

**COMMUNITY DEVELOPMENT GRANTS ADMINISTRATION  
APPLICATION EXECUTIVE SUMMARY – FUNDING YEAR 2017**

**Milwaukee Youth Council – Youth Services Proposal**  
**Total Funds Available: \$99,845**

Total Amount Requested (CDBG FUNDS) \$ 30,000

(Note: Minimum Allocation is \$15,000)

Applicant Organization Name: Center for Self-Sufficiency

Organization Address: 728 N. James Lovell Street 53233 City: Milwaukee Zip 53233

Contact Person: Carl Wesley Title: President/CEO

Contact Person's Telephone Number: 414- 270-4627 Fax Number: 414-449-4775

E-Mail Address: Carl.Wesley@centerinc.org

Is applicant a 501 (C)(3) organization? Yes  No

Is applicant a faith-based organization? Yes  No

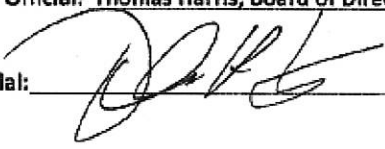
Federal Employer Identification Number 33-1118674

Executive Director: Carl Wesley Phone Number 414-270-4627

Board President: Shaleta Dunn Phone Number 414-467-7570

**Proposal submission(s) must be authorized and signed by an official of the Board of Directors.**

Name and title of Board Official: Thomas Harris, Board of Director Vice-Chair

Signature of Board Official: 

**NOTICE:**

**A false statement or misrepresentation in the proposal to obtain grant funds and if funds are awarded, the funds and contract will be in default and the City may declare all of any part of the funds paid out immediately due and repayable to the City and the contract voided.**

**PART 1: PROGRAM DESIGN & SPECIFICATIONS**

**If you need more space in any section, you may attach additional pages**

**1) HOUSEHOLDS/CLIENTS SERVED**

**a) Describe the specific target population to be served, including target low income level and special needs populations, as applicable.**

The Center for Self-Sufficiency (CFSS) *Safe City MKE* project proposes to serve 30 at-risk youth, grades 6 to 12. At-risk for this program is defined as youth who live and attend school in Milwaukee and whose families have a low socioeconomic status. Special consideration will be given to the youth of incarcerated parents.

The *Safe City MKE* project is an eight-month, January, 2018-September, 2018 program that integrates group mentoring, personal development through indoor/outdoor experiential learning activities, and healthy relationship education.

CFSS will offer two tracks of services, one for females and one for males. The individuals selected for participation in the CFSS project will be from the eligible target areas. Using data from the current CFSS youth programs, we anticipate that enrollment into *Safe City MKE* will be approximately 93% African American, 2% White and 5% Hispanic.

**b) Specify the total number of youth to receive direct services by your program.**

The Center for Self-Sufficiency proposes to serve 30 youth.

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**Comments:**

**2) OUTREACH:**

**a) Describe in a narrative, your agency's outreach and all of the methods that will be used to inform youth about your program.**

CFSS will conduct targeted outreach toward at-risk youth, grades 6 through 12, and their parents/guardians. We will take advantage of the power of word of mouth marketing (WOMM). Our creation of *Safe City MKE* experiences for youth are worthy of being passed from person-to-person! We have equipped former participants with reasons to talk and we will take advantage of the power of their storytelling as a means to help engage, and recruit for *Safe City MKE*. By unleashing the power of WOMM, we will focus our outreach efforts on connecting with youth versus primarily collecting followers via social media efforts. CFSS will also utilize the MPS Recreation Twilight Centers to recruit participants.

To provide special consideration for youth of incarcerated parents, we will use a direct approval of face to face visits with the incarcerated and co-parent and youth. Proper legal parental/guardian permission documents will be obtained prior to youth enrollment. The youth and their respective parent(s) or guardian will be introduced to the *Safe City MKE* staff members and their roles. Staff will provide an overview of all *Safe City MKE* program logistics, i.e. dates, times, transportation methods, etc. and participant rules and requirements. The rules and requirements will be developed immediately following notice of funding award.

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**Comments:**

**Describe in detail ALL OF THE FOLLOWING:**

**3) The specific ACTIVITY to be performed:**

*Safe City MKE*, an eight-month series (Jan. 2018-Aug. 2018) will integrate three intervention and instruction strategies:

**A. Group Mentoring.** CFSS believes in listening to what the youth tell us. This is why CFSS designed Choppin' It Up™, a unique mentoring model comprised of rare characteristics that the CFSS's academically trained staff developed and facilitate. Choppin' It Up™ is inimitably designed based upon the integration of a traditional mentoring framework & Black Male Student Success in Higher Education (Harper, 2012) along with Student Engagement in Higher Education: Theoretical Perspectives & Practical Approaches for Diverse Populations / Edition 2 (Harper S. R., 2009), which has more forward-thinking practical strategies based upon research & professional wisdom of experienced educators & scholars at two & four-year institutions of higher education. The merged model uses approaches that allow participants to engage within group settings with mentors who provide them with a sense of community & belonging, while offering rich opportunities for personal learning and development. Specifically, each of the youth will participate in eight (minimum of 1 each month) group mentoring workshops. The workshops will be held at CFSS. Workshop Topics Include: **1.)** Career Exploration **2.)** Healthy Relationships (Friends/Romantic) **3.)** Manhood/Womanhood **4.)** No More Stologies: Exploration of Positive Thrill-Seeking Activities **5.)** Being Young and Making An Impact/Everyday Leadership **6.)** Employment Sustainability Skills **7.)**Grit/Resiliency **8.)** Youth Led Organic Conversations (Civic Engagement).

**B. Personal development through indoor/outdoor experiential learning** While adults are generally more capable of weighing risks and rewards, adolescents are inherently different. Their reward-seeking system is highly developed, but the brain function that keeps impulses in check isn't fully mature. Through organized activities, youth will enjoy healthy and safe thrill experiences. This component includes eight indoor/outdoor adventure learning experiences (one per month Jan. 2018-Aug. 2018) that may include a combination of horseback riding, hiking, ATV adventures, canoeing, zip line, outdoor theatre, go carting, and skiing. This component provides participants access and exposure to healthy, exciting and adventurous activities while promoting, authentic communication, connecting with the real world and fun. This component will broaden the youth's access to healthy pro-social activities providing them direct exposure to healthy alternatives to meet thrill-needs that have traditionally been met in the form of anti-social criminal behaviors (i.e., auto chases, joy rides). The component will be eight single day adventures, including the necessary equipment and mentor guidance.

**C. Healthy Relationships Education.** CFSS advocates the development of healthy relationships as a foundation to mitigating youth violence. This component is a strength-based approach rather than the age-old deficit model of addressing violence through conflict resolution. This model teaches youth how to cultivate & maintain healthy relationships at the start of interpersonal interactions. This component consists of trained facilitators administering evidence-based curricula focused on healthy relationship education and cognitive behavioral development. CFSS will use *Love Notes* curriculum, or a comparable evidenced based or promising practice curriculum relating to healthy interpersonal relationship development. Participants will development skills and knowledge for healthy and successful relationships with partners, family, friends, and co-workers. *Love Notes* is designed to help young people make wise relationship and sexual choices.

**4) The GOALS of the program:**

The overall goals of *Safe City MKE* are to create spaces that afford participants access to positive pro-social people and to create exposure to, and opportunities for, participants to access pro-social activities that they haven't been previously exposed to. These positive life experiences will create a dialogue that will help to channel young people's thrill-seeking energy into safe and constructive activities. This project also serves to counteract the allure of joy riding in stolen vehicles by exposing participants to healthy options of having fun. Youth who participate in *Safe City MKE* will experience significant improvements in relationship knowledge, decreases in destructive verbal and physical conflict, increases in reasoning strategies, and positive changes in beliefs regarding healthy relationships; improve capacity of self-expression; decrease faulty mindset/reasoning; and create a space for youth to develop their capacity and understanding of the importance to create change. All three components are designed to help participants skillfully handle emotions and thoughts, direct and sustain attention, cultivate compassion, and truly listen and communicate to one another. Through all of the activities participants will experience a sense of connection and safety that many have never felt before.

## 5) Outcomes:

- a. Describe the expected outcomes, (results, impact or change) expected to come about as a result of your program and describe how these contribute to one or more of CDGA's long term outcomes which are: 1) Reduce Crime; 2) Increase Property Values; 3) Increase Economic Vitality; and, 4) Improve Quality of Life.

CFSS will track the program's success on expected outcomes through the implementation of both assessments and survey instruments. Initially, CFSS will design and administer an assessment tool based on self-reporting that would allow would-be participants to disclose the delinquency status of themselves and/or their social circles. Once identified, the 30 selected youth would be solicited for their feedback through survey instruments. In order to accurately measure program success and outcome achievement, the survey instruments will be administered both at the beginning and the end of the program. These baseline (pre-test) and follow-up (post-test) surveys will be used to measure program outcomes related to changes in participant knowledge, behavior, and belief systems as a direct result of the program. In addition, CFSS will develop and administer "customer satisfaction" surveys to be administered at the end of program delivery for each participant. CFSS will use such data to refine future services and to improve upon the program model.

The expected outcomes for the *Safe City MKE* program will directly and indirectly contribute to crime reduction among youth who participate in programming. This will be established through enhancing individual's understanding of how to identify and access positive pro-social activities that satisfy thrill-needs within environments that are conducive to participant's overall mental and physical development. Individuals will learn to cultivate and maintain healthy platonic interpersonal relationships that lead to the reduction of violent responses in the event of conflict. Participants will enhance their ability to engage in conflict resolution as well as their capacity to apply logic and consequential thinking in situations that can negatively impact their lives and/or the safety of the community. Participants will also learn to improve and sustain quality of life, learning to avoid physically and sexually risky behaviors that produce violence and unwanted pregnancies that may also lead to STI's/HIV.

### CFSS expects to achieve the following outcomes:

Upon completion of the *Safe City MKE* series, participants will demonstrate that they have:

- Increased exposure to pro-social mentors
- Increased sense of community and belonging
- First time or increased exposure to healthy thrill activities that provide healthy alternatives to meet thrill-needs that have been traditionally met in the form of anti-social criminal behaviors (i.e., auto chases, joy rides)
- Increased skills and knowledge for healthy and successful relationships

### Long-term outcome expectations:

- Reduce Crime
- Increase Property Values
- Increase Economic Vitality (Jobs & Businesses)
- Improve Neighborhood Quality of Life

**BUDGET & RESOURCES LEVERAGED****AGENCY BUDGET: EXPENSES**Organization: Center for Self-SufficiencyProgram Name: Safe City MKE

Show a proposed budget for the program for which you are applying. Include all committed and pending funds for your program.

CATEGORY	Requested CDBG Funds	Committed Funds (Sexual Risk Avoidance-U.S. DHS)	Pending Funds (list source)
Personnel	\$11,000	\$10,000	\$-
Fringe Benefits (32% of wages)	\$3,520	\$3,200	\$-
Occupancy/Utilities	\$500	\$500	\$-
General Services (training, travel, printing, advertising, memberships)	\$-	\$-	\$-
Supplies (Healthy Relationship Curriculum)	\$2,140	\$-	\$-
Contractual Services (accounting, insurance)	\$1,800	\$10,000	
Equipment(Purchase/Rental)	\$-	\$-	\$-
Other Costs(Describe)	\$-	\$-	\$-
Group Mentoring: Flood the Hood With Dreams	\$500	\$-	\$-
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Youth Activities (8 activities X \$35.00 per activity X 30 youth)	\$8,400	\$-	\$-
Transportation (8 activities X \$500)	\$4,000	\$-	\$-
<b>TOTAL COSTS</b>	\$32,360	\$23,700	

**TOTAL AGENCY BUDGET: REVENUE**

**(inclusive of all programs operated by your agency)**

**Organization Center for Self-Sufficiency**

Show a three year history of **actual revenue** received by your agency for the three year period shown. If more space is needed continue with another page.

CATEGORY	2015	2016	2017
<b>Government Grants</b> (list sources)			
A. DHHS	\$1,396,454	\$0	\$100,000
B. City of Milwaukee	\$21,507	\$29,525	\$30,000
C. Department of Justice	\$258,230	\$420,887	\$306,000
D. Department of Labor	\$929,091	\$923,900	\$505,000
E. Milwaukee County	\$100,164	\$90,470	\$154,000
F. WI Department of Corrections	\$307,168	\$554,027	\$574,000
<b>Subtotal</b>	\$3,012,614	\$2,018,809	\$1,669,000
<b>Foundation Grants</b> (list sources)			
A. United Way	\$0	\$28,352	\$77,000
B. YWCA ETJ	\$14,178	\$0	\$0
C. Medical College	\$90,000	\$60,988	\$0
D. Greater Milwaukee Foundation & MPS		\$10,000	\$10,000
<b>Subtotal</b>	\$104,178	\$99,340	\$87,000
<b>Other Revenue</b> (list sources)			
A. AMTC, LLC	\$55,000	\$0	0
B. Community Advocates Brighter Futures	\$100,000	\$15,232	0
C. Community Advocates BMCW	\$15,000	\$8,384	0
D. Employ Milwaukee	\$131,599	\$226,542	\$220,000
E. Other Business/Staff Contributions	\$49,569	\$56,037	\$25,000
<b>Subtotal</b>	\$351,168	\$306,195	\$245,000
<b>TOTAL REVENUE</b>	\$3,467,960	\$2,424,344	\$2,001,000

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**Comments:**



## PART 2: EXPERIENCE

### 1. AGENCY EXPERIENCE:

**Describe your agency's specific experience in providing the service for which funding is requested.**

CFSS has directly provided healthy relationship education and/or teen pregnancy prevention education to more than 3,000 youth in the City of Milwaukee since October 2006. CFSS received CDBG funding for six years, 2009, 2010, 2012, 2013, 2014, and 2016. In each of the six years of funding, CFSS consistently served the number of youth proposed. In 2010, 2012, 2013 and 2014, CFSS exceeded the number of youth we proposed to serve by 50 to 100 youth. In each of the funding years, post-survey results indicated that 75 to 90% of program youth demonstrated an understanding of teen dating violence/victimization and an understanding of healthy and unhealthy relationship behaviors. In 2016, CFSS met the goal of serving 30 youth. Participating youth, indicated via pre and post survey results an increased understanding of how to identify and access positive pro-social activities that satisfy thrill-needs within environments that are conducive to their overall mental and physical development. And, survey results indicated that participants increased their understanding of ways to avoid physically and sexually risky behaviors that produce violence and unwanted pregnancies that may also lead to STI's/HIV.

The mission of the Milwaukee-based Center for Self-Sufficiency (CFSS) is to promote and facilitate the design, delivery, and growth of high-impact programs and partnerships that increase self-sufficiency of individuals, families, organizations, and communities. Our goals are illustrated through our organizational vision, which is to provide innovative leadership and commitment to accountability that moves people and organizations toward improved systems, resources and outcomes that increase economic independence. CFSS defines its focus on self-sufficiency as promoting "positive and effective family structures that encompass and recognize the importance of education, values and community support systems as long-term solutions to improve household economic outcomes."

CFSS provides youth character development programs, teen pregnancy prevention programs, healthy relationship programs and parent support programs designed to assist youth in developing healthy life skills (attitudes and behaviors). These programs help youth make choices that will have long-term positive effects on them, their family and society, while assisting youth in viewing their parent(s) as their primary mentor/role model(s), and teaching parents the skills needed to assume this role. CFSS also provides healthy relationship programs for single and married adults in Milwaukee. CFSS provides these services in partnership with Milwaukee public, charter and private schools and nonprofit community and faith-based organizations that assist in recruiting youth and providing support services and facilities for large events.

CFSS is a nonprofit organization, founded in 1997 as an intermediary consulting firm to strengthen nonprofit capacity, and subsequently incorporated as a nonprofit service delivery organization in 2005. The Center has 19 years of

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**Comments:**

## 2. STAFF EXPERTISE:

Describe your agency's specific staff experience in providing the service for which funding is requested. (Include education, years of experience etc.)

**Chief of Staff and Executive Assistant to the President, Dafi Dyer** Ms. Dyer will facilitate Choppin' It Up, Healthy Relationship and Personal Development Experiential sessions and will provide executive-level support to the CFSS President and overall project. Ms. Dyer has over 20 years professional experience working with youth. Prior to joining CFSS, Ms. Dyer was the Program Manager for the *I Will Not Die Young* campaign where she was responsible for the effective planning, executing and evaluating of the African American male youth initiative in 10 Milwaukee Public Schools. She provided expertise for building and managing the project team and ensuring quality control throughout the lifecycle of the program. Ms. Dyer holds a bachelor's degree in Business Management from Cardinal Stritch University.

**Member Service Coordinator, Shawn Williams** Mr. Williams will facilitate Choppin' It UP, Healthy Relationship and Personal Development Experiential session. In addition to facilitating group services, Shawn provides youth with 1:1 employment readiness services. Shawn has 11 years professional experience. Previously he worked with youth at Milwaukee Inner City Congregation Allied for Hope (MICAH) and Milwaukee Boys & Girls Club and providing Community resources at Northcott Neighborhood House. He received his Associates Degree in Theology from the Agape Bible College.

**Director of Programs, Yvette Dotson and Member Service Coordinator, Fred Royal are CFSS Team members are included as leveraged resources for this project**

**Director of Programs, Yvette Dotson** Ms. Dotson will oversee the project as the dedicated Project Director & Point of Contact. She will supervise project line staff members. Ms. Dotson has served in a leadership capacity at CFSS for one year, overseeing implementation of projects that serve at risk youth with public health and academic education services. Her previous work experience includes 12 years within Milwaukee Public Schools (MPS) in a variety of capacities: Para-professional, reading teacher, family advocate, parent coordinator, and as a Program Coordinator for a teen pregnancy prevention/leadership program for young girls in Milwaukee. She holds a bachelor's degree in Psychology from Upper Iowa University and a master's degree in Professional Counseling from Concordia University.

**Member Service Coordinator, Fred Royal** A Milwaukee native, Royal was honorably discharged from the United States Air Force. He received his Associate of Applied Science degree in Paralegal Studies and a Bachelor's Degree in Political Science. In addition to his role as CFSS Member Service Coordinator, where he facilitates group and 1:1 youth services, Royal has served on a range of civic boards from Board of Directors for the Milwaukee Area Technical College to the Social Development Commission, American Civil Liberties Union, MATC Foundation Board of Directors and currently sits on the Board of Directors for the Rotary Club of Milwaukee as well as the President of the NAACP Milwaukee Branch.

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**Comments:**

### 3. FINANCIAL/ORGANIZATIONAL/BOARD & ADMINISTRATIVE STRUCTURE

**Describe all of the following about your agency:**

**a. Financial structure:**

Contracted Fiscal Officer Mark Adashun of Adashun Financial Services specializes in handling all aspects of accounting including financial reports, payables, receivables and payroll. He has been a certified accountant for 33 years and has provided individualized technical assistance for secular and faith-based nonprofit organizations for 20 of those years. CFSS has operations procedures in place to include: assuring security and confidentiality of participant records; providing accounting internal controls; preparing and submitting monthly requests for reimbursements; and collecting data and preparing required documents. CFSS uses a fully automated and integrated accounting system, which is a standard accrual system that meets generally accepted accounting principles (GAAP). CFSS maintains one checking account to record deposits, process payroll and pay invoices. The accounting system is designed to track different program funding sources by account number. Expenses are charged to each program and cost allocated depending on which program is affected by the expense. The review of expenditures rests with both Mr. Wesley and Mr. Adashun. Mr. Wesley signs off on a standard authorization form that indicates the type of expense that is incurred plus the funding breakdown for such expense, which is reviewed by Mr. Adashun. Signature authority on checks used for payment belongs to Mr. Wesley, Mr. Adashun. Mr. Adashun maintains the actual checkbook, and Mr. Wesley reviews the monthly checking account reconciliation. Financial statements are prepared in accordance with bylaws. Quarterly financial statements on the condition of finances are provided at regular board meetings. In addition, an annual audit is prepared by an independent local accounting firm, **Reilly Penner & Benton**, CPA's, in accordance with federal audit guidelines and is rendered at the annual meeting of the Board of Directors. The CFSS bylaws state further that special financial items, like loans, sale of securities, execution of instruments, etc., must have approval of the Board of Directors.

**b. Organizational & Administrative structure:**

CFSS currently have 22 employees and 1 consultant (contracted fiscal officer) who carry out the programmatic, qualitative assurance and operational work of the organization. CFSS has two areas of management focus – direct services to individuals and operations to support direct service work.

**c. Board structure:**

Our seven-member Board of Directors, which meets six times a year, governs the organization. There are four Board Committees: Executive, Finance and Audit, Board Development and Fund Development. The President and CEO serves as an Ex-Officio member.

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**Comments:**

#### 4. ACCOMPLISHMENTS

##### A) Existing Agencies (Currently Funded by CDGA):

Please summarize your performance during the past two years including stated goals and actual accomplishments realized to date. Accomplishment numbers are subject to verification by CDGA.

CFSS met the overall goals of FY 16 CDBG Youth funding. Thirty (30) youth were provided access to positive pro-social people via a 2-week program that included group mentoring, healthy relationship education and access to pro-social activities that they hadn't been previously exposed to. Based upon results of pre and post surveys, youth who participate in *Safe City 16 (CDBG FY 16 funding)* experienced statistically significant improvements in relationship knowledge, decreases in destructive verbal and physical conflict strategies, increases in reasoning strategies, and positive changes in beliefs regarding healthy relationships; improve capacity of self-expression; decrease faulty mindset/reasoning.

Individual's increased their understanding of how to identify and access positive pro-social activities that satisfy thrill-needs within environments that are conducive to their overall mental and physical development. Individuals enhanced their ability to engage in conflict resolution as well as their capacity to apply logic and consequential thinking in situations that can negatively impact their lives and/or the safety of the community. Participants also learned ways to avoid physically and sexually risky behaviors that produce violence and unwanted pregnancies that may also lead to STI's/HIV.

##### B) New Groups (not currently funded by CDGA):

Please summarize your performance during the past two years including stated goals and actual accomplishments realized to date. **New groups must include THIRD PARTY documentation verifying the stated accomplishments. This may include written statements from current funding sources, agency annual reports, etc.**

N/A

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**Comments:**

**REVIEWER'S SUMMARY**

**NOTES:**

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**Board of Directors Roster for Agencies with Grants  
Administered by Community Development  
Grants Administration**

Organization Name: Center for Self-Sufficiency

Organization DUNS Number 0172313610000

Date Completed: October 11, 2017 Program Year: 2017

NAME & TITLE	RACE	ADDRESS-INCLUDE CITY, STATE & ZIP	TERM EXPIRATION
NAME: Shaleta Dunn TITLE: President	African American	100 Manpower Place Milwaukee, WI 53212	2018
NAME: Thomas Harris TITLE: Vice-President	African American	100 E Wisconsin Ave. Suite 3300 Milwaukee, WI 53202	2018
NAME: Kalen Haywood TITLE: Treasurer	African American	710 N Plankinton Ave Milwaukee, WI 53203	2018
NAME: Lamar Franklin TITLE: Board Member	African American	502 W Garfield Ave Milwaukee, WI 53209	2018
NAME: Tijuandria Smith TITLE: Board Member	African American	4474 N Morris Blvd. Shorewood, WI 53211	2018
NAME: Carl Wesley, Jr. TITLE: Ex-Officio	African American	728 N. James Lovell St. Milwaukee, WI 53233	N/A

The Slate of Officers of the Board Shall Commence on January 2017 and End on December 2017.

**NOTE: THIS FORM MUST BE SUBMITTED WHENEVER THERE ARE BOARD CHANGES.**