

Program Overview

Completed by joytwilliams@gmail.com on 4/25/2022 11:49 AM

Case Id: 15275

Name: Youth Creating Safe and Secure and Liveable

Address: *No Address Assigned

Program Overview

Please provide the following information.



City of Winston-Salem
ARPA Transformational
Non-Profits Application

City of Winston-Salem
P.O. Box 2511
Winston-Salem, NC 27102
336-727-8000
ARPA@cityofws.org

This application portal is to request funding from the City of Winston-Salem as part of the Transformational Non-Profits Application Process. Applications received through this portal will only be reviewed by the City of Winston-Salem. Other jurisdictions may have separate application processes. Please contact other jurisdictions (e.g., Forsyth County) for instructions regarding requests to those jurisdictions.

Submitting an application does not guarantee funding. Please see the section below regarding the scoring process. The Mayor and City Council will have final decision-making authority regarding program funding requests.

Non-profit organizations may submit funding requests for capital or operating costs.

Minimum Criteria

- Must be registered non-profit organization (includes faith-based organizations providing a public purpose)
- Must have been incorporated as a non-profit for at least one year

Scoring Process and Matrix

All completed applications will undergo a review to ensure required documents are attached. Fully completed applications will be reviewed by selected City staff members and scored based on the scoring matrix approved by the Mayor and City Council. [Click here](#) to view the scoring matrix. Scored applications will be reviewed by the City's Management Team for potential recommendation to the Mayor and City Council who will have authority to appropriate funding for programs.

Staff reserves the right to contact any applicant to request clarification or additional details regarding application responses and materials.

Defining Performance Measures

Sections of the application will reference performance measures and outcomes as required by the U.S. Department of Treasury. Specifically, the application will request workload and effectiveness/outcome measures. Please see this video (<https://www.cityofws.org/2809/Performance-Measures-Video>) for general information on performance measures.

Upcoming Application Orientation Session

The City will host a virtual application orientation session on April 1, 2022 at 10:00 am. The meeting will take place virtually via the Zoom platform and will also have a live simulcast on the City's YouTube page. The link for that meeting will be posted the morning of the meeting to the website: www.cityofws.org/clfrf

Contact Information

For any questions or concerns, please email ARPA@cityofws.org or call City Link at 336-727-8000.

A.Contact Information

Completed by joytwilliams@gmail.com on 4/25/2022 1:29 PM

Case Id: 15275

Name: Youth Creating Safe and Secure and Liveable

Address: *No Address Assigned

A.Contact Information

Please provide the following information.

ORGANIZATION/AGENCY INFORMATION

A.1. Organization/Agency Name

Hope to Thrive (non-profit)

A.2. Mailing Address

5059 Butterfield Dr Winston Salem, NC 27105

A.3. Organization Website

www.hope2thrive.com

A.4. Year 501 (c)(3) Status Obtained

2,018

A.5. Organization/Agency Fiscal Year

4,012,022

A.6. Federal Tax ID Number

A.7. Federal DUNS Number

A.8. Federal SAM Registered?

Yes

ORGANIZATION/AGENCY CONTACT INFORMATION

EXECUTIVE DIRECTOR

A9. First Name

JOY

A10. Last Name

WILLIAMS

A11. Title

Executive Director

A12. E-mail

joytwilliams@gmail.com

A13. Phone Number

(336) 412-1382

BOARD CHAIR

A14. First Name

Angela

A15. Last Name

Allen

A16. E-Mail

justiceproject@outlook.com.

A17. Phone Number

(910) 618-9332

A18. Term Expiration Date

04/03/2023

B. General Project Information

Completed by joytwilliams@gmail.com on 4/25/2022 1:29 PM

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Name: Youth Creating Safe and Secure and Liveable

Address: *No Address Assigned

B. General Project Information

Please provide the following information.

PROJECT INFORMATION

B.1. Project/Program Title

Youth Creating Safe and Secure and Liveable
Neighborhoods

B.2. Project Location/Address

5059 Butterfield Dr Winston Salem, NC 27105

PROJECT CONTACT/MANAGER

B3. First Name

JOY

B4. Last Name

WILLIAMS

B5. Title

Executive Director

B6. E-Mail

joy@hope2thrive.com

B7. Phone Number

(336) 412-1382

C. General Project Narrative

Completed by joytwilliams@gmail.com on 4/25/2022 1:51 PM

Case Id: 15275

Name: Youth Creating Safe and Secure and Liveable

Address: *No Address Assigned

C. General Project Narrative

Please provide the following information.

C.1. Provide description of project and how funds will be used

The Project, Youth Creating Safe and Secure and Liveable Neighborhoods, is scaling-up our existing intentional year-round program designed to give low income youth in qualified census tracts under the age of 25 experiences that would make them competitive, strong, and heroic global leaders and world changers. In a world where global poverty is rising, global warming is increasing, epidemics and pandemics happen, and other social problems, the need for transformation, peace, and security is vital and our communities need to focus on training the next generations of leaders in public health, service to the community, and how to maintain healthy soil, air, water, as well as presenting an opportunity for immediate crime reduction among our high risk youth. Through a historical lens of understanding present day problems, Hope to Thrive is engaging our future leaders to dare to dream, to reimagine a better future, and equipping them to lead our communities for positive local and global impact.

The funds would be used for operational and program expenses, including hiring an intern, providing stipends for the youth, updating technology, and evaluation to work towards this being an evidenced-based program.

C.2. How will a participant access the proposed project/program, use the services, and derive a beneficial outcome from participation?

This proposal is engaging low income, traditionally marginalized high risk youth, to create a youth-centered ecological compost project that will help the City's Strategic Plan in creating healthy environments, improving soil and water quality, and where there are safe, secure, and liveable neighborhoods in the Carver School Area in Winston Salem.

Our pantry sits at the intersection of school and city buses and several youth access our services, or pass by our pantry-- upwards of over 50 youth that are in the neighborhood. We plan to recruit the youth through that avenue and work with their parents to be part of the program. Through our Holistic Produce Pantry we are currently building a compassionate avenue for youth to join the effort in making our neighborhoods healthy. Our project will include activities that teach on air and water quality, waste reduction and disposal, and how to understand policies that sustain our environment. The main activity is composting and gardening at the different sites where Hope To Thrive has our Heritage Gardens.

We serve blacks and latinx underserved populations who are food insecure, 23.3 % of the population is determined to live in poverty, higher than the US national average of 13.1%.

As an organization, we compost, and are part of a national Women's Earth Alliance network where we work at the intersection of gender, ecology, faith, and food, and are connected to the local Sierra Club which all helps us to center our work around ecological activism, while working towards food security among low income black and Latino households.

Our compost team consists of working with youth who are at high risk of becoming part of the court system, as well as

drugs, alcohol, and HIV. Currently, we serve several youth in this capacity. They work one on one, or in small groups, with an adult who trains them in composting, social duties, and Christian education. We are developing this program so that we can hold at 15 youth within this same pilot model, and then branch out to other areas of Winston Salem as both a crime reduction program as well as a healthy environment program.

C.3 Total estimated number of unique participants to be served annually

15

C.4. Will program beneficiaries be only residents of Winston-Salem?

Yes

TOTAL FUNDING REQUEST

C.5. Total Operating Funding Request

\$300,000.00

C.6. Total Capital Funding Request

\$60,000.00

SPENDING TIMEFRAME

C.7 Capital Spending Timeframe

1 year

C.8 Operating Spending Timeframe

3 years

D. Project Budget Categories

Completed by joytwilliams@gmail.com on 4/25/2022 2:46 PM

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D. Project Budget Categories

Please provide the following information.

Use templates below to input **the total** Project Budget (**only requested expenses and estimated revenues related to the program or project for which you are requesting funding**) by clicking **Add Column**. Please include all funding from the City and other sources.

Operating Costs	Total
Project Manager	\$105,000.00
Stipends for Youth	\$60,000.00
Gardening/composting Equipment	\$63,000.00
Indirect costs (including evaluation materials)	\$30,000.00
Materials and Supplies	\$43,000.00
Safety Equipment/PPE (proper clothing, shoes, hats, etc. for outdoor heavy lifting for safety)	\$42,000.00
Contract services (including evaluators)	\$35,000.00
	\$378,000.00

Capital Costs	Total
Heavy garden equipment/escavator	\$40,000.00
Truck	\$50,000.00
	\$90,000.00

PROJECT/PROGRAM REVENUE CATEGORIES

Please fill out the revenue estimate table. **Note: operating revenues and expenses must be balanced (be equal).**

Operating	Total
Current Garden Manager and Assistant	\$14,000.00
Corporate Sponsorship	\$34,000.00
The City of Winston Salem ARPA Funds	\$300,000.00
Public grants	\$30,000.00
	\$378,000.00

Please list below all known/expected **individual** grants and contributions totaling 10% or more of the project's budget.

Note: capital revenues and expenditures must be balanced (be equal)

Capital	Total
Corporate Sponsorship	\$15,000.00
The City ARPA Funds	\$75,000.00
	\$90,000.00

E. Demographic and Geographic Distribution

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E. Demographic and Geographic Distribution

Please provide the following information.

Demographic distribution is an assessment of the level of the project funds spent on a program or service provided at a physical location in a Qualified Census Tract (QCT), OR where the primary intended beneficiaries live within a QCT, OR whether the program benefits residents that earn less than 60 percent of median income for the City, OR whether over 25 percent of program beneficiaries are below the federal poverty line.

E.1 Is this project/program located in a QCT or serve residents that live in a QCT?

Yes

If yes, what percentage of clients served are estimated to be residents of QCTs? ([Click here](#) to view the QCT mapping tool)

98.00 %

E.2 If the project or program is not a QCT or specifically serve residents in a QCT, will residents meet the follow criteria:

25% or more of participants below the federal poverty line or participants served make less than 60% of the Area Median Income

The project/program does not operate in a QCT, and beneficiaries neither reside in a QCT nor meet the income thresholds mentioned above.

F. Alignment to Strategic Plan

Completed by joytwilliams@gmail.com on 4/25/2022 2:08 PM

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F. Alignment to Strategic Plan

Please provide the following information.

Strategic planning is a process in which organizational leaders determine their goals and objectives, and allocate needed/limited resources to successfully achieve those goals and objectives. [Click here](#) to view Winston Salem's Strategic Plan. The Strategic Plan includes three (3) tiers of priorities:

Tier 1:

- Focus on job creation/sustainability and workforce development
- Collaboration and funding for pre-K opportunities
- Funding for affordable housing
- Funding for economic development

Tier 2:

- Poverty reduction/cessation
- COVID reopening plan
- Community engagement (Power of connections)
- Funding for arts

Tier 3:

- Community Fundraising
- Environmental initiatives
- Address digital divide
- Address childcare needs
- Neighborhood maintenance
- Organization efficiency and public-private partnerships
- Law enforcement reform

F.1. Please select the primary priority from the list above addressed by your project/program.

Tier 3

F.2. Please select the secondary priority from the list above addressed by your project/program.

Tier 2

F.3. Please describe how the workload or outcomes from your project/program addresses the primary priority you

selected.

The primary priority that Hope To Thrive is working within is the environmental initiatives, Tier 3, as we aim to improve the soil, air, water, quality within our immediate neighborhood that experiences pollution, overgrowth, and using compost and gardening to teach those elements is a simple, yet important way that we can teach the youth, and as we developed through the three-year program, we can take the skills, knowledge learned and apply it to other areas of our neighborhood as we grow in social capital and experience. This objective relates to Priority 13 of the Strategic Plan.

Hope to Thrive is working in all three tiers with this project, as we are providing stipends to youth and helping them to have a job experience where they have to be developed to report on time, do the tasks assigned, be able to follow directions, etc. This is part of the Tier 1 level of the City's Strategic Plan.

Likewise, we are working to reduce poverty/cessation, and engaging the community, specifically with youth, and other community stakeholders to teach through the care of the environment important elements of safely, security, reduction of crime, and even elements of heritage learning that includes some activities within the arts. This objective relates to Priority 16 of the Strategic Plan.

G. Collaboration

Completed by joytwilliams@gmail.com on 4/25/2022 2:12 PM

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G. Collaboration

Please provide the following information.

Collaboration is when an organization is partnering or proactively working with one or more external stakeholders to achieve the same goal.

G.1. How many other external partners, organizations, stakeholders will you be collaborating with to provide the project/program?

3+

G.2. Please provide the names of the organizations and the roles they will serve in the project/program?

These are some of the organizations that we are working with, and will not be inclusive:

- 1) NAACP, where the Holistic Produce Pantry is housed and where the city and school bus intersect during our pantry operation
- 2) ABC's of Life, who also helps to manage the garden and lead youth in the garden and compost space. their focus is mainly around Pre-K through Middle school aged youth
- 3) Moravian Community Leaders in South Winston, who transport youth to the garden site to help with cross-cultural, cross-racial, community engagement around the compost and gardening. They focus is mostly on high school youth.

These partnerships bring youth from different racial and cultural backgrounds together, and the hope is that through this pilot, we will be able to take the resources and skills to their neighborhoods in year 2 and year 3 to continue the transformative work.

H. Administration/Reporting

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H. Administration/Reporting

Please provide the following information.

Per U.S. Treasury rules and associated guidance, the City's framework for using these funds aligns with specific administrative reporting requirements. The administration/reporting criterion has three core elements: 1) the organization's/project's development of clear performance indicators and measurable outcomes, 2) the use of evidence-based interventions, 3) and the City's evaluation of organization and project risk.

H.1. Please clearly define the workload and outcome measures that are associated with your project/program

Workload	<p>We plan to engage at least 15 youth who are high risk, low income, and within the qualified census tracts within this project.</p> <p>We plan to engage at least 5 - 9 youth at least once per week for at least the equivalent of half the school year, while school is in session for at least 2 hours.</p> <p>We plan to engage at least 6 - 15 youth per summer at least twice per week for at least 4 hours for at least 6 weeks.</p>
Effectiveness/Outcome	<p>At least 30% of the youth will have ample and skilled knowledge of environmental education, and can apply their knowledge to botany or soil science or other field of profession</p> <p>At least 30% of the youth will have an increase of satisfaction in their neighborhood</p> <p>At least 20% of youth will report that their neighborhood feels safer and more secure</p>

H.2. Does the project/program use evidence-based interventions?

No

H.3. For transparency purposes, the risk matrix is attached. This is NOT required, however, you can self-assess if you wish. Please fill out and upload the [Risk Matrix](#).

Risk Matrix

**No files uploaded

I. Capacity

Completed by joytwilliams@gmail.com on 4/25/2022 2:45 PM

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I. Capacity

Please provide the following information.

An organization's capacity can be defined as its ability to implement the proposed project, as characterized by the alignment of its mission and vision with the proposed project, existing internal infrastructure to support it, and its plan for implementation and assessment of project success.

I.1. Please provide your organization's vision and mission statements and explain the alignment between the proposed project/program and the organizational mission.

Hope to Thrive is a faith-based, black and Latinx led non-profit organization that works to inspire hope for all communities to thrive in health and wellbeing. We seek racial justice and work within different intersections to bring about good health for the environment and people. We currently are building a compassionate avenue for youth to reduce neighborhood crime, and that helps economic development through our Holistic Produce Pantry in Winston Salem, NC. We serve blacks and latinx underserved populations who are food insecure, 23.3 % of the population is determined to live in poverty, higher than the US national average of 13.1%.

It is called a Holistic Produce Pantry because we are situated within East Winston Salem, a historical black district which has been historically marginalized by race, and historically under resourced by the City of Winston Salem and other large corporate businesses. Our pantry is focused on fruits and vegetables, and we encourage a plant-based diet, and offer opportunities for our participants to hear and live out words such as "permaculture" or "composting" or "sourced sustainably." We serve 56 individuals, elders, and families who are low income, under or uninsured, and are food insecure. Besides the food, we also offer toxic stress mitigation and prevention services, such as free therapy/support groups.

This youth-centered project is scaling up a program that we previously run and combined it with a summer program that we lead prior to COVIC-19. It directly relates to the City's Strategic Plan as well as the mission and vision of Hope To Thrive.

Our clear strategy of meeting low income families to strengthen food pathways to address food insecurity through our Holistic Produce Pantry (produce and toxic stress mitigation and prevention services) has produced over 56 households being fed fresh fruits and vegetables weekly, over 80 people increasing their access to fresh fruits and vegetables, and a reduction of over 2000 lbs in food waste through food redistribution and composting. Our aim to create lasting structural change by reforming our food system into one that is healthy, sustainable, equitable, and just is our commitment, vision, and best seen through our ecological educational activities, from showing films related to ecology and relating it back to our work among our volunteers during our reflection time at the end of a shift, to teaching people how to compost, to showing elements of permaculture/African Indigenous Lifeways that centers ecology along with humans, such as when we include African Dance and Drumming. We also are encouraging participants to utilize the fresh garden where participants can pick produce.

We work at the intersection of race, class, gender, faith and ecology. Our social justice and intersectional framework lifts

up racial and environmental justice, as well health and wellbeing for all. Our work both reduces animal suffering and helps communities thrive by centering the solution of food insecurity on plant-based diets, and ways of growing food that is healthy for the environment, animals, and people. We bring education around environmental racism and occupational racism that our industrial meat system employs, which is harmful and fatal to nonhuman animals and to humans.

I.2. Describe the organization's current infrastructure and capacity to deliver the program services or complete the project. Include any relevant current programming and experience providing similar services.

We have the staff currently in place, the only thing that would be needed is to continue to pay contractors where we are not able to provide the services, such as specialized heavy machinery, as wood chipper. We currently have contracted thousands of dollars to help clear land, turn compost, build compost bins, and it would save a lot of money for us to have that equipment and pay our current garden managers to operate it as part of their regular duties and job on site.

We have been operating the compost for four years, and our capacity is larger than a home-garden. We compost over 100 pounds of food per week, and that directly comes from the pantry and the food that is too bad to give out to the public. We then add amendments that we collect from forests, the garden site, or other locations to help provide the correct balance for the compost to happen. We are in need of several equipment and materials to help make the compost safe and secure from pests, rodents, smell, and anything that would present a different type of hazard.

The current youth that have gone through our program have been at least 15, and we have lost the majority of them as they get older and want to look for "a paying job." When asked if they would continue on if we paid them, over half of them said yes, and a few of them said if they could earn the amount they wanted, then they would continue. It is important to us to offer a paid program that included environmental education, social engagement, civic education, and the like to high risk youth who are often forgotten about or left to take jobs that prevent them from achieving their dreams.

I.3. Describe the program/project implementation plan. Include any known barriers to success and how those will be overcome

We plan to work in phases. As soon as the funds are received, we could offer stipends to the youth who are already volunteering with us, and to secure their placement for more hours and to have them use us as their "job site".

We have our team of composting and gardening instructors, and we have our elders who help teach on history, and we have our arts programming already in place. The only things that we are adding is capacity to scale up the program from 3 - 6 youth at a time to 15, and from varied participation to a committed participation.

The truck is to help transport the amendments instead of paying contractors to drop off the materials, and to purchase the garden heavy equipment, instead of, again, paying for that labor and machinery which is really expensive.

Phase I would be to bring all of our stakeholders together, and to officially roll out the program with a start date, purchase the truck and heavy equipment, and gather the materials needed for the youth.

Phase II will incorporate having the youth, offering scholarships to the upperclassmen for higher education, and anything else needed to run the program.

Phase III is starting the program with the youth. equipment, and materials and supplies, and adults in place.

The known barriers is that we don't know if the ARPA funds will be distributed in a lump sum or yearly. We are planning

to request \$300,000 in ARPA funds that will cover a 3 year span of time, \$100,000 per year, and each year the expenditures will average out to be the same, taken into account inflation. To overcome this barrier, we know that our program is already existing, we will continue, and just won't scale up until we have the funds and how the City will be managing the disbursement.

The youth might be another challenge. We are not sure if the estimate \$25/hour will be enough for them, but that would include their attendance at all the education classes virtually and in person, the working of the compost, gardening, and any lectures. Part of that money we will require for them to go through a budgeting class, where they are saving, investing, and "paying" expenses to their living, to also teach on financial literacy and health.

Hope To Thrive wanted to start this pilot in several locations at once, but once it was clear by the ARPA education session and talking with City Staff, it was best to scale up to what the current staff and infrastructure can handle, and then branch out from there if needed. We have a fully supportive Board, community, and are growing in our ability to raise funds beyond what ARPA can provide to jumpstart this program that we expect to also be evaluated, as hopefully an evidenced based program.

I.3a. Describe the program assessment plan including how the data will be collected for selected performance metrics and any other evaluation tools that will be used to determine program/project success.

Evaluation Goal

The goal of the evaluation is to determine the effectiveness of "HOPE TO THRIVE ARPA Support Programs" in preventing transmission of COVID-19, helping to turn the tide of the pandemic, and reestablishing a viable economy and community. The evaluation plan is aimed to investigate components of the HOPE TO THRIVE ARPA Support Program that are performing optimally and should be expanded and replicated in future initiatives. In addition, this evaluation will help determine the sustainability of HOPE TO THRIVE ARPA Support Program for the following year.

Evaluation Team

Our team consists of HOPE TO THRIVE Support program staff and external researchers who are contracted who works within the communities we serve, and can access program data easily.

Evaluation Questions

Although the evaluation team generated many possible questions in a brainstorming session, the evaluation team prioritized the following as representing the most important aspects of the program that could be examined at this time.

Note that the evaluation questions do not address all of the program objectives. Priorities must be set based on need for information and resources available.

To determine if the program has been implemented as planned:

Has appropriate (Spanish-speaking with a good understanding of local Spanish-speaking culture) staff been recruited?
Has the staff (all HOPE TO THRIVE program employees) been trained appropriately (in HOPE TO THRIVE practice and cultural competency)?

To determine if the program is meeting its objectives:

Have more participants been educated of the services and offered an opportunity to participate? (in Spanish or English, in a culturally sensitive manner)
Are participants adhering to program (not lost to busy schedules and/or follow-up)?

Data Collection

The evaluation utilizes several methods of data collection in various ways: interview, survey, observation, and record review. Staff interview will be conducted to assess knowledge and behavior in accessing translators and LHAs. Written survey (in Spanish and English) will be administered to the participants to assess perceptions of the support (access to resources) and their comfort level (attitudes and beliefs).

Analysis

Both quantitative and qualitative methods will be used to analyze the data. Simple counts of frequency will be used for quantitative data analysis. Qualitative methods such as content analysis will be used to review training curriculum for themes and patterns.

Interpretation

Stakeholders will be included in a scheduled meeting to interpret the findings. The data from the evaluation will be compared to the established program benchmarks. Stakeholders and those involved in program operations will be given an opportunity to justify the findings and make recommendations accordingly.

Dissemination

Evaluation findings will be disseminated via various channels. Presentations will be given at the program staff meeting and to stakeholders. A short report will be drafted and a presentation offered for the government staff and Executive leadership. An article will also be added to the newsletter.

Use

The Executive leadership of Hope To Thrive will use the findings to refine program strategies for internal uses. The findings will help guide the program to focus on areas that are most crucial for effective delivery of support and services to qualified census tracts.

J. Impact/Community Need

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J. Impact/Community Need

Please provide the following information.

Impact/Community needs concern whether or not the proposed project will address an identified need within the community and what the short term (One year) and long term (3 years) impact of this project will be

J1. Describe the identified community need for this project/program. Cite specific data or studies/reports that have identified this as a community need.

Environmentally, there is over 50% of food that gets thrown away from households. The crime rate in Winston Salem alone sky-rocketed 50% higher during the pandemic, and our youth are resorting to gangs and gun violence. Our waters, streams, and lakes are drying up, and our soil quality is diminishing, we need solutions that work at the intersection of multiple sectors and tiers to help keep our city as a healthy environment. We have taken our own surveys among our participants and found out that many of them would compost if they knew how, and many of them didn't even know what composting was. Many of our participants are not aware of the environmental harms that we so easily contribute to, that also ends up polluting our same neighborhoods through air, soil, and water quality. While we are focusing primarily on youth, we have to include the parents to make this a successful program, in which we plan to.

We serve blacks and latinx underserved populations who are food insecure, 23.3 % of the population is determined to live in poverty, higher than the US national average of 13.1%.

We serve around 56 individuals, elders, and families who are low income, under or uninsured, and are food insecure. Besides the food, we also offer toxic stress mitigation and prevention services, such as free therapy/support groups.

Our communities are looking for partnerships who value trust and are willing to support their long term wealth building mindsets, as well as immediate needs. Hope to Thrive in its mission to be holistic in our operations, works with our communities, as we are the community. The volunteers and workers live and work in the neighborhood, and currently have achieved a high enough fundraising base that we can pay employees, staff, and provide office space, after a year of programming together.

J2. Describe the short-term impacts of the project/program and how they align with the community need identified above.

The short-term impacts of the project is giving the youth a productive activity that they can feel good about, so they can get praise, build safe and nurturing relationships, and build skills and knowledge in areas that may be new to them. We are happy to build up our communities and youth. The short term impacts directly feeds into the community need above because so many of our youth have little to do in this neighborhood, as shown by the interest in the youth to volunteer or the adults to help support the youth through scholarships. The scholarships were named because the NAACP wanted to support graduating youth, and our program was a way for that to be achieved, give them something positive to write on their college applications, and to award them for their service to community.

J3. Describe the long-term impacts of the project/program and how they align with the community need identified

above.

Over the three years we expect that several youth would have gone through our program. At least 3 youth will be seniors, and we think that this program will house at least 21 unduplicated youth, on average 15 per year. The long term impact is teaching healthy soil, air, and water quality, building social capital in this neighborhood, and providing interracial, intercultural, and intergenerational experiences.

J4. Referencing previous section on outcomes, describe how the impacts noted above will be measured.

Because we are doing different levels of educating and engagement, we will default to our evaluators, but from what we have previously used, we will use pre and post tests, skills based assessments, and how many youth completed the program and for how long they stayed.

K. Funding Stability

Completed by joytwilliams@gmail.com on 4/25/2022 3:02 PM

Case Id: 15275

Name: Youth Creating Safe and Secure and Liveable

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K. Funding Stability

Please provide the following information.

Funding stability is an assessment of both the organization's annual funding and the planned funding mechanism for the project/program from grants, donations, sales, and other income generators. To the extent possible, the City wishes to ensure applying entities have sustainable funding sources outside the City's ARPA allocation. An entity will be deemed as having superior funding stability if it demonstrates at least three years of sustainable grant, contribution, and/or fee-based revenues to cover operating costs. The entity must also demonstrate commitments from other organizations to cover the full cost of project deficits or future-year operating costs (in combination with realistic fee-based revenue assumptions).

K.1. Have your organization's operating revenues covered operating expenses the last three years?

Yes

K.2. Approximately what percentage of your organization's total budget is covered by competitive grants that you must re-apply for?

65.00 %

K.3. What percentage of your project/program's budget is covered by City ARPA funds as part of this request?

79.00 %

K.4. Please provide narrative on funding for this program after City ARPA funding has been exhausted.

We currently are engaging in these activities. However, what is unique is that we are scaling up and providing more capacity in terms of equipment. We have the storage capacity of the equipment, the personnel to operate it, and the current staff to run the program.

The current proposal to scale up is unique to the Transformative Grant process that the The City of Winston Salem is offering through the ARPA funds. As such, we are considering this project as a unique opportunity to be a catalyst to help jump start or enhance the City's efforts to bring resources and to help turn the tide of the pandemic within the hardest hit communities, being aligned with the City's Strategic Plan.

"The City Council has approved a process for providing grants to non-profit organizations to fund "transformative" programs that address such social and economic needs as poverty alleviation, job training and economic mobility. Through the transformational grant program, the city of Winston-Salem seeks to move the needle on key components of the city's strategic plan, which trigger a profound, ripple effect of positive, multidimensional changes. Further, the city seeks to place equity at the forefront of the application, transforming historically significant and deeply disinvested low-income communities."

Further, Scott Tesh, the City's Budget and Performance Management Director, says that, "...the scoring matrix is probably going to provide a higher level of funding to those more transformational projects that have additional

community impact so any non-profit may apply for any amount of money as long as they have been in service for a year but the intent is to create some sort of transformational change in the community so I would suggest that those that are new projects or expanded projects or programs are probably the types of thing that that the City Council would be looking for as part of a transformational grants process."

After the proposed project is completed, if the Board of Hope To Thrive, the community in which we are serving, and other stakeholders deem that this project is needed as well as should continue, then we will fold this project into the regular programming of Hope To Thrive and include it within our usual fundraising plan which includes public and private donations, grants, sponsorships, and sales.

K.5. Please attach commitment letters from other organizations showing financial support for the project/program.

Commitment Letters

***No files uploaded*

L. Representation

Completed by joytwilliams@gmail.com on 4/25/2022 3:03 PM

Case Id: 15275

Name: Youth Creating Safe and Secure and Liveable

Address: *No Address Assigned

L. Representation

Please provide the following information.

Representation deals with how diverse an organizations leadership is compared with community demographics, which includes Winston-Salem's race/ethnic backgrounds as well as gender. Local non-profit organizations should reflect the communities they serve. Since organizations are requesting to receive ARPA funding through the City, we must ensure these entities hold themselves accountable to having diverse staff and leadership panels

L.1. Provide a list of board members including the race, ethnicity, and gender identification for each member.

Name	Race	Ethnicity	Gender Identification
Angela Allen	Latinx/White	Mixed	Female
Pilar Horne-Davis	Black	Unknown	Female

M. Required Documents

Completed by joytwilliams@gmail.com on 4/25/2022 3:06 PM

Case Id: 15275

Name: Youth Creating Safe and Secure and Liveable

Address: *No Address Assigned

M. Required Documents

Please provide the following information.

For North Carolina Secretary of State - Current and Active Status, [Click Here](#)

Documentation

Code of Conduct/Conflict of Interest Policy *Required

Conflict of Interest.pdf

Copy of the agency's latest 990 Form as submitted to the Internal Revenue Service *Required

Manage Form 990-N (e-Postcard)Accepted.pdf

Organization By-Laws *Required

Bylaws (Hope to Thrive) (2.28 w.o TC).docx.pdf

Articles of Incorporation *Required

50387_Certified AOI-Hope to Thrive.pdf

Organization Policies (including personnel, formal non-discrimination, procurement, accounting, etc) *Required

Hope To Thrive Policy and Procedures Phase I.pdf

IRS 501(c)3 Designation Letter *Required

IRS+exempt+notice+(1).jpg

 **Most recent audited financial statements or a third-party review *Required**

50382_Hope To Thrive Financial Review 2022.docx.pdf

 **North Carolina Secretary of State - Current and Active Status *Required**

50383_Hope To Thrive active status 2022.pdf

N. Submit

Completed by joytwilliams@gmail.com on 4/25/2022 3:06 PM

Case Id: 15275

Name: Youth Creating Safe and Secure and Liveable

Address: *No Address Assigned

N. Submit

Please provide the following information.

I certify that all information entered into this application is true.

Joy T. Williams

Electronically signed by joytwilliams@gmail.com on 4/25/2022 3:06 PM

04/25/2022