implementation. Cumberland Regional High school will provide the site for Enrichment Sessions and the Mentor2.0 program. The high school will also aid in the recruitment efforts of students, potentially contribute to transportation of students, and assist in the assessment of the program’s outcomes.

BBBS will collaborate with employers, community members, school personnel, Sheriff’s department employees, and Prosecutor’s office personnel to provide mentors for the Mentor2.0 program at Cumberland Regional High School. Recruitment efforts for these mentors have been creative over the past few years with the use of t-shirts, yard signs, and postcards that existing mentors shared with friends and family during our “Invite a Friend” campaign.

The agency will continue to partner with iMentor for the Mentor2.0 program platform. Dr. Heather D. Wathington is the President/CEO of the nationally recognized organization. iMentor is a 501(c)(3) tax-exempt organization (EIN 30-0105507) with a presence in more than 50 high schools across the United States. Each year, we pay for iMentor’s annual subscription for their platform license, curriculum, and professional support services that includes weekly calls, regular onsite visits, and on-going training.

9. Please list the specific activities/components of the proposed project and a projected timetable for each in the format indicated below. NOTE: The timetable for the project activities should begin on July 1, 2023, and go through June 30, 2025, which corresponds to the Impact100SJ grant award period.

| Activity/Project Component | Timetable |
|--|--|
| <i>General Program Implementation</i> | |
| July 2023 | <ul style="list-style-type: none"> -Grant awarded to BBBS. -Formal conversation and overview with Cumberland Regional High School (CRHS) about Mentor2.0 partnership. -MOU Created. -Begin working with CRHS about program goals, expectations, and support needs. |
| August 2023 | <ul style="list-style-type: none"> -CRHS board approval of partnership with BBBS and implementation of the Mentor2.0 program. -CRHS to identify point of contact(s) -Create meeting schedules. |
| September 2023 | <ul style="list-style-type: none"> -Introduce Mentor2.0 to staff/faculty, guidance counselors. |
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|---|---|
| <i>Youth Enrichment Sessions (All Sophomores-approximately 250 students)</i> | |
| October 2023 | -Begin working with approximately 250 Sophomores (Graduating Class of 2026). |
| November 2023 – March 2024 | -Facilitate Youth Enrichment Sessions for all Sophomores. Monthly special presentations and guest speakers to address topics such as Planning for Your Future, How to be a Leader, Managing Relationships, Managing Stress. |
| <i>Cohort #1 (Graduating Class 2026) Minimum 25 students</i> | |
| February - March 2024 | -Hire a Mentor2.0 Program Manager. -Begin new staff onboarding and training. |
| April 2024 | -Information sessions for mentees and mentors begins. -Enrollment opens for mentees and mentors for Cohort #1 (Juniors – Graduating Class of 2026) |
| May 2024 – August 2024 | -Information sessions continue. -Begin accepting applications from mentees and mentors. -Begin interviewing, assessing, and accepting mentees and mentors for program participation. |
| September 2024 – June 2025 | -Training begins for mentees and mentors accepted into the Mentor2.0 program. -Weekly classroom curriculum begins with mentees and continues through June 2024 (Juniors – graduating class of 2026). |
| October 2024 – June 2025 | -Minimum of 25 mentees are introduced to their mentors. -Monthly Chat-N-Chew sessions begin and continues through June 2024. |
| June 2025 | -Cohort #1 celebrate as they become rising Seniors and prepare for year 2 of the Mentor2.0 program. |
| <i>Youth Enrichment Sessions (All Sophomores-approximately 250 students)</i> | |
| October 2024 | -Begin working with approximately 250 Sophomores (Graduating Class of 2027). |
| November 2024 – March 2025 | -Facilitate Youth Enrichment Sessions for all Sophomores. Monthly special presentations and guest speakers to address topics such as Planning for Your Future, How to be a Leader, Managing Relationships, Managing Stress. |
| <i>Cohort #2 (Graduating Class 2027) Minimum 25 students</i> | |
| April 2025 | -Information sessions for mentees and mentors begins. -Enrollment opens for mentees and mentors for Cohort #2 (Sophomores-Graduating Class of 2027). |
| May 2025 – June 2025 (end of grant funding cycle) | -Information sessions continue. |

| | |
|--|--|
| | <p>-Begin accepting applications from mentees and mentors.</p> <p>-Begin interviewing, assessing, and accepting mentees and mentors for program participation.</p> |
|--|--|

10. Please list 2-3 specific outcomes that your organization hopes to achieve with this proposed project. Include the ways you will measure each outcome in order to determine if the project was successful.

| Outcome | Specific Measurements |
|---|--|
| <p>-250 sophomores (graduating class of 2026) will participate in youth enrichment programs in the 2023-2024 school year.</p> <p>-250 sophomores (graduating class of 2027) will participate in youth enrichment programs in 2024-2025 school year.</p> | <p>-BBBS and school district staff will record youth attendance at each enrichment program.</p> <p>-Youth will complete pre and post surveys.</p> |
| <p>-A minimum of 25 high school juniors (graduating class of 2026) and a minimum of 25 mentors will be enrolled in the Mentor2.0 program in the 2023-2024 school year.</p> <p>-A minimum of 25 high school juniors (graduating class of 2027) and a minimum of 25 additional mentors will be enrolled in the Mentor2.0 program in the 2024-2025 school year.</p> | <p>-BBBS staff will recruit and enroll mentors and mentees. Applications, interviews, and eventual matching paperwork will be used for record-keeping.</p> |
| <p>-25 mentors will be matched to 25 mentees (graduating of the class of 2026). Mentors will utilize the Mentor2.0 curriculum to teach students the skills and mindsets that are necessary to go to college.</p> <p>-25 mentees (graduating of the class of 2026) will learn how to develop better problem-solving skills, set goals, express higher aspirations, and build better relationships. Mentees will also learn how to avoid risky behaviors and develop a greater sense of confidence.</p> | <p>-Outcomes will be measured by Youth Outcome Surveys throughout the life of the mentoring relationship. This data is collected in a proprietary system and analyzed by the BBBS program manager to monitor safety, outcomes, and program improvements and to keep track of success and areas of need within each mentoring relationship and for quality assurance of program delivery.</p> |

Project Budget

1. What is the total budget amount for this project (including grant from Impact100SJ)? \$238,000

2. Please list all project expenses, using the format indicated below. NOTE: Make sure each activity listed above (Project Information; Question 9) 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 total project budget amount.

| Specific Expense | Additional Details | Total |
|--|---------------------------|------------------|
| Program Manager 100% (Includes fringe benefits and payroll taxes) | \$51,750 | \$103,500 |
| Enrollment & Matching Specialist 25% (Includes fringe benefits and payroll taxes) | \$23,000 | \$23,000 |
| Director of Programs 25% (Includes fringe benefits and payroll taxes) | \$16,900 | \$16,900 |
| CEO 10% (Includes fringe benefits and payroll taxes) | \$0 | \$10,100 |
| Recruitment, PR, and Marketing | \$0 | \$5,000 |
| Equipment for Staff | \$0 | \$5,000 |
| Regular travel for staff | \$0 | \$1,700 |
| Mentor Screening includes federal criminal background checks and state fingerprinting (est. \$85/person) | \$0 | \$6,800 |
| iMentor Contractual Fees | \$0 | \$45,000 |
| Match Events including enrichment sessions and monthly Chat N Chews | \$8,350 | \$15,000 |
| Transportation of Students | \$0 | \$6,000 |
| TOTAL | \$100,000 | \$238,000 |

3. 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 Expected |
|-------------------------------------|---------------------|--|
| Dean & Zoe Pappas Family Foundation | \$22,500 | 2023 Received |
| Fox Foundation | \$20,000 | Pilot Support when awarded Impact 100 SJ grant |
| Cumberland Regional School District | \$20,000 | Requesting Support throughout 2023-2024 and 2024-2025 school years |
| Ongoing Grant Writing Efforts | \$40,000 | Throughout 2023/2024/2025 |
| Pre-existing Community Partners | \$12,500 | Throughout 2023/2024/2025 |
| Ongoing Special Events | \$23,000 | Throughout 2023/2024/2025 |
| Total | \$138,000 | |

Total Additional Funding: \$ 138,000