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Executive Summary

The Boys & Girls Clubs of Wayne County will have 165 AmeriCorps members who will work with Indiana children through education, healthy lifestyles, and character & leadership development in Boys & Girls Clubs facilities across Indiana. At the end of the 1st program year, the AmeriCorps members will be responsible for (1) serving 30,000 children in education programs with 85% completing a 30 session program and 75% of those increasing their reading/math fluency scores by at least 15%; (2) provide over 225,000 nutritious snacks/meals, engage 35,000 in after school physical activity, and 6,000 in nutrition education programs; and (3) complete 800 community service projects, recruit 2,600 volunteers with over 26,000 hours of volunteer service. In addition, the AmeriCorps members will leverage an additional 2,600 volunteers that will engage in youth development programming such as homework help, coaching, and leading various groups.

This program will focus on the CNCS focus area of Education, Healthy Futures and Capacity Building. The CNCS investment of \$763,041 will be matched with \$ 560,699, \$0.00 in public funding and \$560,699 in private funding.

Rationale and Approach/Program Design

A. PROBLEM/NEED: According to a report from Education Week (March 2008), every 29 seconds a young person drops out of high school in America. Nearly one-third (31 percent) of all public high school students fail to graduate high school with their class. In addition, low-income children, on average, tend to do worse academically than their more privileged contemporaries. Not only do high school dropouts earn about \$9,200 less per year and about \$1 million less over a lifetime than high school graduates, but dropouts are more than three times more likely than college graduates to be unemployed, twice as likely as high school graduates to slip into poverty and 3.5 times more likely than graduates to be incarcerated. Indiana students are directly in line with these national statistics. In Indiana, the top four reasons youth drop out of high school are: (1) academic failures, (2) disinterest in school, (3) problematic behavior, and (4) life events such as pregnancy, household unemployment, etc. Clearly the statistics compel us to act on behalf of our young people. Intervention in the lives of these young people is sometimes necessary to help them achieve academic success.

We utilize a large number of summer Corps members to assist with working with children to prevent summer slide. For disadvantaged children, reading scores were disproportionately affected and the

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achievement gap between rich and poor widened during summer. Summer loss was greatest in math computation and spelling (National Summer Learning Association).

Between 2006 & 2013, BGC completed pre-tests, utilizing 3 sub-tests of the Woodcock Johnson Tests of Achievement (a research based assessment tool), on 19,435 children in reading and math. Results indicated (1) 63% of children scored below grade level, 4% scored at grade level and 33% scored above grade level in reading and (2) 64% of children scored below grade level, 3% scored at grade level and 33% scored above grade level in math. When we post tested the children after 30 high-quality homework sessions, results included a 65% increase in Reading and a 62% increase in Math. Indiana BGCs are poised and ready to assist in narrowing the achievement gap through educational support and enhancement that can be offered to Indiana youth through our Corps project.

In addition, Clubs will assist in addressing the obesity epidemic that exists through healthy lifestyles programming. Obesity is a serious health concern affecting both children and adolescents at staggering rates. Today, one in three American schoolchildren are overweight and one in six are obese; in 1960, only 4% of children were obese. Survey data from the National Health and Nutrition Examination Survey (1976-1980 & 2003-2006, 2011) shows an increase in the prevalence of obesity. Among children aged 6-11 years old, prevalence increased from 6.5% to 17% and for those aged 12-19 years old, prevalence increased from 5% to 17.6%.

The Centers for Disease Control and Prevention (CDC) reported that Indiana was 15th in the nation in the incidence of obesity in 2011. In 2011, the CDC found that 29.6% of Indiana adults were classified as obese and 30% of Indiana youth (ages 10-17) were as well. Other results included:

*15.4% of Indiana high school students were overweight and an additional 14.7% were obese (national rates for the same were 15.2% and 13.0% respectively). (2011 Youth Risk Behavior Survey-YRBS).

*31.8% of Indiana high school students described themselves as overweight and 6.7% vomited or took laxatives to lose weight or to keep from gaining weight (national rates for the same were 29.2% and 4.3%, respectively) (2011 YRBS).

Research shows that children and adolescents who are obese are much more likely to be obese as adults. Children who are obese at age four have a 20% possibility of developing adult obesity, and those who are overweight during their adolescence increase their risk of developing adult obesity to 80%. Children gain body mass index (BMI) nearly twice as fast during the summer as during the school year (von Hippel, Powell, Downey, and Rowland, 2007).

Another area of concern in healthy futures is that of healthy meals and availability of nutritious

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options for families. Food insecurity refers to USDA's measure of lack of access, at times, to enough food for an active, healthy life for all household members and limited or uncertain availability of nutritionally adequate foods. The child food insecurity rate for children in Indiana is 22.7% for 2011. According to the Food Research Action Council, only 1 in 5 children in 2007 who received free or reduced price meals during the previous school year did so during the summer. AmeriCorps members have assisted in this area by helping administer the CACFP and SFSP food programs where children are offered healthy meals and snacks throughout the year. We have made a commitment to ensure that all Clubs are providing healthy meals and snacks to all children attending their Clubs with a goal of 100% of Clubs providing healthy snacks/meals by 2016.

B. AMERICORPS MEMBERS HIGHLY EFFECTIVE MEANS TO SOLVE COMMUNITY PROBLEMS - EVIDENCE-BASED - Please see Logic Model Chart. This Corps program is ideally designed based on evidence and experience to support the CNCS targeted program areas of Education, Healthy Futures and Capacity Building.

EDUCATION: Research studies confirm that homework completion does make a difference in helping children and teens become more confident, happy and successful in school. A recent study of after-school homework assistance programs across the country revealed the following statistics about participating students and parents: (1) 85% said that, as a result of homework assistance programs, their children enjoyed school more and improved their attendance and (2) Students participating in after-school programs were less likely to start drinking, and were more likely to handle their anger in socially appropriate ways.

An abundance of research provides solid evidence that youth development organizations are important agents in helping students achieve academic success. For example, in a 2005 study of a Boys and Girls Club Education Enhancement Project, student participants had higher grade averages and scores in reading, spelling, history, science, and social studies compared to the control group that did not participate. The study also reported that a slightly higher percentage of participants finished their homework. (Arbreton, A., Sheldon, J. and Herrera, C. (2005) *Beyond Safe Havens: A Synthesis of 20 Years of Research on the Boys and Girls Clubs- Public/Private Ventures*).

HEALTHY LIFESTYLES/TRIPLE PLAY: TRIPLE PLAY demonstrates how eating right, keeping fit and forming positive relationships add up to a healthy lifestyle for Club youth. Club adults help boys and girls learn about good nutrition and how to make smart meal and snack choices. Youth receive coaching in sports leagues and fun activities, developing their coordination and leadership skills. This interaction, along with organized social recreation activities, strengthens character, increases

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confidence and enhances the ability to relate well to others.

According to the U.S. Department of Health & Human Services, young people who spend no time in extracurricular activities are 49% more likely to have used drugs and 37% more likely to become teen parents than those who spend one to four hours per week in extracurricular activities. Current results of a national evaluation of Triple Play found the following:

¿ Triple Play participants increased their physical activity to 90% of the federally recommended guideline of 60 minutes each day, while their peers outside the program decreased their physical activity to only 78% of the recommended guideline.

¿ Triple Play helped youth meet physical activity recommended standards by increasing the percentage of youth engaged in one hour or more of exercise at least five days a week and decreasing the percentage of youth who are relatively inactive. By the end of the study, 35% of Triple Play youth reported engaging in regular, vigorous activity for an hour or more at least five days a week (an increase of 10 percentage points).

CHARACTER & LEADERSHIP: Programs in this Core Program Area empower youth to support and influence their Club and community. This component focuses on (1) volunteer recruitment and management and (2) Youth Character & Leadership Programs that included community service activities. This component assists Clubs by (A) expanding the capacity of the Clubs including: (1) planning an effective volunteer program, (2) organizing the volunteer program; (3) performance measurements for volunteers; (4) involving and managing short term volunteers; and (5) implementing program evaluation tools and/or (B) we are offering additional opportunities for more youth to get involved through community service projects, volunteer leadership groups, and volunteer events in efforts to promote the spirit of volunteerism and create youth volunteers for today as well as adult volunteers of tomorrow.

BGC Lynchburg, VA, has seen a 16% rise in the number of members making the quarterly honor roll because of the dedication of his Power Hour volunteers. Additionally, 2 members went from an F grade to an A grade. The Club also notes that engaging additional Power Hour volunteers allows staff members to focus one-one-one with members that need more academic assistance. The Club has been able to achieve this with 5 regular Power Hour volunteers. With a goal of 20 Power Hour volunteers, Mark Sheehan, CPO, is looking forward to having all 85 kids on the honor roll. BGC Cleveland, OH, has been able to manage a 25% rise in membership in part because of the services and materials volunteers provide. Those range from bikes, art supplies, and school uniforms to scholarships to the Club.

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Participants in the Teen Outreach Program, a service-learning program, volunteered in a community service organization (with supervision) and participated in structured discussions about their experiences had significantly less risk of pregnancy (female participants), school suspension, and course failure compared to controls, and the more volunteer hours participants worked, the smaller the risk for course failure. (Allen, J.P., Philliber, S., Herrling, S. and Kupermince, G.P. (1997). Preventing Teen Pregnancy and Academic Failure: Experimental Evaluation of a Developmentally Based Approach. *Child Development* 64(4): 729-724.)

We are seeking support to host 165 Corps members in BGCs across the State of Indiana. We are planning for sixty 900-hour slots, twenty-five 675-hour slots, thirty 450-hour slots and fifty 300-hour slots. We have applied for these specific slots based upon our previous experience over the past three years and survey results from Club Executive Directors who provide preliminary numbers of slots and types of slots they would seek for each of their Club(s). This information provided also assisted us in determining that we expect 78 members to participate in Education and 76 in Triple Play. We also expect that there will be at least 40 of those members that will contribute to the character & leadership programs in addition to their primary education or triple play focus. We anticipate that 10 members will also assist with volunteer recruitment and management services.

C. MEMBER TRAINING: Each member will participate in a pre-service orientation that will outline program goals, services, activities, and evaluation efforts. Each member receives a comprehensive manual that outlines all aspects of the Corps program. This manual is reviewed with the Program Director, Site Supervisor and Member. Upon completion of the Corps program orientation, each member completes a site orientation with their direct supervisor that reviews the Club building, Club programming, Club structure, and introduction to staff and youth participants. Each Corps member is provided with a site mentor either the member's direct supervisor or another program staff with experience in the member's area of focus. On-Going member training is an essential component of our project; we propose to utilize the following: (1) Utilize a conference call service to host monthly conference calls for members and site supervisors for training and communication, (2) All Corps members are required to become members of the BGCA national website which includes the Leadership Academy. Each member will be required to register with the site and to complete the Youth Development Professional level courses available which focus on programming, discipline and guidance, and other youth development specific topics, (3) we offer members the opportunity to attend various local workshops or trainings with fee assistance. Topics include: Teaching Kids to Problem Solve, Reaching Disconnected Parents, Overcoming Test Anxiety, Recruiting and Retaining

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Minority Mentors, Teen Textuality, etc, (4) we host a statewide retreat for members to come together and learn about various topics and also to engage in gaining knowledge and skills from other Corps members from across the state. Workshop sessions will be offered as well as time for civic reflection, service learning, and programming such as arts, education, healthy habits, etc, and (5) Corps Monthly Newsletter to assist us in sharing information and keeping all members up to date on program requirements, activities, trainings and outcomes.

D. MEMBER SUPERVISION: Each Corps member has an assigned Site Supervisor that completes pre-service orientation training with the Program Director. During this orientation, all supervisors are provided with program policies, regulations, service descriptions, activity descriptions, as well as discipline procedures and human relations requirements. Each site supervisor is selected by the Organization's Executive Director based upon experience, skills and leadership abilities. Each Site Supervisor is required to hold regular meetings with each Corps member. Each supervisor completes three annual performance reviews - one within the first 60 days, one mid-way through the member's term, and the final one at the end of service. These performance reviews are completed and reviewed with each member and then shared with the Program Director. The Program Director communicates with site supervisors a minimum of twice a month through email or phone calls. Site visits occur once at the mid-way point of each member and additional times as needed or requested by the site supervisor.

E. COMMITMENT TO AC IDENTIFICATION: Each Corps member receives training on "What is AmeriCorps" during their program orientation at the beginning of their term. They are provided with a program manual that includes one section that discusses the Corps movement, history of the movement, and how they are a part of this national network. These materials assist members in describing their role as a Corps member and how they are impacting their community. Each Club that participates has an AmeriCorps sign posted in their Clubs so that all that comes in recognize themselves as a Corps location. The State Director will send out an annual press release mid-year to all participating Clubs' local newspapers to inform the community of the use of Corps members at their local Boys & Girls Club. Each Corps member receives member gear including apparel (t-shirts, fleece, pullovers, etc) that they can wear each day. In addition, each member is given two Project ACES buttons to wear if they are not wearing an apparel item. Each member is notified in the member contract that they are required to wear Corps gear daily.

Organizational Capability

A. ORGANIZATIONAL BACKGROUND/STAFFING: The primary program contact individuals are

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Lana Taylor, State Alliance Director and Jessica McKinley, State Alliance Coordinator. The financial contact person is Jennifer Ochoa. Since 1957 we have served the youth in Wayne County and its surrounding areas by providing a Positive Place for kids ages 6-18 to go after school. Currently we serve over 2500 youth annually at five locations in Richmond, Indiana. We offer programs and activities in 5 Core Program Areas: Character & Leadership Development, Education & Career Development, Health & Life Skills, The Arts and Sports, Fitness and Recreation. We also operate an extension of Morrison-Reeves Library at our Jeffers Unit, provide the Positive Alternatives Program for suspended or expelled students in all of the Wayne County School Districts, partner with other local youth organizations to run "Club vs. Club" and serve as a Youth Service Bureau for the State of Indiana.

BGCWC provides fiscal and programmatic oversight for the Project ACES Corps program that operates at 38 organizations throughout Indiana. The Project ACES Corps program is currently implementing year 6 of CNCS funding. Throughout the six years, we have served 677 AmeriCorps members in service to Boys & Girls Clubs across Indiana.

Currently the Indiana Alliance operates five statewide grant funded initiatives including Indiana Kids (a TANF funded homework help program for eligible youth - formerly Mitch's Kids) - 78 Clubs participate in this, Tobacco Youth Advocacy (Tobacco Prevention & Cessation funded program to increase youth awareness of tobacco industry marketing strategies) - 38 Clubs participate in this, Child & Adult Care Food Program and Summer Food Service Program (CACFP and SFSP) - 40 Clubs participate in this healthy snack and meal program, Abstinence Program (Indiana State Department of Health - Maternal and Child Division - 30 Clubs participate in this sexual abstinence program, and a 21st Century Community Learning Center program funded by Indiana Department of Education. Since Indiana Kids inception (January 2005), BGC has served 29,069 TANF eligible youth through homework help and career exploration services. We serve many at-risk youth with 92% receiving free or reduced lunch and 41% of participating children attending schools on the failing to make annual yearly progress list with the Indiana Department of Education as part of the No Child Left Behind legislation. With assistance from our Corps members, we have significantly improved our test scores with youth. In the program year prior to starting Corps members, our average increase was 36% in reading and 34% in math. At the end of last year's program (three years with Corps members assisting in programming), we now have an average increase of 65% increase in reading and a 62% increase in math. With the assistance of Corps members, we anticipate that Clubs will increase their ability to complete more children through the program and provide more structured one-on-one

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assistance as needed with some of the most at-risk children.

The BGCWC has forty-two members serving on the Board of Directors and ten members serving on the Board of Trustees (responsible for managing the endowment fund and overseeing efforts to increase our endowment). There are four administrative staff members including an Executive Director, Director of Operations, Director of Financial Administration and Director of Resource Development. There are 49 other employees. In addition, the Indiana Alliance of BGC has a seven member Board of Directors.

The BGCWC has total fiscal responsibility for the Corps program with budget and administrative oversight being conducted by the Board of Directors and Executive Director. The Director of Financial Administration at the BGCWC manages all processing of living allowances including FICA benefits, payroll processing, and accounts payable/receivable. The Indiana Alliance Board of Directors will be responsible for addressing Clubs that are in non compliance of the requirements of the Corps grant. Bruce Daggy has been Executive Director of the BGCWC for 20 years and with the Movement for more than 31 years. Daggy is a BGCA Field Consultant for Resource Development, Board Development and Planned Giving. He also serves on the Executive Committee for Indiana Youth Services Association and various other community organizations and committees.

Jennifer Ochoa has been the Director of Financial Administration at the BGCWC for over ten years. She has a Bachelors degree in Business Administration/Marketing from Indiana University. She has overseen the grant administration for numerous federal, state and local grants including 21st CCLC, Indiana AmeriCorps, Title V, OPJ, DMHA, CACFP, ARRA (Economic Stimulus funds) and IYSA.

Lana Taylor has been State Alliance Director for the Indiana Alliance of BGC for the past eight years and in the Boys & Girls Club movement for the past eleven years. She has a Master's Degree in School Psychology and Counseling from Butler University. She currently oversees and manages all statewide initiatives. She has been responsible for grant writing, grant management, and grant reporting for many federal, state and local grants.

Jessica McKinley graduated from Indiana University in December 2011 with a degree in General Studies and a focus in Human and Social Services. Jessica worked for BGCWC for two years before joining the Indiana Alliance of BGC in November 2011. Jessica has a wide range of volunteer experience throughout Indiana including AmeriCorps, the American Foundation for Suicide Prevention, Wayne County CASA, St. Vincent/Peyton Manning Children's Hospital and the juvenile probation office. Jessica currently is the State Alliance Coordinator and assists the State Director with Indiana Kids and Corps programming.

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Letters of Support - email to americropsgrants@cns.gov

B. COMPLIANCE AND ACCOUNTABILITY: The Indiana Alliance staff currently spends approximately 70% of their time out in the field working with Clubs across the State. All current certified Indiana BGC sites are eligible to participate in this Corps program which includes 100 Clubs across Indiana. Each of these Club sites has had significant experience in working with local, state and national funding sources and has been involved in the evolution of the Indiana Kids program including accountability and standards usage. Each Club site is visited at least twice during each operating grant year to ensure fiscal and programmatic compliance. At these site visits an On-Site Monitoring Tool, developed based on resources obtained from the National Resources website (nationalresources.org) and from existing Indiana Corps programs, is completed to ensure stringent adherence to program and fiscal requirements. All Corps regulations are reviewed with each site during the Monitoring Visit to ensure full compliance.

Host Sites are selected based upon several criteria including: (1) sites must be a BGC program site, (2) Club Executive Director;s must sign a MOA that outlines all host site and program management responsibilities including policies and procedures, (3) Clubs must be in good standing with BGC of America and must have paid their annual Indiana Alliance of BGC dues, (4) if the Club participated in previous years of Project ACES, we will review their success rate including completion of members, completion of reports in a timely fashion, completion of in-kind match timesheets by site supervisor, and other program specific requirements, and (5) Clubs must pay their required cash match of 38% for the member's living allowance expenses.

In order to ensure common program threads, a program manual has been created for each Club/Host Site and each Corps member. The manual includes information in regards to program expectations, program outcomes, reporting requirements; Corps service requirements, prohibited activities, timesheets, and copies of all documents utilized in the program. During program orientations, each supervisor and member signs off on a Program Requirements and Manual Checklist to ensure all are on the same page with policies, requirements and procedures. During quarterly Executive Director and Program Director meetings, AmeriCorps will be a required agenda item with a program update including successes and areas in need of improvement.

C. PAST PERFORMANCE - CURRENT GRANTEES

a. PERFORMANCE MEASURES: Our program met performance measures targets for the last two years. In 2010-2011, we missed our percentage increase in reading/math fluencies target by 4%; we ended with 71% instead of the goal 75%. We have increased out training opportunities with Corps

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members to assist in improving their skills and abilities at tracking their programs and services offered. In addition, we have implemented a newsletter to share with members and supervisors to provide reminders and "tips" for improving their program outcomes. In addition, two years ago our statewide funded homework help program (Indiana Kids) changed the way we evaluated test improvement which made the process simpler and easier to track by child, Club and community. We have heard from many parents and schools that are programs are truly helping those children in need especially as it relates to school confidence and turning in more completed assignments on time. Our school-Club partnerships have been critical to our ability to provide more specific educational programming (linked to daytime goals) to Indiana children.

b. COMPLIANCE ISSUES: During the last program year, we had two members that were not exited within the 30 day requirement. This was due to the fact that we were waiting for the paperwork to be returned by the member to exit them. This year we implemented the policy that all members must submit all final paperwork before the last living allowance check is released as a hard live check; other living allowance payments are made by direct deposit. Once each member completes their exit paperwork the living allowance is released and they are exited immediately. This is included in the member contract that each member signs. This will assist us in ensuring that we meet the 30 day exit requirement.

c. ENROLLMENT: Our enrollment rate for the five completed years is 105%. Each year we have more requests for slots than available open slots. For the first five years of grant programming, we had a total of 527 granted slots and have filled 552 slots. We have had refills for some of the positions that left their slots early. We have met our enrollment rates for each program year completed.

d. RETENTION: Our retention rate for the five completed years is 89.1%. During our most recent completed year, our retention rate was 91%; we had 132 of 145 members complete their term of service. We have worked to increase our retention rates by providing more training and expectations on our host site supervisors.

D. CONTINUOUS IMPROVEMENT: Each year we include various evaluation approaches to evaluate our program effectiveness. Each AmeriCorps member receives three performance evaluations (within first 30% of hours, mid-way and end-of-year) to evaluate how the members are doing with their program requirements. This evaluation is completed by the member's host site supervisor. Each AmeriCorps member completes a Site Survey at the completion of their term of service which evaluates their host site experience including things such as having the needed supplies/training to do their service, feedback received from supervisors, etc. Three times per year we

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host Executive Director Round Tables which brings together all Executive Directors from across the State of Indiana Boys & Girls Clubs organizations. During these meetings, each state grant is discussed and feedback is provided to assist in making the programs stronger and more efficient.

Cost Effectiveness and Budget Adequacy

A. COST EFFECTIVENESS: We are requesting 58.04 MSY. Our cost per MSY is \$13,147 which is higher than the previous year. We are asking for an increase in cost per MSY due to our increase in performance measure areas to include nutrition/food programs and capacity building with volunteers. By adding two additional program areas, we have increased our costs in supplies to ensure that we have enough resources for members to utilize. With the purchase of curriculum and training for members to utilize, they will be well prepared to implement new programs and efforts and have the materials necessary. In addition, the costs of fringe benefits have increased this year including health insurance and Workman's Compensation. Salaries have increased for staff and we made a slight increase in the member living allowance amount (from \$8 per hour equivalent to \$8.25 per hour equivalent). We also increased member travel, member training and member gear due to the increase in numbers of members being this year. We have increased our program match amount to include Clubs paying a higher amount of the member living allowance and increased in-kind support for personnel. Once we've purchased curriculum materials, those expenses will diminish. Clubs are still recovering from a decrease in individual contributions and lower corporation supports. Each year our Clubs' operating costs increase while still keeping our costs to children and families low - as low as \$10 per year per child for membership dues. During 2013-2014, we maxed out our number of slots by the end of September when in previous years this did not occur until January/February. We currently have a waiting list already established with four Clubs on the list that did not receive any slots yet for the 2013-2014 program year.

B. BUDGET ADEQUACY: Our non-CNCS funding includes in-kind support of Site Supervisor personnel and fringe benefits (total cost \$101,175). Each Club is required to provide 38% of the member's living allowance in cash support provided by Club resources including foundation support and other charitable contributions (total cost \$340,407). All Clubs also pay cash match for their host supervisors to complete the FBI background check which is \$39.45 each (total cost is \$1973).

5. EVALUATION SUMMARY OR PLAN: We have submitted a copy of our 2012 third-party evaluation that was completed by Indiana Youth Institute (IYI). IYI will be secured again to conduct the upcoming required third-party evaluation. We will sign a contract with IYI to conduct the evaluation. The scope of services for the evaluation include: research of other AC evaluations and

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practices, development of tools, electronic survey, staff interviews, and focus groups. IYI will then complete data analysis and provide a written report.

6. AMENDMENT JUSTIFICATION - N/A

7. CLARIFICATION INFORMATION - N/A

8. CONTINUATION CHANGES - N/A

Evaluation Summary or Plan

Evaluation Summary submitted to national office through email at americorpsapplications@cns.gov.

Amendment Justification

N/A

Clarification Summary

Clarification Request - CNCS:

A. Grant Capacity - we are aware that our CCR registration must be renewed by September 2014. This will be renewed by the organization.

B. 1. Grant Start Date: The grant start date is listed as 9/1/2014 to 8/31/15. I do not see anything with a start date of 6/1/14.

B. 2. Organization Chart - the current organizational chart is submitted to State Agency. The Alliance Coordinator is listed under the State Director.

C. 1. Performance Measure Overlap: Each child is counted once in each category served. If they are enrolled in education programs and also receive nutritious snacks, they would be counted twice - once in education and once in nutritious meals. These youth are counted unduplicated in each program. More children will receive nutritious snacks because our goal is that 100% of children attending the Club will receive a healthy snack free of charge. Our education program targets children most in need of educational support services. This number will be lower because there is a higher need for lower staff:youth ratios and time to spend with each youth to increase their academic improvements.

C. 2. Performance Measures: added G3-3.3.

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C. 3. Performance Measure: We will collect volunteer applications and time logs/sign in sheets from Clubs to ensure that volunteers are counted once.

D. 1. Budget Clarifications - Payroll person: This position has been removed as it has been eliminated from the fiscal agent budget/staff.

D. 2. Budget Clarifications - Background Checks: L-1 Enrollment Services charges \$39.45 for each FBI background check for staff members and charges \$37.95 for Volunteers/AmeriCorps members. This is their stated rates for service.

D. 3. Budget Clarifications: Admin Costs: We have recalculated the administrative costs based on guidance in the application instructions.

D. 4. Budget Clarifications - MSY Cost: We have decreased program costs and added 20 300-hour no-cost members for youth members at Clubs - former Boys & Girls Clubs of America's ClubService program. We added cash match for member gear, program supplies and background checks.

E. 1. Strategic Engagement: We do not currently specifically target and recruit from disability resources from our communities. As a statewide program, each host site location recruits their own specific members.

E. 2. Strategic Engagement - additional MSY: We are not requesting additional MSY slots for disability specific members. We don't feel that we can do a good job of specifically targeting individuals with disabilities based on our statewide impact.

F: No Cost MSY - we have added an additional 20 300-hour slots to target specifically youth from Clubs for an education award only position. Boys & Girls Clubs of America used to receive a national grant for ClubService - a national AmeriCorps program focused on giving Club youth the opportunity to grow and build skills within the Club. The ClubService program was defunded and many Indiana Clubs have asked for the program back. These positions will help youth develop skills necessary to work with children and youth in a youth development center. Youth will serve in leadership positions

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at the Clubs and, in return, earn a quality education award to be used for post secondary education. Our Clubs will support the expenses related to member gear, program supplies and background checks.

F. 1. MSY: The 20 300-hour slots will provide service at Clubs that are aligned only with the stated member activities including education, healthy lifestyles, healthy meals, and volunteer recruitment/management.

F. 2. MSY: The Clubs will provide in-kind supervisory support for the 20 300-hour no-cost members. We will purchase AC gear for each member, provide additional program supplies and needed curriculum and training (in conjunction with cost-MSY members) and we will complete state background checks on each member; although most will be under 18 and not eligible for the FBI background checks.

F. 3. MSY: We anticipate that we will need no additional supervisory time allocated as we already have the supervisor salary and fringe benefits calculated in the grant application. The supervisor time is in-kind support to the grant. We will also use private dollars to purchase the required gear (\$720), state background checks (\$46) and program supplies (\$2,000). These funds will come from our program budget of existing funds.

F. 4. MSY: We currently have a Program Director and Program Coordinator responsible for overall program oversight and implementation. We will work with Clubs that have experience with youth volunteers such as through ClubService (previous BGCA program) or Junior Staff national curriculum program. These 20 300-hour members will be located at existing host site locations with experience with AmeriCorps, program reporting and monitoring. The additional of these extra positions will benefit the Clubs, community and especially the 20 young people selected. These youth will be given quarterly site visits with PD or PC to ensure that they are included and feel appropriately treated and trained.

Clarifications 2:

1. Inkless Fingerprinting/L-1 Enrollment Services is the FBI fingerprinting agency. They charge

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\$39.45 for each staff background check (paid staff and host site supervisors) and \$37.95 for each volunteer background check (volunteers including AmeriCorps Members). These are their stated rates as they charge.

2. I fixed the match, it wasn't federal source.

Continuation Changes

N/A

Grant Characteristics