

April 29, 2008

Ms. Casey Toomay
Budget Manager
City of Lawrence
6 East 6th
Lawrence, KS 66044

Dear Casey,

Big Brothers Big Sisters is a wonderful organization with a strong mission supporting a great cause, our children: "Big Brothers Big Sisters of Douglas County helps boys and girls, most of who are considered at risk and live in single-parent homes, achieve their full potential through long-term personal relationships with carefully screened and caring volunteers."

Big Brothers Big Sisters (BBBS) of Douglas County has been in existence since 1989 and has served over 2100 children. Kids served by BBBS are 5-17 years old and primarily come from single parent families that are at or below poverty level. Due to their socio-economic environment, these children face many risk factors including an increased risk of educational failure, substance abuse and delinquency. Big Brothers Big Sisters is the only mentoring program with proven scientific evidence that the agency does effect the youth it serves.

The US Department of Justice did a systematic review of more than 500 scientific evaluations of crime prevention practices. This study was done to identify what programs prevent crime. They identified what works, what doesn't work, and what's promising. Big Brothers Big Sisters is not modeled after a promising approach, IT IS A PROMISING APPROACH. They further stated that evaluations of other mentoring programs showed they did not work.

Through our mentoring program we are addressing issues that affect the future of our community. BBBS of Douglas County is requesting financial support matching at-risk youth with volunteers by making an investment to help match an additional 50 children in 2009.

Attached is a detailed proposal for your review. If you need anything in the meantime, I can be reached at 785-843-7359 or pbroyles@ksbbbs.org. Thank you for your consideration of this request.

Kindest regards,

Patti Broyles
Executive Director

**City of Lawrence
2009 Alcohol Tax Funds
Request for Proposals
Calendar Year 2009 (January – December)
Cover Page**

Agency Name: Big Brothers Big Sisters of Douglas County

Program Name: Community Program and Bigs in Schools Program

Contact Person: Patti Broyles, Executive Director

Address: 1525 West 6th Street, Suite A

Phone Number: 785-843-7359

Fax Number: 785-841-5867

Email Address: pbroyles@ksbbbs.org

Request is for funding in the following categories and amounts:

<u> x </u>	Prevention	\$ <u> 41,923.46 </u>
<u> </u>	Treatment	\$ <u> </u>
<u> </u>	Intervention	\$ <u> </u>
<u> </u>	Coordination	\$ <u> </u>

Program Description:

Big Brothers Big Sisters of Douglas County, Inc. (BBBS) was established in 1989 by community members who wanted to provide mentoring services to Douglas County children from single parent homes. Since that time, over 2100 children have been served. Through our programs we serve children living in single parent homes, non-violent juvenile offenders and their at-risk siblings as well as children that have a parent residing in prison.

Community-based Big Brothers Big Sisters

Volunteers provide Littles with weekly one-on-one time and attention. These outings are tailored to Bigs' and Littles' unique interests. Through this friendship, Bigs experience the joy of helping children discover a world of possibilities and opportunities. The volunteers, youths, and youths' parents are provided with continued support throughout the match including monthly follow-up phone calls, formal evaluations at six months and yearly anniversaries, and monthly activities for the matches to attend.

Bigs in Schools

Volunteers provide Littles with weekly one-on-one time and attention in their schools during the academic year. Teachers identify children who can benefit most from interaction with a caring adult. As their friendships evolve, volunteers and children discover ways to make school and learning fun.

To date, Big Brothers Big Sisters is the only mentoring program that is proven to have clear scientifically proven results. The US Department of Justice did a systematic review of more than 500 scientific evaluations of crime prevention practices. This study was done to identify what programs prevent crime. They identified what works, what doesn't work, and what's promising. Big Brothers Big Sisters is not modeled after a promising approach, **IT IS A PROMISING APPROACH**. Research shows that providing youth with consistent adult support through a well supervised, frequently meeting long-term mentoring relationship improves grades and family relationships, and helps prevent initiation of drug and alcohol use.¹

Public/Private Ventures completed a four-year independent study of the impact of Big Brother Big Sisters programs nationwide. Program-based evaluations found that compared to their peers, boys and girls matched to a Big Brother or Big Sister were²:

- 46% less likely to start using illegal drugs (minority mentees were 70% less likely)
- 27% less likely to start drinking underage (minority mentees were 50% less likely)
- 33% less likely to behave violently
- 52% less likely to skip a day of school

Needs assessment:

BBBS is the only agency in Lawrence providing one-on-one mentoring programs for at-risk youth. In a recent client profile study, the agency identified common patterns among the 527 youth served in our programs in 2007. Forty-nine percent (49%), or nearly half of the children we served, had been exposed to at least one form of abuse, be it drug abuse, alcohol abuse, physical abuse and/or emotional abuse. In addition to that, 83% have been identified as living at or below the poverty level.

Children whose parents have been incarcerated face many unique difficulties. They have a 70% chance of being in prison and are five times more likely to enter the foster care system. They may also begin to act out inappropriately, become disruptive in the classroom or engage in other

¹ Tierney and Grossman, 1995 Public/Private Ventures, "A Look Into Its Potential: School-Based Mentoring" pg. 1

² Ibid.

antisocial behaviors, and they develop other school-related difficulties. As a group these children are less likely to succeed in school, and more likely to be involved in substance abuse, gangs, and delinquency.

To counter such negative outcomes, Big Brothers Big Sisters emphasizes a youth-development asset approach to prevention. Since it is not feasible to change the risk factor (i.e. single parenthood), Big Brothers Big Sisters strives to buffer the possible negative effects of that risk factor. This philosophy underlines the Big Brothers Big Sisters belief that supportive relationships with caring adults can promote a youths' healthy development and mitigate any negative effects that might arise from growing up in a single parent home.

Big Brothers Big Sisters Impact Problems under the Communities That Care Model

The CTC approach defines three factors that protect youth exposed to multiple risk factors by either reducing the impact of the risks or by changing the way a person responds to the risks³. The first protective factor, "individual characteristics", is inherent and considered difficult to change. Big Brothers Big Sisters provides the remaining two protective factors by the nature of the relationships provided to matched youth through effective program design:

- **Bonding**- Positive relationships that are protective. Examples of these protective relationships include warm relations with family members, teachers, and other adults who encourage a young person's competence. Studies of children who live in high-risk situations indicate that strong bonds with caregivers can keep children from getting into trouble. Positive bonding makes up for many other disadvantages caused by other risk factors or environmental characteristics⁴.
- **Healthy Beliefs and Clear Standards**- The negative effects of risk factors can be reduced when schools, families, and/or peer groups teach their children healthy beliefs and set clear standards for behavior. The people that children are bonded to need to have clear, positive standards for behavior. For instance, opposition to youth alcohol and drug use is a standard that has been shown to protect youth from the damaging effects of substance abuse risk factors⁵.

The root causes of the problems of youth addressed by this grant lie in the breakdown of the nuclear family, dysfunction within existing family structures, and the inadequacy or lack of a natural support system. When protective factors are not sufficient through family, church, or neighborhoods, Big Brothers Big Sisters brings caring adults into the lives of these youth. No other program provides the intensive, science based, one-to-one approach offered by Big Brothers Big Sisters.

Outcomes:

As a result of the grant from the City of Lawrence Alcohol Tax Fund, we expect to experience the following positive outcomes:

1. We will create and support 50 new community-based matches by the end of 2009.
2. Based on the Program Outcome Evaluation surveys administered at the 6 month anniversary of all new matches, parents will report improvement in their child in the following areas: 25% will be much better in their self-confidence, 20% will be much better in their attitude toward school, 30% will be much better in their school performance, 80% will be able to avoid delinquency, and 30% will report a much better relationship with adults.

³ Communities That Care, Risk-Focused Prevention Using the Social Development Strategy, Developmental Research and Programs Inc. 11-12

⁴ Ibid.

⁵ Ibid.

3. By 2010: seventy percent of children with an incarcerated parent matched for at least one year will avoid detention and/or incarceration, 80% of girls matched for at least one year will avoid teenage pregnancy, and 90% of children matched for at least one year will avoid dropping out of school.

BBBS of Douglas County uses the Big Brothers Big Sisters of America Programs Outcome Evaluation (POE), a casework-management approach to measuring outcomes in mentoring programs. The focus of the POE model is on how a mentoring organization can not only assess outcomes, but also on how the model can be fully integrated into the day-to-day casework-management system.

The POE outcome data is managed and analyzed on two levels: individual and aggregate. The first level involves reviewing and compiling completed assessment forms in relation to the individual case plan and comparing these against the assessment instrument. Once data is tallied, the different categories are given numeric value in order to provide analyses.

Coordination:

- A. Safe Schools/Healthy Students Initiative has partnered with BBBS to coordinate our Bigs in Schools program. Through this initiative, the agency works with many other programs including WRAP, Success by Six, School Resource Officers, Family Resource Specialists, the After School Programs and Parents As Teachers.
- B. Douglas County Sheriffs Department, Lawrence Police Department and The University of Kansas Athletic Department have partnered with BBBS to offer a Safety Training camp to over 100 of the children currently being served by BBBS.
- C. DCCCA has been helpful about input into workshops, offering educational materials for the agency's clients and staff, and refers children through the Family Preservation Program.
- D. Bert Nash, SRS, Kaw Valley Center, The Shelter, Douglas County Department of Youth Services, Ballard Community Center, Women's Transitional Care Services, Inc. and the teachers and counselors of Lawrence, Baldwin and Eudora public schools have been very cooperative in referring children to the agency as well as providing our clients with needed services.
- E. The correctional facilities throughout Northeast Kansas, including Lansing State Penitentiary, Leavenworth Federal Prison, and Topeka Correctional Facility for Women have worked with our agency to refer children to our Mentoring Children of Prisoners program.
- F. Kansas Work Study program has consistently provided 4 employees each semester.
- G. Various groups through The University of Kansas and Baker University have supported our agency. A variety of classes, fraternities and sororities provide group activities each year for the children involved in Big Brothers Big Sisters. The Center For Community Outreach has been very involved with our organization and has referred numerous volunteers. Kansas University Athletic Department and Baker University Athletic Department are currently involved with our "Match Activity" program.
- H. United Way of Douglas County organizes the United Way agency directors meetings. This meeting gives us the opportunity to network with other directors, sharing thoughts and updating information. United Way has also provided education and support with identifying outcomes based statistics.
- I. Douglas County Community Corrections has been instrumental in the referral of children in our Partnership With Youth program.

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- J. We currently work with the Lawrence Education Achievement Partners (LEAP) to further enhance how business partners can become more involved with their partner schools.
- K. Membership through the Lawrence Chamber of Commerce has allowed for business relationships to be developed as well as the recruitment of Big Brothers and Big Sisters.
- L. The Roger Hill Volunteer Center has helped provide the agency with new volunteers as well as referring parents and children.
- M. We work with the Boys & Girls Club to place mentors at the after school sites. Additionally, staff members refer children to the programs.
- N. Recently we have worked with CASA to share volunteer resources and facilities for their trainings. Through the CASA scholarship program, many of our Littles can attend a summer camps free of charge.

Organizational Capacity:

Big Brothers Big Sisters of Douglas County is part of the Kansas BBBS network, a full affiliate of Big Brothers Big Sisters of America (BBBSA), and follows all the standards and procedures required of affiliated agencies. BBBSA is an established and respected organization that has existed for over 100 years with proven success. Our local agency is overseen by a dedicated Board of Directors, an Executive Director, and a full-time Regional Director with 20 years of experience in non-profit management. We also employ both case managers and case manager aides, responsible for processing volunteers and clients, making and supervising matches and general agency support.

Budget:

Personnel = \$35,000.00 *Case Manager, \$25,000.00.* A full-time employee compensated according to the pay scale for other case managers within BBBS. (Existing) *Part-Time Administrative Assistant, \$10,000.00.* A part-time employee compensated according to comparable positions in the community. (Existing)

Fringe Benefits = \$6,923.46

\$2,677.50 of this covers payroll taxes for both the Case Manager and Part-Time Administrative Assistant at 7.65%. \$4,245.96 of this covers health insurance for the Case Manager at \$353.83/month for 12 months. (Health Insurance increased over \$100.00/month in 2008.)

Travel, Office Space, Supplies/Office, Supplies/Other, Equipment = \$0.00

Total Budget Request = \$41,923.46

Other:

BBBS staff and Board work hard to secure funds for the agency. Aggressive fundraisers are held, an annual giving program has been implemented, and we continue to research and identify grant funding with approximately 10 grants applied for each year. We appreciate the City of Lawrence's investment in Big Brothers Big Sisters and anticipate requesting alcohol tax funding for BBBS in the future. We hope that the city will agree about the importance of this program for our children. By assisting us in continuing to help the many children of Douglas County, the city saves money by preventing potential juvenile offenders from entering the costly court system.

ASSESSMENT DATA	GOALS/ OBJECTIVES	TARGET GROUP	STRATEGIES	PROCESS OUTCOMES	BEHAVIORAL OUTCOMES	IMPACT OUTCOMES
<p>Children from Single parent homes account for 90% of secondary school drop outs</p> <p>Children from Single parent homes account for 80% of all juvenile court cases</p> <p>3% of the children matched in Douglas County are juvenile offenders</p>	<p>Improve self-esteem</p> <p>Promote bonding with caring adults</p> <p>Improve academic performance</p> <p>Decrease likelihood of truancy</p> <p>Reduce aggression, acting out, antisocial behaviors</p> <p>Reduce early crime involvement</p>	<p>Children ages 5-17 from single parent homes</p> <p>Children ages 5-17 with an incarcerated parent</p> <p>Children ages 5-17 who are juvenile offenders or siblings of juvenile offenders</p>	<p>Match children to carefully screened adult mentors</p> <p>Conduct 5-point background check on volunteers</p> <p>Train volunteers in successful mentoring strategies</p> <p>Provide regular follow-up with case manager to ensure match success</p> <p>Provide mentor meetings for ongoing training</p>	<p>Create and support 50 new community-based matches by end of 2009</p> <p>Conduct Program Outcomes Evaluation (POE) at 6-month anniversary of all new matches</p>	<p>Behavioral 25% will report improved self-confidence</p> <p>20% will report improved attitude toward school</p> <p>30% will report better school performance</p> <p>80% will report avoiding delinquency</p> <p>30% will report an improved relationship with adults</p>	<p>By 2010: 70% of children with an incarcerated parent matched for 1+ years will avoid detention and/or incarceration</p> <p>80% of girls matched for 1+ years will avoid teenage pregnancy</p> <p>90% of children matched for 1+ years will avoid dropping out of school</p>