

LARAMIE COUNTY CLERK BOARD OF COUNTY COMMISSIONERS AGENDA ITEM PROCESSING FORM

1. DATE OF PROPOSED ACTION: April 15, 2014

2. AGENDA ITEM: Appointments Bids/Purchases Claims

Contracts/agreements/leases **Grants** Land Use: Variances/Board App/Plats

Proclamations Public Hearings/Rules & Reg's Reports & Public Petitions

Resolutions Other

3. DEPARTMENT: Grants

APPLICANTS: Boys and Girls Club, CLIMB Wyoming, High Country Consulting, WHMI Strong Families Strong Wyoming and WYFHOP

AGENT: Sandra Newland

4. DESCRIPTION: Consideration of a resolution authorizing the submission of five Temporary Aid to Needy Families (TANF) Community Program Initiative (CPI) grant applications to the Wyoming Department of Family Services to fund programs undertaken by the Boys and Girls Club, CLIMB Wyoming, High Country Consulting, WHMI Strong Families Strong Wyoming and the Wyoming Family Home Ownership Program in Laramie County.

AMOUNT REQUESTED: \$200,385

TERM: October 1, 2014-September 30, 2015

5. DOCUMENTATION: 2 originals

RECEIVED AND APPROVED AS
TO FORM ONLY BY THE
LARAMIE COUNTY ATTORNEY

Clerks Use Only:

Signatures

Commissioner

Ash _____

Hasenauer _____

Holmes _____

Humphrey _____

Thompson _____

Action _____

Postponed/Tabled _____

Co Attny _____

Assist Co Attny _____

Grants Manager _____

Outside Agency _____

RESOLUTION _____

ENTITLED: "A RESOLUTION AUTHORIZING THE SUBMISSION OF FIVE COMBINED APPLICATIONS FROM THE LARAMIE COUNTY BOARD OF COMMISSIONERS TO THE WYOMING DEPARTMENT OF FAMILY SERVICES FOR THE TEMPORARY ASSISTANCE TO NEEDY FAMILIES, COMMUNITY PROGRAM INITIATIVE TO FUND THE BOYS AND GIRLS CLUB, CLIMB WYOMING, HIGH COUNTRY CONSULTING, WHMI STRONG FAMILIES STRONG WYOMING AND THE WYOMING FAMILY HOME OWNERSHIP PROGRAM IN THE AMOUNT OF \$200,385.00."

Whereas, the State of Wyoming receives TANF funds from the Federal Office of Health and Human Services and;

Whereas, the State of Wyoming distributes a portion of these TANF funds to Wyoming Counties and;

Whereas, the Laramie County Board of Commissioners is eligible to apply for and receive TANF funds and;

Whereas, the Laramie County Board of Commissioners made public notice and conducted a public hearing to solicit eligible projects and applications and;

Whereas, the Laramie County Board of Commissioners has full knowledge of and supports these five applications.

THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF LARAMIE COUNTY, WYOMING

That an application be submitted to the Wyoming Department of Family Services for TANF program funds for the 2014-2015 program year in the amount of \$200,383.00 to fund programs conducted by the Boys and Girls Club (\$50,000), CLIMB Wyoming (\$75,000), High Country Consulting (\$30,090), WHMI Strong Families Strong Wyoming (STRIVE) (\$40,655) and the Wyoming Family Home Ownership Program(\$4,640).

That the Laramie County Board of Commissioners endorses this combined grant application for TANF funds to support programs in Laramie County.

That Sandra Newland, or her successor, in the position of the Laramie County Grants Manager, be appointed as the agent of the Laramie County Board of Commissioners to execute and submit applications and certifications for these funds and to receive funds and implement the programs funded under this grant.

PRESENTED, READ AND ADOPTED THIS 15th DAY OF APRIL 2014.


Diane Humphrey, Chairman

ATTEST:

Debbye K. Lathrop, Laramie County Clerk

Date

Received And Approved As To Form Only By:



Mark Voss, County Attorney



Date

Temporary Assistance For Needy Families Community Partnership Grant Application

Community name: Cheyenne

County(s)/Tribe: Laramie County

Name, organization, address, phone, fax, email for the Primary Contact:

Baylie Evans; Boys & Girls Club of Cheyenne, 515 W. Jefferson Cheyenne, WY 82007; 307-778-6674 phone; 307-778-6694 fax; bevans@bgcchey.org

Name, address, phone, fax, email for the person who will be monitoring the program:

Rolinda Sample; 515 W. Jefferson Cheyenne, WY 82007; 307-778-6674 phone; 307-778-6694 fax; rsample@bgcchey.org

Program name: Boys & Girls Club of Cheyenne Scholarships

TANF purpose(s) addressed in project (list the purposes):

The Boys & Girls Club of Cheyenne meets all four TANF purposes.

- Provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives;
- End the dependence of needy parents on government benefits by promoting job preparation, work and marriage;
- Prevent and reduce out-of-wedlock pregnancies and establishing annual numerical goals for preventing and reducing the incidence of these pregnancies; and
- Encourage the formation and maintenance of two (2) parent families.

Program description: The Boys & Girls Club of Cheyenne will offer scholarships to low-income families in order to make their children's attendance and participation at the Club possible.

Youth only pay \$10 for an entire year of membership at the Club. That grants them access every day from 2 until 7 p.m. on regular school days. However, the Club charges \$5 per day on days with extended hours, like no-school and early release days. We also charge \$20 per month for busing on Club buses, which run to 12 schools that are not serviced by the school district for free. Finally, our all-day Monday through Friday 10-week summer program costs \$950 for 2014, with anticipated cost up to \$1,100 for the summer of 2015.

Local Cost Comparison:

Program	After-school Cost	2014 Summer Cost
Boys & Girls Club	\$10 per year	\$950
City's Latchkey	\$185 per month (only through 6 th grade)	\$1,000
YMCA	\$200-\$275 per month (only through 6 th grade)	\$1,350 to \$1,650
St. Mary's School		\$1,800 (ages 3-10)

Despite the Club's low cost, the fees – especially for the summer program – can be prohibitive to attendance. The Wyoming Department of Family Services will subsidize these costs for qualifying families, but that assistance is unavailable for children over 12 years old. We feel that kids over 12 are especially in need of supervision and guidance to prevent unwed pregnancies, encourage two-parent families and support parents working toward or maintaining self-sufficiency and harmony at home. Besides the Club, there is a lack of organized, supervised and engaging activities for teens and pre-teens in Cheyenne.

In order to make attendance possible, we have offered scholarships to families in need. However, as of January 2014, we had \$65,980 in scholarship requests and only \$5,000 in available funds for scholarships. There were 33 requests for busing scholarships, 38 requests for no-school days, 36 requests for the \$10 annual membership fee and 61 requests for the summer program. We had 15 total applications for kids who are 12 years old or older and are no longer eligible for state childcare assistance. These are all requests from low- to moderate-income working families. As we open our new facility later in 2014, we expect to double our capacity for kids, therefore likely at least doubling the need for scholarships.

Is this program different than previous programs operated with TANF funds in the past? Yes ☒ No ☐ **If so, how is it different?** In the past, we have received funding specifically for our SMART Girls, Date SMART and Passport to Manhood programs. While we will still continue to run those programs, funding for scholarships would allow us to help more families and more kids would get the chance to benefit from those great programs as well as dozens of others.

Area(s) served: Laramie County and Cheyenne. About 80 percent of our membership lives in the city of Cheyenne with the other 20 percent living elsewhere in Laramie County.

Population served: Scholarship funds will directly serve youth ages 6 to 18 who are living at or below the TANF Federal Poverty Level based on annual self-

reports. Any child between 6 and 18 years old may become a member of the Club. We have traditionally served lower income families; 58% of our members qualified to receive free or reduced-price lunches at school. Also, 55% live in single-parent homes. Low- and moderate-income families – especially those with single parents or kids over 12 years old – often have few or no options for supervision during non-school hours.

Beginning and end date of program: Oct. 1, 2014 to Sept. 30, 2015

Projected number of individuals served by this program: Approximately 50 to 250 kids would receive scholarships depending on their need. For example, some may only need the \$180 for transportation for 9 months. Others may need scholarships for the summer program fee of \$1100 and do not qualify for DFS assistance. There are approximately 3,000 youth who attend schools within one mile of our new facility in south Cheyenne. We anticipate an increase in the number of families interested in our program, as indicated by 25 new members signing up in the first week of opening at the new location and 40+ on the waiting list now, without marketing our program.

Program availability: when is the program offered (e.g. time of day, how often, time of year)? We are open year-round. On regular school days, we are open from 2 until 7 p.m. On early release days we are open from 11 a.m. to 6 p.m. On no-school days and during the summer, we are open from 7:30 a.m. to 6 p.m.

Intent of the program: The Club is working to support youth by providing academic support and guidance toward making healthy choices and developing strong leadership and character traits. It is addressing all four of the TANF purposes:

- By keeping our membership fees low, we are helping family budgets stretch and allowing parents the freedom to work or attend school. Children in financially stable homes are more likely to be raised at home.
- Our program supports working parents by staying open until 7 p.m. and giving them peace of mind while at work. It is also helping to guide the next generation of employees and parents toward self-sufficiency with programs like financial literacy and career launch as well as building lasting relationships with programs like Date SMART.
- Simply by providing supervision and engaging activities, the Club is helping to prevent out-of-wedlock pregnancies. However, the Club is also providing information, guidance and mentorship with programs like SMART Girls, Passport to Manhood and Date SMART.
- The Club helps to take some of the pressure off of parents financially and by providing homework help, mentoring, etc., which can strengthen relationships at home. We are also helping our members develop healthy and realistic attitudes about their current and future relationships.

Goals of the program: Our overall goal is to equip all of our members with the tools and skills they need to graduate high school on time and with a plan for the future. That means supporting their academic success, guiding them toward making healthy choices and developing their character and leadership skills.

Specifically for this request, our goal is to increase the number of TANF-eligible kids who attend the Club after school and/or during the summer who would otherwise be left unsupervised or caring for younger siblings. By attending the Club, the kids will participate in programming to develop their financial literacy, career and college readiness, character and leadership and more.

List performance measures on each goal that will be used to evaluate the program's success: Provide 50 to 250 full or partial scholarships to TANF-eligible kids for the afterschool and/or summer program where they will be able to engage in activities promoting academic success, healthy lifestyles and develop their leadership skills and character.

Quantify expected outcomes for each goal: We will track and report participation in the summer reading program as well as provide and track age-appropriate programming for character and leadership building and making healthy choices.

Describe data collection methods to be used and how data will be provided to validate outcomes: The Boys & Girls Club of Cheyenne uses Vision Membership Tracking software, which was designed for Boys & Girls Clubs. This software allows the Club to track demographics about every Club member including parent-reported household income, (more than 80 percent of Club members who live in Cheyenne attend a Title I school in Cheyenne) age, school attended, grade level, promotion to the next grade and frequency of attendance. Currently, the Cheyenne Club has 33% of members who attend two or more times per week, compared to 19-22% in Clubs within the state, region and nation. Each participant's performance on the pre- and post-tests for programs, attendance and graduation from each session will be tracked using this database.

For scholarship eligibility purposes, we rely on self-reporting of income and need from parents/guardians.

Provide an explanation of the results the program expects to achieve, how data will be collected, and how quality assurance will be conducted to validate measurements: We expect the program outcome to be 50 to 250 TANF-eligible families receiving scholarship assistance for the kids to attend the Club during the school year and/or the summer program. Attendance data will be collected through our Vision Membership Tracking software. We will do pre- and post-tests for our programs to assess their effectiveness. We will also be

participating in the National Youth Outcomes Initiative, which will allow us to compare our results and outcomes to Clubs across the country.

Resource gap(s) addressed by program: The prevalence of risk behaviors such as substance abuse and sexual activity among our community's youth point to a need for effective programming to provide knowledge, skills and peer-network resources to reduce these behaviors beyond those provided through the public school system.

Kidscount data found that, in 2008, 38 percent of Laramie County 10th graders reported that they used alcohol on one or more occasions during the past 30 days. In the same year, 17 percent of 10th graders reported having used marijuana at least once in the last 30 days. In 2011, 305 Laramie County students did not graduate high school and the Wyoming teen suicide rate continues to be more than double the national rate. There were 264 divorces involving children in Laramie County in 2009. Pregnancy among 18 and 19 year olds is 20% greater in Wyoming than the national rate.

Nationally, adolescents ages 15-24 account for nearly half of the 20 million new cases of STD's each year.^[1] Today, four in 10 sexually active teen girls have had an STD that can cause infertility and even death.^[2]

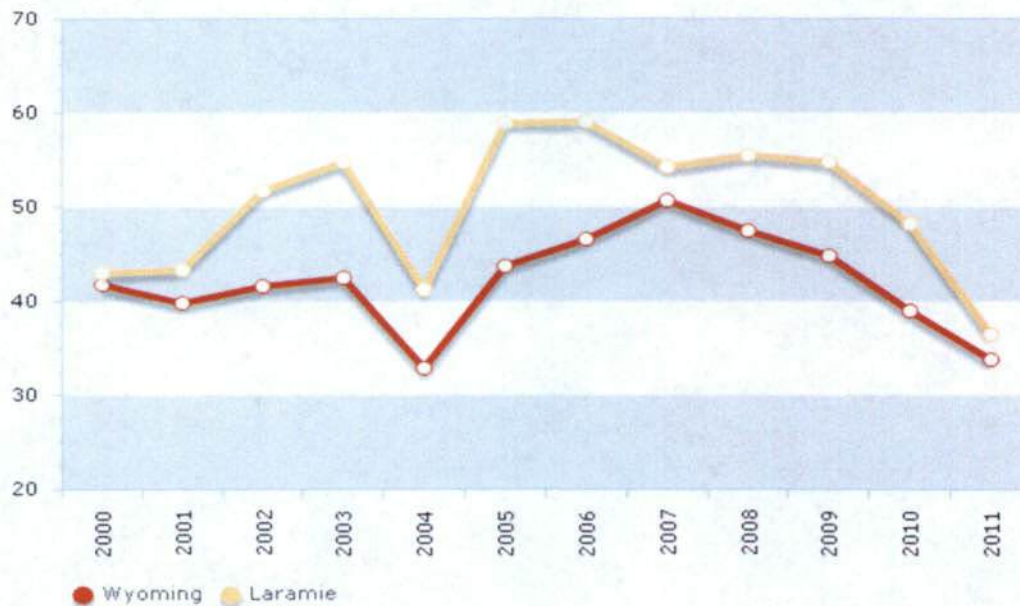
The 2011-2015 MCH Needs Assessment stated that the overall percent of all middle school students who reported ever having sexual intercourse in 2007 was 14.3%. Almost 50% of non-Hispanic white middle school boys reported having sex that year. Also, the overall percent of Wyoming students who ever had sex in 2007 was 47.2%. In Wyoming, two-thirds of Hispanic/Latino boys and two-thirds of Hispanic/Latino girls reported ever having sexual intercourse compared to about 45% each for white boys and white girls.

The Boys & Girls Club is working to prevent risky behavior and promote work ethic, good character and healthy choices among local youth now. The Club is also working to support families, which reduces abuse and neglect and allows parents to work toward or maintain self-sufficiency. We are looking toward the future and guiding our members toward responsible choices and healthy relationships as adults.

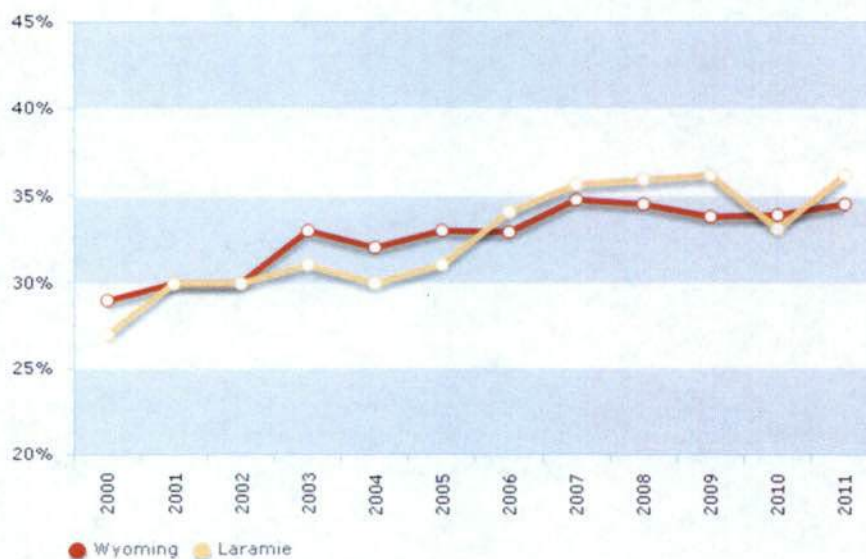
^[1]Centers for Disease Control and Prevention. (2013). *STD trends in the United States*. Atlanta, Georgia. Retrieved October 25, 2013, from <http://www.cdc.gov/std/stats11/trends-2011.pdf>

^[2]Forhan, S. E., Gottlieb, S. L., Sternberg, M. R., Xu, F., Datta, S. D., McQuillan, G. M., et al. (2009). Prevalence of sexually transmitted infections among female adolescents aged 14 to 19 in the United States. *Pediatrics*, 124(6), 1505-1512.

Teen birth rate: rate per 1000 female teens age 15-19 (Rate) – 2000 to 2011

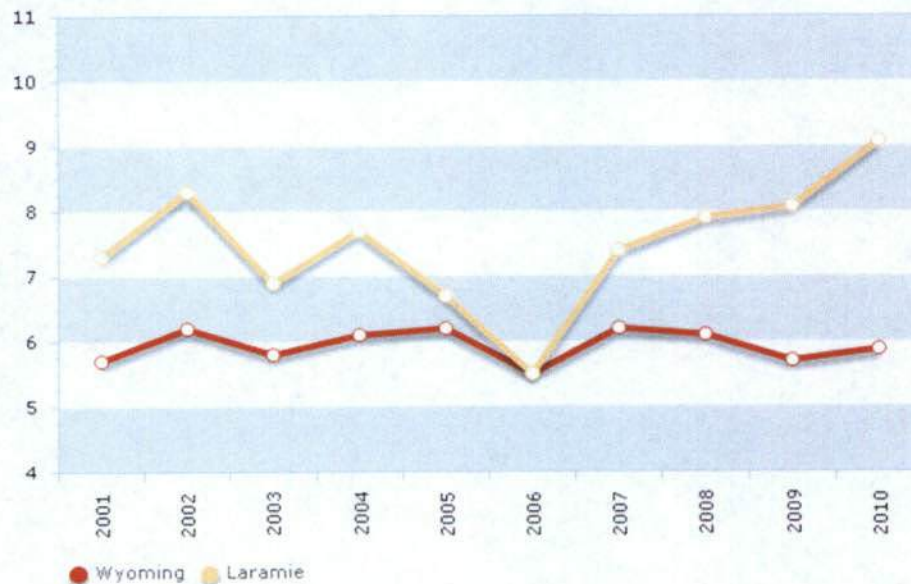


Births to unmarried mothers (Percent) – 2000 to 2011¹



The percentage of births to unmarried women in Laramie County has risen 33 percent from 27 percent in 2000 to 36 percent in 2011.¹

Domestic violence: rate per 1000 total population (Rate) – 2001 to 2010



The domestic violence rate (incidents per 1000 population) has increased since 2006.²

Description of how community wide collaboration in planning and implementation occurred: The Boys & Girls Club of Cheyenne collaborates with an array of national, state and local organizations to implement its programming. Nationally, the Boys & Girls Club has collaborated in the development and support of programming with the United States Department of Justice, Office of Juvenile Justice and Delinquency Prevention. At the state level and local level, the Club collaborates with the Wyoming Department of Family Services and a variety of other groups working to improve the lives of youth. We have worked with Laramie County School District #1 to provide transportation when possible as well as access to kids report cards and teachers, with parental permission.

We are also working with the Wyoming Alliance of Boys & Girls Clubs and the Daniels Fund to track outcomes of the statewide Cowboy Ethics program.

Additionally, we work closely with other local non-profits like the Foster Grandparents for volunteer mentors, CLIMB Wyoming for referrals and the Boy and Girl Scouts for outreach.

¹⁻² The Annie E. Casey Foundation, KIDS COUNT Data Center, www.kidscount.org/datacenter

Community partners involved in the program implementation. List resources to be provided by each partner:

- Foster Grandparents – volunteer mentors
- Wyoming Alliance of Boys & Girls Clubs and Daniels Fund – Cowboy Ethics
- Boy & Girl Scouts – Scouting activities for kids without the cost commitment
- LCSD#1 – Transportation and access to report cards, with parental permission
- United Way – program support
- Various program sponsors – program support

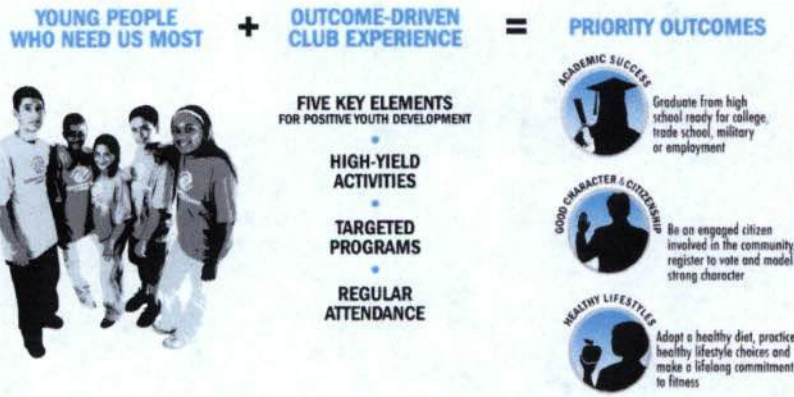
Describe data collection methods and how it was used to set priorities for families: Every Club member registers by having their parent/guardian complete a request for membership application. Information gathered from this application includes number of family members living in the household, annual income, if the student receives free or reduced lunches and which school he/she attends.

Parents also complete an application for scholarships, if they wish to apply. Through that application, we learn more about the family situation and can help determine how to help the applicant. For example, if they qualify for DFS assistance but aren't receiving it, we will steer them toward applying for that existing funding in order to save our scholarships funds for families who do not qualify for DFS, like for kids who are older than 12.

In addition to allowing us to better serve our families, the data from those applications has been useful to determine which schools need the Club to provide after-school transportation service and also implementing the USDA after-school snack program.

Describe what research based programs and strategies will be utilized to make the program successful: The Boys & Girls Clubs of America program has been making a difference in the lives of youth for more than 150 years. It has developed evidence-based and proven programs and practices such as Project Learn, SMART Leaders and SMART Girls. Programs are based on the Formula for Impact:

GREAT FUTURES START HERE FORMULA FOR IMPACT



Describe how the program will be sustained by the community beyond the funding period: The Boys & Girls Club of Cheyenne employs a full-time development professional who oversees all aspects of fundraising including grant writing (private, state and federal,) fundraising events and cultivates individual donors. The board of directors is highly engaged in the development of the Club and is currently implementing a capital campaign to move the Club to a new facility in South Cheyenne.

Describe the cost-benefits of providing this program: Teen childbearing costs U.S. taxpayers billions of dollars due to lost tax revenue, increased public assistance payments, and greater expenditures for public health care, foster care, and criminal justice services.^{[1],[2]}

Teen childbearing cost Wyoming taxpayers \$23 million in 2008. Taxpayer costs associated with children born to teen mothers included \$4 million for public health care (Medicaid and CHIP); \$3 million for child welfare; and, for children who have reached adolescence or young adulthood, \$10 million for increased rates of incarceration and \$5 million in lost tax revenue due to decreased earnings and

^[1]Hamilton, B.E., Martin, J.A., & Ventura, S. J. (2013). *Births: Preliminary Data for 2012*. Hyattsville, MD: National Center for Health Statistics. Retrieved September 30, 2013, from http://www.cdc.gov/nchs/data/nvsr/nvsr62/nvsr62_03.pdf

^[2]Hoffman, S. D. (2008). Consequences of teen childbearing for mothers: Updated estimates of the consequences of teen childbearing for mothers. In S. D. Hoffman, & R. A. Maynard (Eds.), *Kids having kids: Economic costs and social consequences of teen pregnancy* (2nd ed., pp. 74-92). Washington, DC: Urban Institute Press.

spending. Of the total teen childbearing costs to taxpayers in that year, 37 percent were federal costs and 63 percent were state and local costs.³

According to the Wyoming Department of Family Services, the cost to the state to house a child at the state Boys and Girls Schools in Worland and Sheridan is about \$150 per day, per child, with the average length of stay being nine months.

- Direct cost saving = \$40,500 (for nine-month stay for one youth)
- Cost savings of keeping one youth out of a drug and alcohol rehabilitation center = \$14,850 (Wyoming Department of Education, based on state paying for minor's treatment with an average stay of 90 days at \$165 per day average.)

The Boys & Girls Club program is cost-effective in terms of state government costs if it keeps one participant from a stay in the Boys or Girls School or it keeps three participants from undergoing drug and alcohol rehabilitation – or any combination of these costs and the reduction in the costs due to teen out-of-wedlock pregnancy.

PROPOSED BUDGET:

	Amount Requested from Proposal:		Summary and Justification for Budget Expense
	Program Services	Administration	
Salaries Admin: Activities spent managing the grant. Program: Wages for all staff who provide direct client services.	29,000	0	6-50% of wages for staff in various program areas including bus drivers, teen staff, year-round and summer program staff
Employer Paid Benefits Admin: Activities spent managing the grant. Program: Wages for all staff who provide direct client services.	-	0	Paid by other sources
Employer Payroll Taxes Admin: Activities spent managing the grant. Program: Wages for all staff who provide direct client services.	-	0	Paid by other sources
Supplies Admin: Supplies and expenses needed to manage	-	0	Paid by other sources

³ The National Campaign to Prevent Teen and Unplanned Pregnancy

the grant. Program: Supplies needed for instructor use.			
Recruiting and Marketing Cannot include promotional items.	-	0	
Travel Travel necessary to serve participants.	8,000	0	A portion of annual costs for busing including vehicle insurance, fuel, maintenance & licensing.
Rent and utilities Admin: Rent and utilities for time spent managing the grant. Program: Rent and utilities for space provided to direct services for participants.	13,000	0	A portion of annual electric and gas costs.
Participant Tuition and Class Fees	-	0	
Participant Class Supplies and Materials	-	0	
Participant License and Certification Fees	-	0	
Participant Drug and Aptitude Screening Can include other types of assessments.	-	0	
Work Support Services and Clothing	-	0	
Participant Wages	-	0	
Participant Fringe Benefits	-	0	
Participant Incentives	-	0	
Other Participant Needs Description	-	0	
Total Budget	50,000	0	Total Administrative costs cannot exceed 10% of your total Program Services costs
Number of Participants Planning to Serve	50-250	0	
Cost Per Participant	\$200 - \$1,000	0	Scholarships are awarded based on the needs of the family.

Budget amount requested: \$50,000

Certification: I certify to the best of my knowledge that the information contained in this application is correct. If awarded funding under this grant, I certify that this project will be conducted in accordance with the funding source requirements and the assurances provided within the application.

Signature of County Commissioner Chair
or Tribal Representative

Date

Temporary Assistance For Needy Families Community Partnership Grant Application

Community name: Laramie County

County(s)/Tribe: Laramie County

Name, organization, address, phone, fax, email for the Primary Contact: Molly Kruger, Program Director, 123 East 17th Street, Cheyenne, WY 82001, 307-778-0094 (phone), 307-778-0095 (fax), molly@climbwyoming.org

Name, address, phone, fax, email for the person who will be monitoring the program: Ray Fleming Dinneen, Executive Director, 1001 West 31st Street, Cheyenne, WY 82001, 307-778-4126 (phone), 307-778-1867 (fax)

Program name: CLIMB Wyoming

TANF purpose(s) addressed in project (list the purposes):

- Primary purpose: To end the dependence of needy parents on government benefits by promoting job preparation and work.
- Secondary purpose: To provide assistance to needy families so that children may be cared for in their own homes.

Program description: CLIMB Wyoming focuses on training and placing single mothers in careers that create a pathway out of poverty for herself and her children. CLIMB Wyoming understands that successfully moving our target population out of poverty takes much more than job training. Our innovative therapeutic model includes group and individual counseling, life skills and parenting classes, financial education and peer group support. In offering comprehensive services, we better prepare our participants for long-term success in the workplace, their communities and their families.

The uniquely comprehensive CLIMB program model was developed in 1986 in Cheyenne. To meet Wyoming's workforce needs, the CLIMB programs help women enter a variety of occupations: construction and energy, healthcare, truck driving, office careers and more. Each program delivers the CLIMB program model key components, including:

Program Research and Planning: Program research and planning activities are conducted year-round, but become a strong focus for approximately two to four months prior to the comprehensive training start date. During program research and planning, CLIMB staff research and identify career opportunities in growing fields, then engage and survey businesses and industry groups within these

growing fields. Then, based on the businesses' input, staff work with a community college or private training entity to develop a curriculum that trains for the occupation's required knowledge, skills and abilities. This research and planning phase ensures that staff will be able to place participants in long-term job opportunities during job placement. This research also ensures that job placements allow the participants to earn a wage that moves them toward self-sufficiency and offers them opportunities for long-term employment.

Participant Recruitment: Participant recruitment activities are also conducted year-round, but become more intense approximately two months prior to the comprehensive training start date, and after the research and planning activities for the program have been completed and requirements of the training and employment are known. CLIMB's unique participant recruitment approach is vital to connecting well-matched, qualified and ready-to-work individuals to high-quality jobs during job placement. This phase is also the first opportunity for CLIMB to demonstrate to candidates how the CLIMB program is different from other programs that they may have encountered.

During recruitment, CLIMB program staff members work hard to locate low-income single mothers who are most in need. These mothers often feel they cannot successfully complete the program due to the personal challenges in their lives. Program staff members assist and coach candidates to overcome obstacles such as low self-esteem, childcare, transportation and housing so that they can participate. Each CLIMB program serves ten to eleven low-income single mothers who complete the program as a group. Over the course of the program, this group evolves into a strong peer support network which lasts well beyond the end of the program.

Comprehensive Training: Comprehensive training lasts approximately two to four months, depending on the job training curriculum. CLIMB's participants are strong women who can meet Wyoming's critical workforce needs. Comprehensive training develops the participants' strengths and builds upon them through extensive training in high-demand, high-growth occupations that lead to self-sufficient wages. CLIMB participants are guided through job training and also receive services that allow them to begin to address personal barriers to success. The comprehensive training phase includes industry specific training, work readiness training, life skills training, parenting skills training, mental health services (including both group and individual counseling provided by a Licensed Mental Health Provider) and advocacy services.

Job Placement: Job placement includes six to eight weeks of subsidized work experience followed by long-term placement. Staff members place participants into positions where they will be able to take what they learned during comprehensive training and transition it to on-the-job training, allowing them to build upon the skills they learned during training. Staff members work closely with local businesses to commit to the program and consider the participants for a

work experience placement and long-term placement to help them and their families obtain self-sufficiency. Employers are reimbursed during the six to eight week work experience, and staff members work closely with each employer to ensure that the participants are meeting appropriate expectations and to offer additional support or training as needed.

Ongoing Support: Due to the comprehensive nature and intensity of the CLIMB program model, it is important that CLIMB prepares the participants to maintain the success they have gained. Life changes come slowly and staff members support participants in meeting challenges as they arise. Ongoing support has proven to be as important to the participants' long-term success as the participant recruitment process. To continue to support the participants, CLIMB staff members meet with graduates after they finish the program to sustain success in the workplace and family stability. Staff members and graduates meet as a group to discuss life challenges and possible solutions as well as continually review community resources.

In Laramie County, 708 TANF eligible single mothers and over 1,500 children have been served by a CLIMB program. The participants demonstrate the following outcomes:

- 89% successfully graduated from the CLIMB program.
- 43% were employed when they entered the program; however 77% were employed two years after completing the program.
- Monthly wage income for employed clients increased from \$970 before the program to \$2,046 two years after program completion.
- 55% of clients utilized food stamps prior to entering the program; however, 41% utilized food stamps after completing the program
- The percentage of participants on public health care programs fell from 36% prior to entering the program to 15% after completing the program.

Is this program different than previous programs operated with TANF funds in the past? Yes ☐ No ☒ If so, how is it different?

Area(s) served: Laramie County

Population served: Low-income single mothers living at or below 185% of the Federal Poverty Level.

Beginning and end date of program: October 1, 2014 - September 30, 2015

Projected number of individuals served by this program: 50 single mothers and 90 of their children.

Program availability: when is the program offered (e.g. time of day, how often, time of year)? The Laramie County CLIMB program offers two training sessions per year, each lasting approximately 6 months from recruitment through

end of final placements. The intensive training sessions are approximately 8 to 10 weeks long. The training days are full days that run approximately 8 am to 5 pm.

Intent of the program: The intent of every CLIMB Wyoming training program is to ensure that low-income single mothers receive the training, skills, and support necessary to reach economic self-sufficiency and to succeed long-term in all aspects of their lives. The objectives are that graduates are trained and placed in high quality jobs, increase their incomes to livable wages, reduce dependence on government benefits, and learn the skills needed for successful relationships at home and at work.

Goals of the program: Using the outcome data collected from participants enrolled in the program, performance will be measured using the following:

- Training completion.
- Increase of the employment rate for participants from pre- to post-program.
- Increase of the average monthly wage for participants from pre- to post-program.
- Decrease of the dependence on food stamps for participants from pre- to post-program.
- Decrease of the dependence on public healthcare for participants from pre- to post-program.
- List performance measures on each goal that will be used to evaluate the program's success:
 - 80% of participants who enter a program will successfully complete it. Historically, 89% of Laramie County CLIMB participants have completed the program.
 - 75% of program graduates will be employed after program completion. Historically, 77% of Laramie County CLIMB participants have gained employment post-program.
 - The target wage post-program will be a wage that moves participants towards self-sufficiency based on the Wyoming Self Sufficiency Standard. Historically, monthly wage income for employed clients increased from \$970 before the program to \$2,046 two years after program completion.
 - 50% of program graduates who enter the program utilizing food stamps will show a decrease in the dependence on food stamps. Historically in Laramie County, 55% of clients utilized food stamps prior to entering the program; however, 41% utilized food stamps after completing the program
 - 50% of program graduates who enter the program utilizing public healthcare will show a decrease in the dependence on public healthcare. Historically, the percentage of participants on public health

care programs fell from 36% prior to entering the program to 15% after completing the program

- Quantify expected outcomes for each goal:
 - Approximately 40 of the 50 participants who enter the program will successfully complete it.
 - Approximately 30 of these program graduates will be employed after program completion.
 - Approximately 30 of these program graduates will be earning a wage that moves them towards self-sufficiency based on the Wyoming Self Sufficiency Standard.
 - Approximately 14 of the 28 program graduates who enter the program utilizing food stamps will show a decrease in their dependence on food stamps.
 - Approximately 9 of the 18 program graduates who enter the program utilizing public healthcare will end their dependence on public healthcare.
- Describe data collection methods to be used and how data will be provided to validate outcomes: CLIMB Wyoming has extensive experience collecting data on program participants. CLIMB's data collection system is designed to respond to the requirements of TANF programs. Staff members track the number of participants who enroll in and complete the program; the number of participants who acquire employment; and changes in hourly wage rates, childcare assistance, food stamps and health care status before and after the program to evaluate levels of reliance on state assistance. A pre- and post-program mental health assessment identifies mental health symptoms and tracks decreases in symptoms post program.

Data will be provided in quarterly reports to validate outcomes. Quarterly reports will include training completion, hourly wage pre-program and hourly wage post-program. These quantitative goals were selected because they can be consistently tracked and verified using participant or employer interviews and public records.

- Provide an explanation of the results the program expects to achieve, how data will be collected, and how quality assurance will be conducted to validate measurements: CLIMB Wyoming has a proven track record of meeting and exceeding the results the program expects to achieve (listed above) and is committed to continuous improvement.

Since 2004, CLIMB has tracked the progress of program participants for a full year after completing the program. Participant data is collected at the following post program intervals: work experience placement, first

unsubsidized placement, and 3-months, 6-months, 9-months and 12-months after program completion.

Staff members utilize participant self-report forms, staff observations, participant interviews and participant records to document each participant's program outcomes. Data will be tracked in CLIMB's customized database and reviewed regularly by the Fiscal/Research Administrator to ensure accuracy. Progress reports for the TANF grant will be supplied to the Department of Family Services and county representatives as outlined in the special provisions.

In 2005, CLIMB also began partnering with the Wyoming Survey and Analysis Center (WYSAC) to conduct second year follow-ups and provide independent quality assurance. WYSAC staff members use the same standardized interview questions to collect outcome data on each participant at the following intervals: 15-months, 18-months, 21-months and 24-months after program completion. This data is also entered into CLIMB Wyoming's centralized database and reviewed by the Fiscal/Research Administrator.

Resource gap(s) addressed by program: There is an acute and widespread need in Wyoming for programs that help low-income single mothers and their children transition out of poverty. Nearly half of Wyoming families living in poverty are headed by single mothers. Within this population, there is a high degree of substance abuse, mental health disorders, family violence, child behavior problems, use of foster care, and legal challenges. These factors make this population one of the most at-risk and difficult to reach and can have a significant impact on community and public resources. Furthermore, the future opportunities for the children in this population decrease. Forty-two percent of U.S. children born to parents at the bottom of the income ladder remain at the bottom as adults (PCT 2011).

CLIMB Wyoming focuses on addressing the primary needs of the single-mother to create a pathway out of poverty for herself and her children. CLIMB Wyoming understands that successfully moving our target population out of poverty takes much more than job training. CLIMB Wyoming incorporates not only the components necessary to help low-income single mothers move toward self-sufficiency, financial independence and family stability through job training and placement, but also services that extend well beyond these job-related components. Our innovative and unique mental-health based program includes group and individual counseling, life skills and parenting skills training, financial education and asset building and peer group support. In offering comprehensive services, we better prepare our participants for long-term success in the workplace, their communities and their families. This combination of services allows single mothers we serve to overcome their personal barriers to success and make permanent life changes for themselves and their children.

Description of how community wide collaboration in planning and implementation occurred: In Laramie County, CLIMB has identified effective and innovative ways to maximize the services provided to participants through collaboration. CLIMB Wyoming operates as a broad-based, community effort, involving government agencies – in particular the Departments of Family Services and Workforce Services – to identify and address the needs of the working poor and prevent duplication. CLIMB programs strive to ensure efficient use of funds by avoiding any duplication of services and a streamlined referral process making certain clients are receiving the most appropriate services available. Private businesses in the Laramie County are essential partners as they share their workforce needs and provide jobs to program graduates.

During the program planning phase, CLIMB staff research and identify career opportunities in high-demand fields, engage and survey businesses and industry groups within these high-demand fields and then, based on input from potential employers, work with community colleges, private training entities and employers to develop a 8 to 10 week training curriculum that includes the required knowledge, skills and abilities for that industry. During program research, staff gathers information from employers within the industry regarding wage, current demand, duties and responsibilities, type of training and career paths. Effective research, planning and training ensures that employer needs are met and participants will be placed into long term job opportunities with a self-sufficient wage and opportunities for career growth.

During the job placement phase, CLIMB Wyoming Business Liaisons work closely with Laramie County employers to support the transition from the comprehensive training phase to on-the-job training. CLIMB staff meets with potential employer partners and gathers information about wages, benefits and opportunities for promotion, prioritizing jobs that will lead to the end goal of long-term employment. Once a job opening is identified and a participant has been matched to the opening, the Business Liaison serves as a participant advocate to negotiate details of employment including wage, work conditions and benefits.

The job placement phase provides compensation to the employer for the first six weeks in exchange for on-the-job training, work experience and additional support that otherwise would not be provided to a new employee. This phase helps transition the participant from training to becoming a reliable, long-term employee. Each participant receives a minimum of two work experience performance evaluations throughout the work placement. The purpose of these performance evaluations is to model effective, proactive, appropriate communication between supervisors and employees, to discuss performance and to identify ways the participant can improve. As the participant nears the end of the agreement, CLIMB staff review the performance evaluations and advocate with the participant to transition into a permanent position. Staff takes both the

participant and employer needs into consideration to ensure long-term success for all parties.

Community partners involved in the program implementation. List resources to be provided by each partner:

Over the past year, Laramie County CLIMB has collaborated with the following organizations and individuals for participant referrals, specialized services to CLIMB program participants, and life-skills instruction: American Legacy Martial Arts LLC, Aspen Wind, Attorney James Learned, Attorney Mark Macy, Bodylines, Boot Barn, Cheeks, Cheyenne Auto Repair, Cheyenne Health and Wellness Center, Cheyenne Healthcare Center, Cheyenne Nonprofit Network, Cheyenne Regional Medical Center, Child Support Services, Children's Law Center, Circles, City of Cheyenne, College Drive Urgent Care, Community Action of Laramie County, Dawn Puente - Mock Interviewer, Department of Family Services, Department of Workforce Services, Dixie Roberts - Mock Interviewer, First Cheyenne Federal Credit Union, Ginny Mahoney-Mock Interviewer, Goodwill, Greater Cheyenne Chamber of Commerce, Head Start, Jay Harnish - Mock Interviewer, JC Penney, Jerry Gallegos, Josh Christie, Julie's Career Closet, Kathleen Peterson - Budgeting, Laramie County Community College, Laramie County Community Partnership, Laramie County Library, Larry Gregory - Mock Interviewer, Legal Aid of Wyoming, Lowes Distribution Center, Luke Norton - Mock Interviewer, Marian Schulz-Mock Interviewer, Murdoch's, Pathfinder, Peak Wellness Center, Pennie Hunt Robinson - Mock Interviewer, Renee Macey - Mock Interviewer, Ronn Jeffrey, Safehouse, Sally Belcher, Sierra Hills, Sierra Trading Post, South High School, Special Friends, The Herrera Family, United Way of Laramie County, US Federal Probation and Parole Officers, Walmart Distribution Center Women's Civic League of Cheyenne, Wyoming Center for Legal Aid, Wyoming Family Home Ownership Program, Wyoming State Bar, YMCA, and Youth Alternatives.

Over the past year, Laramie County CLIMB has collaborated with the following companies for job placements and industry research: 4 Quarters Excavation, Aspen Wind Assisted Living, BioLife Plasma Center, Cheyenne Health and Wellness Center, Cheyenne Healthcare, Cheyenne Regional Medical Center, Cheyenne Regional Physician's Group, Croell Ready-Mix Inc., Echo Star, Express Employment Professionals, Gregory Piping Systems, Healthcare Provider Education Center, Kindred Transitional Care and Rehabilitation, Knife River Corporation, Laramie County Community College, Laramie County School District #1, Lowe's Distribution Center, Mountain West Commercial Driving School, Peak Wellness Center, Plumbers and Pipefitters UA Local 192, RAM Trucking Inc., Sierra Hills, Sierra Trading Post, Simons Contractors, Tarpon Energy, The Office Assistant, Titan Rentals, Wal-Mart Distribution Center, Western Trucking, WIN Health, and Wyoming Institute of Population Health.

Describe data collection methods and how it was used to set priorities for families: CLIMB has tracked the progress of program participants for a full year after completing the program. Participant data is collected at the following post program intervals: work experience placement, first unsubsidized placement, and 3-months, 6-months, 9-months and 12-months after program completion. Staff members utilize participant self-report forms, staff observations, participant interviews and participant records to document each participant's program outcomes.

Describe what research based programs and strategies will be utilized to make the program successful: CLIMB Wyoming's research-based model is based on over 27 years of successfully helping low income single mothers achieve and maintain self-sufficiency. The model was developed in Cheyenne in 1986 for young, single mothers ages 16 to 21. Recognizing this successful paradigm and the need to reach more single mothers, Wyoming community partners collaborated in late 2003 to aggressively expand the model to serve low-income single mothers of all ages across the state. The CLIMB program model has been refined over more than 27 years to best meet the needs of low-income single mother families. CLIMB Wyoming has extensive knowledge and research on providing successful programs for the TANF population and will assist others in making services available to low-income families in Wyoming.

In 2012 CLIMB Wyoming was selected by the U.S. Department of Health and Human Services as one of the top 10 innovative and high performing organizations in the nation helping move low income families out of poverty. This recognition is a result of CLIMB's remarkable outcomes, evidence-based model, sophisticated data collection and ability to utilize data to drive program decisions.

Describe how the program will be sustained by the community beyond the funding period: To ensure funding, CLIMB Wyoming has worked over the past 27 years to sustain its programs through two important components: (1) Institutional and Program Sustainability – the capacity to maintain program integrity through continued strong leadership, skilled staff, and a solid base of community volunteer leaders; and (2) Financial Sustainability – the ability to continue to generate revenue to support CLIMB programs.

Institutional and Program Sustainability: CLIMB Wyoming program success is built upon a partnership between the CLIMB professional staff and the continued involvement of government, agency, and business leaders. CLIMB involves community leaders in collaborative planning, ongoing monitoring, and evaluation processes. CLIMB is committed to networking within the community and has established an effective public awareness program to provide community contacts with a continuous information source about programs and services.

Financial Sustainability and Strategic Planning: CLIMB Wyoming has successfully obtained funding for over 20 years. CLIMB Wyoming programs utilize a comprehensive fundraising program including:

- *Foundation and Corporate grant seeking*, which includes identification and outreach to appropriate prospects to help underwrite special needs and projects.
- *Major donor cultivation* to develop and secure an individual donor base with a capacity to have significant impact on CLIMB Wyoming activities.
- *Government grant seeking*, which includes identification of and application to appropriate federal, state and county requests.

CLIMB Wyoming is also investigating alternate ways to generate income. CLIMB Wyoming is currently developing an endowment that could over time offset a significant part of our operational budget. We are also in the research phase of generating earned revenue from our expertise through presentations and workshops and are exploring corporate partnerships.

Describe the cost-benefits of providing this program: The financial costs to the TANF CPI Program to support the Laramie County CLIMB program for one year will be \$75,000. The financial benefits to participants are that they increase their incomes to livable wages, reduce dependence on government benefits, and learn the skills needed for successful relationships at home and at work.

The program objectives also reach beyond the participants to:

Impact the Family Environment: The comprehensive CLIMB Wyoming program model addresses more than just job training and placement. Participants learn life skills including parenting, stress management and budgeting that improve their capacity for successful parenting and increase their ability to set a positive example for their children. Armed with new coping and communication skills, as well as a steady source of income, our program graduates are able to provide healthier, more stable environments for their children.

Support Wyoming Businesses: CLIMB Wyoming is strengthening businesses by preparing trained workers to succeed and be productive contributors in the workplace. The CLIMB Programs work directly with employers to ensure that their training needs are met.

Benefit Local Wyoming Communities: The benefits to Laramie County are significant as more families move out of poverty. Some of the community benefits include increased school attendance rates, decreased child behavior problems, improved mental health, decreased substance abuse, decreased use of foster care, increased access to private health insurance, and a decrease in the crime rate. Families that break the cycle then have the ability to become positive role models and contributing members of their communities.

The financial benefits to the State of Wyoming as a result of the CLIMB Wyoming Program are also impressive. For every 100 Wyoming families that reach self-sufficiency, Wyoming experiences the following cost savings (conservative estimates):

Medicaid Savings (50 families) ¹	303,700.00
Food Stamps Savings (47 Families) ²	208,022.00
Eliminated Incarceration Cost (5 mothers) ³	223,125.00
Eliminated Foster Care Cost (15 children) ⁴	119,520.00
<hr/>	
Annual Savings to Wyoming	\$854,367.00

¹ Average yearly cost for 2 children on Medicaid is \$6,074. American Academy of Pediatrics, Medicaid Facts Wyoming. Retrieved May 2012.

<http://www.aap.org/en-us/advocacy-and-policy/federal-advocacy/access-to-care/Medicaid%20Fact%20Sheets/Wyoming.pdf>

² Average yearly cost for a family of 3 on food stamps is \$4,426. United States Department of Agriculture. Retrieved May 2012.

[http://www.fns.usda.gov/pd/18SNAPavg\\$PP.htm](http://www.fns.usda.gov/pd/18SNAPavg$PP.htm)

³ Average yearly cost of incarceration per inmate is \$44,625. November 2010 letter from the Department of Corrections to the Joint Appropriations Interim Committee. Retrieved May 2012.

<http://legisweb.state.wy.us/ReportsDue/2010/Report%20ID%20685.pdf>

⁴ Average yearly cost of Foster Care per child is \$7,968. Children's Rights, Hitting the M.A.R.C., Foster Care MARC. Retrieved May 2012.

<http://www.childrensrights.org/wp-content/uploads/2008/08/wy.pdf>

CLIMB Wyoming plans to use the quarterly reports that were included in the application to indicate our progress throughout the year.

Budget amount requested: \$75,000

Certification: I certify to the best of my knowledge that the information contained in this application is correct. If awarded funding under this grant, I certify that this project will be conducted in accordance with the funding source requirements and the assurances provided within the application.

Signature of County Commissioner Chair
or Tribal Representative

Date

	Amount Requested from Proposal:		Summary and Justification for Budget Expense
	Program Services	Admin	
Salaries	43,500.00	5,200.00	Salary paid to program director, assistant program director, 2 business liaisons, and program coordinator that are responsible for direct program services to participants, including recruitment, intensive training, job-placements and counseling.
Admin: Activities spent managing the grant.			
Program: Wages for all staff who provide direct client services.			
Employer Paid Benefits	3,000.00	400.00	Health, dental, vision, and life insurance expenses for those employees that participate in CLIMB's insurance plan.
Admin: Activities spent managing the grant.			
Program: Wages for all staff who provide direct client services.			
Employer Payroll Taxes	4,350.00	520.00	Employer paid payroll taxes are estimated at 9% of the salaries budgeted
Admin: Activities spent managing the grant.			
Program: Wages for all staff who provide direct client services.			
Supplies	170.00	-	General office supplies including postage, ink cartridges, paper.
Admin: Supplies and expenses needed to manage the grant.			
Rent and utilities	6,800.00	600.00	Rent and utilities for office space, classrooms, and group/individual mental health treatment space. Also includes phone, fax, internet services, and cleaning of office space.
Admin: Rent and utilities for time spent managing the grant.			
Program: Rent and utilities for space provided to direct services for participants.			
Participant Class Supplies and Materials	260.00	-	Materials to meet needs of participants during training and group activities.
Participant Incentives	3,200.00	-	Incentives earned by participants for completed goals to assist them with living expenses while in training.
Other Participant Needs:	7,000.00	-	Amounts paid to contracted mental health provider for group and individual counseling services.
Mental Health Provider			
Total Budget	68,280.00	6,720.00	Total Administrative costs cannot exceed 10% of your total Program Services costs
Total Budget (Program + Administration)	75,000.00		
Number of Participants Planning to Serve	50		
Cost Per Participant	1,500.00		

Temporary Assistance For Needy Families Community Partnership Grant Application

Community name: City of Cheyenne

County(s)/Tribe: Laramie County, Wyoming

Name, organization, address, phone, fax, email for the Primary Contact:

Primary Contact: Misty Saxon MS MFT, Project Coordinator

Organization: High Country Consulting

Physical Address: 316 W. 17th Street, Cheyenne, WY 82001

Mailing Address: PO Box 884, Cheyenne, WY 82003

Phone: 307-514-4450

Fax: 307-514-0678

Email: misty@hccwy.com

Name, address, phone, fax, email for the person who will be monitoring the program:

Sandra Newland
Laramie County Grants Manager
309 W. 20th Street, Suite 3100
Cheyenne, WY 82001
307-633-4201
307-633-4267 (fax)
snewland@laramiecounty.com

Program name: High Country Consulting

TANF purpose(s) addressed in project (list the purposes):

TANF Purpose Addressed in project: This program is designed to

- support teen parents through counseling and therapy in accomplishing work and family goals
- help end the dependence of needy parents on government benefits by promoting job preparation, work, and strong, collaborative marriages

- prevent and reduce out of wedlock pregnancies since teens who have one child before the age of 20 are 15 percent more likely to have a second child before the age of 20

Program description: “I’m stressed out.” This is a phrase that has been said by many teens throughout the ages, and without a network of supportive people and the emotional and cognitive tools to handle stress, teenagers can too easily make destructive choices whose consequences follow them long into adulthood. According to Larue and Herman (2008) “the level of stress experienced by teens on a daily basis has been described in lay and professional literature. Adults often underestimate this level of stress and may not always be cognizant of the potential consequences of stress on teens and young adults.” In addition, Herman (2005) notes “physiological development, cognitive differences, pubertal changes, immature coping mechanisms, slower recovery from stressful events, and lack of experience in dealing with stress may intensify the stressful events experienced by adolescents.”

This grant would allow High Country Consulting to expand our support services for at-risk teens by augmenting our existing vocationally-focused THRIVE project with additional vital counseling services. Currently, THRIVE allows students who are teen parents to receive vocational training in target occupations that are identified as being in high demand in Wyoming. For example, hospitality management and health care are two target occupations that are of interest to teen parents and that can be supported by available district facilities and faculty. In addition, community-based technical training supplements school district efforts and may include construction trades, automotive technology, business support services, childcare, and transportation.

It is widely believed in the field that in order to maximize the success of at-risk teens, programs must treat the whole person, not just offer vocational training. For example, the Sure Start Plus program in England established that by providing counseling as part of the teen pregnancy and parenting program, the teens were more successful. The Sure Start Plus programs that did not offer counseling did not see much success. Adolescent Girls and Parenting Education High School (AGAPE), which is part of the public

school system in St. Paul, Minnesota, uses a holistic approach to provide and education to teen mothers. They have even gone as far as offering yoga for physical education credit to encourage the teens to de-stress. Counseling can improve health and wellbeing, and this often leads to increased self-confidence, productivity, and peace of mind.

The students and alumni of THRIVE not only have the everyday stressors of being a teenager, but they have the added stressors of being a parent. Other large studies show that "teen mothers had higher levels of depression than other teenagers or adult mothers, but the experience of teenage child bearing did not appear to be the cause. Rather, teenage mothers' depression levels were already higher than their peers' before they became pregnant and they remained higher after childbearing and into early and middle adulthood," the researchers report." Mental health counseling will be provided to teen parents participating in THRIVE through the local schools.

By expanding THRIVE's current focus to include family-strengthening strategies, stress management, and referrals to needed community services, we believe that THRIVE can be an even more effective project to help Wyoming's teen parents improve the likelihood of lifelong success and self-sufficiency. If it is determined that the student has a major mental illness or substance abuse problem, they will be referred to a program where they can receive more intensive services. If no outside referrals are necessary, students will gain within this program the tools they need to be more successful adults. Currently, there are very few counseling services available through the local school district, and those students without a family support system are largely left to deal with mental health concerns, stress, and finding coping mechanisms on their own. The additional services provided for this this grant will complement THRIVE by helping participants gain a more stable outlook and use a clear mind and level head to make better decisions about one's future and family.

Is this program different than previous programs operated with TANF funds in the past? Yes ☒ No ☐ If so, how is it different?

High Country Consulting (HCC) has never used TANF funds. At no time has HCC offered easily accessible mental health counseling to teen parents.

Area(s) served: Laramie County

Population Served: The target population we plan to serve are teen parents/students attending Triumph ,East, South High, and Central High schools, and Teen Parent alumni of these schools who are 23 years and younger. While all four area high schools participate, on average 90% of the teen parents participating in the THRIVE program come from Triumph High School (THS).

THS is an alternative school of choice, and what follows are some of the common characteristics of THS students:

- 56 percent of all of THS students qualified for free and reduced lunch during the 2013-2014 school year.
- Students are most often referred by other area schools where the students have been unsuccessful, typically due to attendance issues.
- Class sizes are small, under 15 students per class, which allows for more individualized attention.
- THS students are on average older than traditional high school students due to missing large amounts of school time or having been dropped repeatedly for attendance.
- Many are living on their own and working in minimum wage jobs.
- A majority lives with one parent and has one parent who is dead or incarcerated.
- Many come to THS with large holes in their education and with a 2nd or 3rd grade reading level due to poor attendance as early as elementary school.
- Many of the students will be the first in their families to graduate from high school.

These teen parents, without the help of some of sort of post-secondary education or career and technical education training and the counseling to support positive life choices, are destined for a life of poverty for themselves and their children. Approximately 30 percent of the participants requested

information on mental health or family counseling when they filled out their intake paperwork. There are many types of crises students have to endure while trying to finish high school and provide for their family. Some of the things that participants have dealt with are homelessness, finding transportation, and how to provide food for their children. Others continue to make poor choices and find themselves dealing with legal problems like domestic violence and jail time

Beginning and end date of program

October 1, 2014, to September 30, 2015.

Because THRIVE is already in existence, participants will be offered the opportunity to take part in counseling immediately.

Projected number of individuals served by this program: 40

Program availability: when is the program offered (e.g. time of day, how often, time of year)?

Counseling sessions will be offered during the work week by appointment throughout the year. Every participant will qualify for three sessions, and more will be offered dependent on the participants' needs. Therapy sessions can be used for individuals, families, and couples. The funding will cover 400 therapy sessions as described in the goals section.

Intent of the program: To help teen parents break the cycle of poverty and bring stability to their crisis-filled lives. This program will enhance the existing THRIVE project and offer additional much-needed resources to help the participants make healthy life decisions.

Goals of the program: The goal of the program is to offer private counseling to the teen parents in the THRIVE program. The estimated use of sessions is listed in the chart below.

Participants and Counseling Sessions		
Participants	Sessions	
20	3	60

10	10	100
10	24	240
TOTAL		400 sessions

Due to HIPPA and confidentiality requirements, the outcomes of individual participants cannot be shared in order to measure the success of this grant. Instead, we will measure program success by the number of THRIVE students who take advantage of counseling services and complete their offered number of sessions.

Benchmarks for Success:

- 100 percent of THRIVE students attend counseling sessions
- 60 percent of THRIVE students complete all the sessions of counseling they are offered

Resource gaps addressed by programs: The Teen THRIVE project offered through the schools provides education in parenting and relationships and also offers technical training and work readiness skills to better employment prospects. However, the project does *not* offer mental health services aimed at helping the participants develop healthy thoughts and behaviors. This program will complement THRIVE by providing mental health counseling to teen parents designed to help them deal with the stressors of life.

Description of how community wide collaboration in planning and implementation occurred: A review of client case note files along with intake information requests made it evident that there was a need for mental health counseling. Caseworkers were hearing many participants stories of the everyday crises they were facing and it was determined that this program would be extremely beneficial.

Collaboration with other mental health organizations will continue after funding to ensure the program is up to date and current with the trends in the industry. The program will work closely with the Wyoming chapter of the American Association of Marriage and Family therapist for support and guidance

Community partners involved in the program implementation: The counseling program will be working with Laramie County School District #1 and THRIVE. When a student applies for the THRIVE project, Dr. Michelle Aldrich of Triumph conducts a thorough assessment of needs. During this assessment the participant will be made aware of the opportunity for counseling. If available the school will allow the counselor the use of a private office to provide services in order to make counseling convenient for the student. Peak Wellness will also be a community partner. The program will be referring any major mental health issues or substance abuse to Peak Wellness in order to make sure that the participant receives the proper care they need. Contact has been made with Peak in order to get a full understanding of all the services provided at their offices. Additional educational meeting will be planned to better understand all options available and gain knowledge in helping the participant through the process. In counseling sessions many things can be triggered for participants. THRIVE has already developed relationships with Safe House and Safe Harbor. In the event that domestic violence or abuse is discussed in therapy, these partners are available to the participants' adding to the many resources available to the program.

Describe data collection methods and how it was used to set priorities:

The THRIVE program documents all participant activities in Apricot, a case management data system; this is where the number of students participating in counseling will be tracked. Personal files will be maintained by the counselor with session notes, treatment plans and all private data. These files will be maintained meeting HIPPA requirements.

There is a surplus of diagnoses in mental health. They are all contained in the Diagnostic and Statistical Manual for Mental Disorders (DSM V).

The top 10 diagnosed are:

- Mood Disorders
- Personality Disorders
- Eating Disorders
- Attention Deficit Hyperactivity Disorders
- Phobias
- Panic Disorders

- Bipolar Disorder
- Schizophrenia
- Autism Spectrum Disorders

It is believed that the majority of participants will fall within the minor disorders such as; mood disorders, eating disorders, panic disorders and phobias. If it is determine that someone has a more severe disorder such as schizophrenia or bipolar they will be referred to Peak Wellness for a thorough assessment and treatment. All of the disorders will be tracked and the counselor will look for trends.

Describe what research based programs and strategies will be utilized to make the program successful: The program will use a licensed counselor that specializes in marriage, family, and child therapy. Some of the therapeutic techniques that will be used will be Family Systems Therapy, Cognitive Behavior Therapy, Choice Therapy, and Dialectical Behavioral Therapy. Other theories of therapy will be used depending on the needs of the individual client.

Using these scientifically based practices, the therapist will help the participants learn stress management skills, coping skills, behavior modification, and new emotional resources to enhance their ability to manage their hectic and stressful lives. The process of counseling helps students with self-discovery, which leads to learning how to deal more effectively with situations in their life. As Payne, DeVol, and Smith (2009) note, "emotional resources and stamina allow the individual to live with feelings other than those in the emotional memory bank. This allowance provides the individual the opportunity to seek options and examine other possibilities." Counseling, along with the vocational support of the THRIVE program, will allow participants will be able to break the cycles they are accustomed to and give them and their children a healthier life.

Describe how the program will be sustained by the community beyond the funding period: There are very few resources for students in the schools because of the ratio of professionals to students. This program will demonstrate that it will help meet the needs of its participants and be a

benefit by decreasing the strain on the resources already in place. Because of its benefits, more funding should be easily accessible.

Describe how the program will be sustained by the community beyond the funding period: There are very few resources for students in the schools because of the ratio of professionals to students. This program will demonstrate that it will help meet the needs of its participants and be a benefit by decreasing the strain on the resources already in place. Because of its benefits, more funding should be easily accessible.

Describe the cost benefits of providing this program: It is the goal of THRIVE to demonstrate cost savings to state and federal systems when counseling services are made available teen parents. Sound mental health leads to effective planning and decision-making as it relates to providing for one's family, raising children in a healthy environment, and coping with unexpected life events. Identified cost savings may include a saving to the State welfare system, improved tax base, Medicaid, public housing and more. These savings may make a project such a THRIVE a positive return and a more cost effective strategy for the State of Wyoming and the public school system.

	Amount Requested from Proposal:		Summary and Justification for Budget Expense
	Program Services	Administration	
Salaries Counselor	\$26,000	-	\$65 ph up to 400 sessions

Employer Paid Benefits	-	-	
Employer Payroll Taxes	-	-	
Supplies Admin: Supplies and expenses needed to manage the grant. Program: Supplies needed for instructor use.	\$250	-	Participants file folders, copy paper for documents, writing tablets for session notes, other.
Recruiting and Marketing	-	-	
Travel Travel necessary to serve participants.	-	-	
Rent and utilities Rent including utilities	\$3,840	-	80% annual rent including utilities (\$400x12=\$4,800 x 80%)
Participant Tuition and Class Fees	-	-	
Participant Class Supplies and Materials	-	-	
Participant License and Certification Fees	-	-	
Participant Drug and Aptitude Screening	-	-	
Work Support Services and Clothing	-	-	
Participant Wages	-	-	
Participant Fringe Benefits	-	-	
Participant Incentives	-	-	
Other Participant Needs Description	-	-	
Total Budget	\$30,090	-	Total Administrative costs cannot exceed 10% of your total Program Services costs
Number of Participants Planning to Serve	40		
Cost Per Participant	\$752		

The \$30,900.00 will be used in the following way. The salary for the counselor will be \$26,000.00. This is broken down to \$65.00 per hour for up to 400 sessions. Supplies of \$250 - file folders \$114, copy paper for documents \$56, writing tablets for session notes \$25, other \$55. Finally, rent and utilities are \$4800.00 and 80% of this will go toward program use at \$3,840.00. The rent and utilities will include, rent, electricity, phone and

internet. There is no request for Administrative fees. The budget breaks down to \$752.00 per participant.

Budget amount requested: \$30,090

Certification: I certify to the best of my knowledge that the information contained in this application is correct. If awarded funding under this grant, I certify that this project will be conducted in accordance with the funding source requirements and the assurances provided within the application.

Signature of County Commissioner Chair
or Tribal Representative

Date

**Temporary Assistance For Needy Families Community Partnership Grant
Application**

Community name: City of Cheyenne

County(s)/Tribe: Laramie County, Wyoming

Name, organization, address, phone, fax, email for the Primary Contact:

Primary Contact: Cheryle Teresi, Project Director

Organization: WHMI Strong Families Strong Wyoming, 501(c)(3)

Physical Address: 1651 Carey Ave, Suite 16 Cheyenne, WY 82001

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Name, address, phone, fax, email for the person who will be monitoring the program:

Board Contact: James E. Elias, Board Chair

Mailing Address: P.O. Box 884 Cheyenne, WY 82003

Phone: 307-514-4450

Fax: 307-514-0678

Email: jim@wyofams.org

Program name: STRIVE Support Group

TANF purpose(s) addressed in project (list the purposes):

The TANF purposes supported by the STRIVE application include: providing assistance to needy families so that children may be cared for in their own homes or in the homes of relatives; and encouraging the formation and maintenance of two (2) parent families. An earlier program application was submitted to Wyoming Department of Family Services on March 17, 2014 that covers the two additional TANF purposes.

Program Description

The Wyoming Healthy Marriage Initiative (WHMI) STRIVE Support Group will provide individuals/families enrolled in the Cheyenne Housing Authority Families Self-Sufficiency (FSSP) program with supportive services aimed at improving family stability, strengthening family relationships and exposing families and their children to the concept of giving back or community service.

This funding will allow WHMI/FSSP to host monthly dinner meeting for parents and their children. Each meeting the family will learn and demonstrate a family strengthening activity. For example, families will learn how to use "I" statements to insure better communication and reduce family conflict. The meeting will also include a "guest" speaker with volunteer opportunities in which parents and their children can actively participate. STRIVE will employ a licensed counselor to lead each monthly learning activity and is qualified to conduct individual consultations (if necessary). This monthly meeting opportunity is intended to give participants quality time to spend with each other to develop relationships and share their experiences, struggles, and successes. The funding will enable WHMI/FSSP to provide:

- Small group educational sessions with childcare and child friendly learning activities to include: Building self-esteem, Building trust, Identify family support, Kindness, Affection, Helping others, Forgiveness, Empathy, Compassion, Communication, Working Together, and Family Night.
- Individual consultation to overcome more serious parenting issues and referral to community provider for mental health or substance abuse counseling to assist individuals and help them make healthy choices.
- Volunteer Activities through its Community partners that will impact the health and well-being of the community while enabling individuals to strengthen ties to their community, broaden support network, and practice and develop social skills.
- Bonus Bucks - an incentive program that will allow participants to earn WHMI "dollars" to purchase items that will include diapers, baby wipes, bottles, blankets, car seats, strollers, clothing, school supplies, and any other items that will benefit their child(ren) and/or family activities.

Is this program different than previous programs operated with TANF funds in the past? Yes ☒ No ☐ **If so, how is it different?**

Yes, this program is different than previous programs operated with TANF funds in the past. WHMI has not submitted a proposal that focuses on peer support, counseling, and volunteer activities in the past. However, from 2010-2012, WHMI received TANF funds to participate in a special project, Pregnancy Prevention-Boys and Girls Schools Relationship Skills Training, aimed at improving and strengthening individual and family relationships. We provided training to over 697 youth residing at the state run Boys and Girls school to improve students' relationship knowledge; provide students with the skills and techniques to consider delaying sexual activity and as a result reduce the incidence of unwanted pregnancies; and encourage the formation of two-parent families.

Area(s) served: Laramie County, Wyoming

Population to be served

The Families Standing Strong Project (FSSP) will focus its efforts on low-income families currently receiving housing assistance from the Cheyenne Housing Authority

(CHA). Participants of CHA are considered very low-income, many only being able to afford \$50.00 in rent.

Among its many local and statewide programs, the Cheyenne Housing Authority administers the Housing Choice Voucher and Public Housing Programs in Cheyenne and Laramie. The Voucher program serves over 1,000 very low-income households by paying a private landlord the difference between Fair Market Rent and what the household can afford to pay for rent (30% of its adjusted income). The Public Housing program serves over 340 households by providing CHA-owned housing at rent levels affordable to very low-income households. Voucher and Public Housing program participants are eligible to participate in the Family Self Sufficiency (FSS) program, a program that supports participants' efforts to become self-sufficient and no longer reliant upon any form of state or federal subsidy. Over a maximum five-year period, CHA works with participants who set self-sufficiency goals and work to achieve them while building an escrow savings account that increases as household income increases. When the household has met all of its goals, the full escrow amount (including interest) is released to the participant for down payment on a home, debt payoff, or other self-sufficiency objectives.

Unfortunately, the CHA-FSS program only receives funding from USD-HUD for the escrow accounts; all supportive services to insure a participant's success are unfunded. As a result, more than 25% of program participants enrolled fail within the first few months. All services support and assist families' completion of CHA-FSS program providing the opportunity to strengthen families, obtain self-sufficiency, and receive financial assistance from CHA-FSS to realize the dream of home ownership.

Beginning and End Date

WHMI/FSSP Strive Support Group and "Pay it Forward" activities will begin October 2014 and end September 2015.

Projected number of individuals served by this program:

All participants enrolled in the WHMI/CHA-FSS will be invited to attend a monthly STRIVE Support Group and are encouraged to participate in monthly "Pay it Forward" volunteer activities. Each participant will have the opportunity to connect with a licensed counselor to assist with overcoming parenting and/or family matters and individual consultation to obtain appropriate referrals for mental health and/or substance abuse therapeutic services.

Program availability: when is the program offered (e.g. time of day, how often, time of year)?

The STRIVE Support Group will take place on the second Thursday of each month as a potluck. WHMI/FSSP will supply the main course, beverages, and utensils. Participants will be asked to provide a side dish and/or dessert. Childcare will be provided for children under the age of 10 years old. Guest speakers will include community organizations that offer volunteer opportunities within the community. "Pay it Forward"

activities will occur within two weeks following the monthly STRIVE Support Group with the assistance of the community organization that recently presented information about their program.

STRIVE Support Group

Date	Time	Location	Family Strengthening Activity	Community Guest Speaker
10/14/14	5pm-8pm	Old Community House	Building Self-esteem	Comea House
11/13/14	5pm-8pm	Old Community House	Building Trust	Botanical Gardens
12/11/14	5pm-8pm	Old Community House	Family Support	Meals on Wheels
1/8/15	5pm-8pm	Old Community House	Working Together	Boys & Girls Club
2/12/15	5pm-8pm	Old Community House	Kindness	Habitat for Humanity
3/12/15	5pm-8pm	Old Community House	Affection	CASA of Laramie County
4/9/15	5pm-8pm	Old Community House	Helping Others	American Red Cross
5/14/15	5pm-8pm	Old Community House	Forgiveness	YMCA
6/11/15	5pm-8pm	Old Community House	Empathy	United Way of Laramie County
7/9/15	5pm-8pm	Old Community House	Compassion	Cheyenne Animal Shelter
8/14/15	5pm-8pm	Old Community House	Communication	Salvation Army
9/10/15	5pm-8pm	Old Community House	Family Night	Needs Inc.

Intent

The intent of the WHMI/CHA-FSS STRIVE Support Group is to strengthen families by providing skills for effective communication, working together, and parenting strategies through small group educational sessions led by a licensed counselor. Additionally, the licensed counselor will be able to provide individual consultations and deliver appropriate referrals to mental health or substance abuse counselor (if applicable). Parents and their children will learn the importance of showing kindness and compassion by volunteering to help others in our community.

Participants will also be able to build a peer network with others in the program that share similar experiences, struggles, and successes providing an opportunity to access additional resources in a time of need, break through barriers, and successfully obtain self-sufficiency.

Goal of program

Goal #1: Establish monthly STRIVE Support Group that will help participants develop Family Strengthening skills and establish a Peer Network. **100%** of program participants will be able to:

- Develop family strengthening skills and participate in learning activities with their child(ren) that include: Building self-esteem, Building trust, Identify family support, Kindness, Affection, Helping others, Forgiveness, Empathy, Compassion, Communication, Working Together, and Family Night.
- Develop a support network with each other to assist in overcoming barriers and ability to provide each other with resources including child care, transportation, food, and social connections.
- Accrue 10 Bonus Bucks for incentive program to assist with child(ren) necessities and/or family activities

Goal #2: Engage in monthly Volunteer Activities that will help participants become involved in community. **100%** of program participants will be able to:

- “Pay it Forward” by attending volunteer activities within the community. Community partners will assist with ideas for volunteer opportunities.
- Practice and develop social skills and work readiness skills; gain professional experience; improve growth and self-esteem.
- Accrue 10 Bonus Bucks for incentive program to assist with child(ren) necessities and/or family activities

Goal #3: Provide access to Counseling that will help participants meet one-on-one with qualified, licensed counselor to assist with resolving personal parenting/family difficulties. **100%** program participants (if applicable) will be able to:

- Meet individually to address family matters so they are able to gain insight and deal effectively with problems/issues that have created barriers to family and career success.
- Obtain appropriate referrals to community providers for mental health and/or substance abuse matters.
- Acquire skills, attitudes, and resources necessary to accomplish mental health wellness and family success goals.

Evaluation: Two methods will be employed to evaluate the overall success of this program. Data collected will be entered into the Online Work Readiness Assessment (OWRA) 2.0 tool and Excel spreadsheets to document the following:

- Attendance tracking of STRIVE Support Group/Volunteer activities allowing WHMI to determine active engagement and track accumulated Bonus Bucks and items purchased for child(ren) necessities/family activities.
- A pre evaluation will be conducted at first meeting to determine participant expectations and desires of the STRIVE Support Group, Individual counseling needs, and individual enrollment in government assistance programs. Additionally, a pre evaluation will be utilized to measure level of knowledge, skills, and abilities of key concepts associated with small group family strengthening learning activities.
- A post evaluation/exit interview will be conducted following the final scheduled STRIVE Support Group to assess participant satisfaction, learning outcomes, individual enrollment in government assistance programs, and improved wellness from individual counseling.

These evaluations will allow the project to measure the interest and needs of individual families served by the CHA-FSS, the effectiveness of the family strengthening skills taught, and that the goals of the STRIVE Support Group have been met.

Resource gaps addressed by program

A major challenge that confronts low-income individuals/families is lack of an adequate social supports. This proposal aims to assist participants with services that bridge this gap through a social support group that will enhance their peer network and parenting skills; experience rewards associated with "Pay it Forward" volunteer activities within the community; and assist with counseling and referral needs, thus, enhancing the well-being of the participants and enabling them break barriers that pave the path to wellness and self-sufficiency.

Description of how community wide collaboration in planning and implementation occurred:

WHMI team (including a licensed counselor, Erin Anders, see attachment 1) met and discussed the outstanding needs. Contact was made with CHA about STRIVE Support Group proposal. Plan was developed and contacts made with community partners for guest speaking events and volunteer opportunities.

Community partners involved in the program implementation. List resources to be provided by each partner:

Primary Partners

- Cheyenne Housing Authority

Community Partners/Guest Speakers

- Comea House-Pending
- Botanical Gardens-Confirmed
- Meals on Wheels-Pending
- Boys & Girls Club-Confirmed
- Habitat for Humanity-Confirmed
- CASA of Laramie County-Confirmed
- American Red Cross-Confirmed
- Animal Shelter-Pending
- YMCA-Pending
- United Way of Laramie County-Confirmed
- Salvation Army-Confirmed
- Needs Inc.-Pending

Describe data collection methods and how it was used to set priorities for families:

WHMI/FSSP will gather both quantitative and qualitative data in the following ways:

Quantitative data will be collected through a standardized small group reporting form for information including:

- # of families participating in program to include demographic information such as gender, age, number of children, single or double parent households, etc.;
- # of individuals/families accessing individual counseling with licensed counselor;
- # in attendance at STRIVE Support Group/Volunteer activities
- Amount of accrued Bonus Bucks and items purchased per individual/family
- # of government assistance programs enrolled (pre/post)

Qualitative data will be captured using pre/post and quarterly evaluations to measure:

- Expectations and desires of the STRIVE Support Group/Individual counseling needs;
- Knowledge gained on key concepts through post surveys and exit interviews (specific outcomes or knowledge base related to family strengthening lessons/activities);
- Attitudinal changes (specific changes in attitude or perceptions);
- Observation (by CHA-FSS staff related to direct monitoring and participant contacts); and
- Participant Satisfaction (with STRIVE Support Group potluck, family strengthening lessons/activities, guest speakers; Volunteer activities; Individual counseling)

Describe what research based programs and strategies will be utilized to make the program successful:

Families that are supported through social support networks are more successful at building resources that assist with obtaining self-sufficiency, wellness, and ability to thrive. Additionally, social support groups for parenting individuals directly impact and improve the lives of their child(ren) by strengthening family resources and providing a

stable home environment that promotes growth and learning. Supporting studies and research of social support groups for low-income individuals/families:

- The Annie Casey Foundation. "*Community Change*". 2014. Retrieved from <http://www.aecf.org/OurWork/CommunityChange.aspx>
- Connections Corner. "*Ending Poverty, Building Community*". 2014. Retrieved from <http://www.connectionscorner.org/Circles-Model/>
- Dolbeare, Cusing N., McGowan, Sharon S. "*Affordable Rental Housing and the American Dream: The Role for Foundations*". April 2003. Retrieved from <http://www.aecf.org/upload/publicationfiles/affordable%20and%20rental.pdf>
- Payne, Ruby K., DeVol, Philip E., Dreussi Smith, Terie. (2001). "*Bridges out of Poverty: Strategies for Professionals and Communities*".
- Pell, Elena. "Relationships Matter: How Agencies Can Support Family and Social Network Development". 2006. Retrieved from <http://www.aecf.org/upload/publicationfiles/relationships.pdf>

Research shows that volunteering has an enormous impact on the community and the volunteer themselves. While providing an opportunity to connect and help the community, volunteers benefit from physical and mental well-being. Supporting studies and research of volunteering:

- Saisan M.S.W., Joanna, Smith M.A., Melinda, Kemp M.A., Gina. September 2013. "*Volunteering and its Surprising Benefits*". Retrieved from http://www.helpguide.org/life/volunteer_opportunities_benefits_volunteering.htm
- Beattie, Health & Fitness Writer. "*7 Good Reasons to Give Back: Improve Your Health and the World Around You*". Retrieved from http://hr.buffalo.edu/files/phatfile/Reasons_To_Give_Back.pdf
- Collier Purcy, Lorene. January 10, 2012. "*Volunteering in Your Community Has Benefits*". Retrieved from <http://themindsetmatters.org/general/volunteering-in-your-community-has-benefits/>
- Grimm Jr., Robert; Spring, Kimberly; Dietz, Nathan. 2007. "*The Health Benefits of Volunteering: A Review of Recent Research*". Retrieved from http://www.nationalservice.gov/pdf/07_0506_hbr.pdf

Describe how the program will be sustained by the community beyond the funding period

WHMI will document all cost benefits to the existing HUD/CHA-FSS program. It is believed that if significant improvements in outcomes can be documented, HUD may expand or adjust program requirements to include the many support services provided in this project.

Describe the cost-benefits of providing this program:

The STRIVE Support Group will help participants with social support services needed to strengthen families and help individuals become productive citizens through building peer network and parenting skills, access to counseling, and volunteer opportunities. Providing social support services for STRIVE participants will provide long term benefits to include:

- Decrease dependency on government assistance by providing opportunity to build peer network for additional resources to enable participants to obtain self-sufficiency. WHMI will track and capture changes in the individual's enrollment of government assistance programs, i.e. SNAP, Child care, Health care, and utilities assistance through monthly progress reports, exit interviews, and coordination with government assistance agencies through participant release of information.
- Reduce health related costs by providing individual consultation with licensed counselor and delivering appropriate referrals to mental health and/or substance abuse treatment. WHMI will track the number of individuals/families utilizing counseling services through monthly progress reports and exit interviews.
- Increase well-being of individual participants through volunteer activities. WHMI will assess progress and program satisfaction through exit interviews.

Amount Requested from Proposal:			
	Program		Summary and Justification for Budget Expense
	Services	Admin	
Salaries			
Counselor	\$12,000		(Up to 163 hrs @\$65hr consultations & monthly presentations; up to 57 hrs @\$25hr monthly activities/meeting coordination) Part-Time (33.5hr mo @\$25)
Project Director	\$9,000	\$1,000	
Employer Paid Benefits	-	-	
Employer Payroll Taxes	-	-	
Project Director	\$689	\$77	SS & Med
Project Director	\$71	\$8	WC
Supplies			
Recruiting and Marketing			
Travel			
Rent and utilities	\$2,160	\$1,440	(\$300 mo x 12)
Participant Tuition and Class Fees			
Participant Class Supplies and Materials	\$2,880	-	(\$2,580 Meals \$5ppX43 x12; \$300 Paper plates/utensils/paper towels/other)
Community House	\$960		Host site for monthly meeting (\$80 x 12)
Childcare providers	\$480		Up to 2 providers 2 hr mo x 12 @\$10 hr
Participant License and Certification Fees	-	-	
Participant Drug and Aptitude Screening	-	-	
Work Support Services and Clothing	-	-	
Participant Wages	-	-	
Participant Fringe Benefits	-	-	
Participant Incentives	\$9,890	-	Bonus Buck points (10 points for 12 meetings & 10 points for 11 volunteer activities) 120 + 110=230 x 43 participants

Other Participant Needs Description	-	-	
Total Budget \$40,655	38,130	2,525	Total Administrative costs cannot exceed 10% of your total Program Services costs
Number of Participants Planning to Serve	43		
Cost Per Participant \$945	887	58	

Included in this budget are **Salaries of \$22,000**. The personnel/contract services structure is necessary and will provide for optimum attention to the overall grant's progress and performance, and the needed services to low-income eligible participants. Job descriptions and associated duties are:

Project Director PD – \$10,000 (Qualifications see attachment #1) Position is part-time - Ms. Cheryle Teresi will serve as the Project Director: Position responsible for overseeing the creation, implementation, and evaluation of the proposed project. PD prepares performance reports; directs the development and provision of services; provides oversight and coordination to the project; maintains all required records; data collections and input, and prepare the program evaluation reports. She will also be responsible for preparing the budget reports; authorizes expenditures according to the budget; provides fiscal control of funds; insure proper record keeping and accounts payable/receivables systems.

Counselor– \$12,000 (Qualifications see attachment #1) Erin Anders will serve as Counselor. Position is contractual. She will be responsible for coordinating and conducting of the monthly group educational sessions; schedule monthly community guest speakers and coordinating Volunteer Activities with Community partners. Additionally, she will provide individual consultations to address parenting and/or family matters and deliver appropriate referrals to mental health or substance abuse counselor.

Employee payroll taxes \$845 – SS/Medicare/workman's compensation

Rent/Utilities \$3,600 - (\$1,500 x 12 mo x 20%) Office space, phones, internet necessary for one-on-one meetings with participants for career assessment inventories, developing career plans, data entry in participant's case files in OWRA program, and weekly/monthly phone contact with participants.

Participant Class Supplies and Materials \$4,320 – consisting of \$2,580 for participants meals at the monthly meetings (\$5 pp x 43 participants x 12 mo); \$300 for paper plates, utensils, papers towels and other supplies. \$960 for Host site fees at the Community House (\$80 per meeting x 12 mo); \$480 for childcare providers (2 providers x 2 hrs per meeting x 12 meetings @\$10 hr)

Participant Incentives \$9,890 for participants to earn Bonus Buck points to purchase needed items that will benefit their child(ren) and/or family activities. Each point is equal to \$1. \$5,160 attending monthly group meetings (10 points x 12 meetings x 43 participants) \$4,730 attending Volunteer Activities (10 points x 11 meetings x 43 participants)

Budget amount requested: \$40,655

Certification: I certify to the best of my knowledge that the information contained in this application is correct. If awarded funding under this grant, I certify that this project will be conducted in accordance with the funding source requirements and the assurances provided within the application.

Signature of County Commissioner Chair
or Tribal Representative

Date

Temporary Assistance For Needy Families Community Partnership Grant Application

Community name:

Laramie County to include Albin, Burns, Carpenter, Cheyenne, and Pine Bluffs

County(s)/Tribe:

Laramie County

Name, organization, address, phone, fax, email for the Primary Contact:

Steffanie Leicht, MSW

Wyoming Family Home Ownership Program

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Phone: (307) 514-5831

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Name, address, phone, fax, email for the person who will be monitoring the program:

Sandra Newland

Laramie County Grants Manager

309 W. 20th Street, Suite 3100, Cheyenne, WY 82001

Phone: (307) 633-4201 Fax: (307) 633-4267

Email snewland@laramiecounty.com

Program name:

Wyoming Family Home Ownership Program (WYFHOP)

TANF purpose(s) addressed in project (list the purposes):

- **Primary TANF purpose** to support working families with children in the process of acquiring and maintaining home ownership to provide children with long-term stability;
- **Secondary TANF purpose** to reduce the dependence of families on government benefits by promoting education, community cohesion, and job training.

Program description:

The Wyoming Family Home Ownership Program (WYFHOP) is a community collaborative of faith communities and local businesses whose mission is to empower and support working families with children into and throughout responsible home ownership. WYFHOP provides a "hand up" to working families with children to gain self-sufficiency and independence into and through first time home ownership. Our strategy represents the building and maintaining of a seven year relationship in which the first two years are spent preparing for

home ownership through financial education, monthly mentor support, family savings and the construction of a community partner gift toward the principle of the home to create instant equity. Once in their home, the family is supported with continuing education, based on the homeowner annual survey of needs. Home maintenance grants are given in years two, three, four and five of home ownership toward the cost of improving safety, efficiency, and aesthetics of the home. Beyond home ownership, WYFHOP families give back to their community in a way that suits their needs and talents.

The current WYFHOP partnership represents eight faith communities, eight business partners and 20 support agencies. WYFHOP is a collaborator for first time home ownership working with the Cheyenne Housing Authority, CLIMB Wyoming, Dads Making a Difference, Community Action of Laramie County, United Way of Laramie County, 211, Wyoming State Bank, First Interstate Bank, all eight church partners and referrals from WYFHOP participants. These sources provide families with referrals of families who are ready to take the next step in their goal toward home ownership.

Is this program different than previous programs operated with TANF funds in the past? Yes ☒ No ☐

If so, how is it different?

WYFHOP will be serving a fewer number of clients due to TANF income guidelines; providing additional home visits and case management with the goal to provide these lower income families with resources and skills to achieve an income that is suitable for a mortgage. We also will be changing strategy 2 to empower families to find their own trainings and request funding for those trainings, making training more relevant for families.

Area(s) served:

Laramie County

Population served:

Families who are 50%-80% of the Area Median Income, but not over the TANF income guidelines for their family size

Beginning and end date of program:

October 1, 2014-September 30, 2014

Projected number of individuals served by this program:

31.5% of our Laramie County families

Program availability: when is the program offered (e.g. time of day, how often, time of year)?

Continuous throughout the year, depending on goals some families will need more guidance and one on one case management than others.

Intent of the program:

The mission of WYFHOP is to empower and support working families, with children, into and throughout responsible home ownership. Our families come from a variety of backgrounds, including poverty and living paycheck to paycheck; through our program we are able to encourage credit improvement, budgeting, resources, knowledge about purchasing a home, social capital and financial assistance; all with the mindset of providing families the opportunity of long-term stability.

Goals of the program:

The goal of WYFHOP is to continue preparing families for first time home ownership through credit improvement, quarterly trainings, monthly case management, wrap-around services and connections to resources within the community. Specifically, the program will focus on two of these program components: wrap-around services & monthly case management along with quarterly trainings

- **List performance measures on each goal that will be used to evaluate the program's success:**
 - Each of the eight families will attend two trainings throughout the fiscal year focusing on subjects that will help the family succeed in obtaining a higher income, furthering education for employment purposes, overcoming barriers that provided setbacks from initial acceptance into the program and creating a healthy financial picture.
 - As explained below more in depth, families will have quarterly goals for case management that will be focused around improving credit, accessing services to improve their support system and overcoming barriers, setting smaller goals to help reach their larger goal of home ownership and identifying ways to become independent of government support.
- **Quantify expected outcomes for each goal:**
 - Each family will gain ongoing training in at least two needed areas (job skills, money management, parenting classes, healthy living, etc.) and will have resources and a case management plan in place to address any barriers in the saving process for the 14-15 fiscal year.
- **Describe data collection methods to be used and how data will be provided to validate outcomes:**
 - At the beginning of the fiscal year, TANF families will meet with WYFHOP staff to identify barriers in obtaining an achievable income toward a mortgage or any setbacks they have had during the program. This case plan will outline, quarter-by-quarter,

measureable goals that will help identify progress throughout the year.

- Provide an explanation of the results the program expects to achieve, how data will be collected, and how quality assurance will be conducted to validate measurements:
 - Example of monitoring goals, quality assurance and data collection: the family needs to improve their credit by paying off collections accounts; in the 1st quarter, the family will pay off one collection account, in the 2nd quarter, the family will pay off two collections accounts while obtaining additional training on budgeting and money management, in the 3rd quarter, the family will pay off two additional collections accounts while living on their budget and obtaining job training to prepare them for a higher paying job.
 - The results of the data collection will bring us to identify the families' success in meeting their goals throughout the quarter, while building problem solving skills as they work through goals. In the beginning, the staff member will help guide the family as much as needed; toward the end of the year, the family will be making more decisions and providing more suggestions for their barriers demonstrating adequate problem solving skills.

Resource gap(s) addressed by program:

The Federal Reserve Bank of St. Paul, Minnesota conducted research showing that home ownership is a key component for families moving out of poverty and into self-sufficiency, given that they are now adequately resourced to provide a health, stable, stimulating and consistent environment to raise their children.

The WYFHOP model also addresses the idea of social capital and the need for relationships to move into permanent self-sufficiency. The WYFHOP staff ensures that wrap-around services are provided as any emotional barrier or life event can put a strain on finances, financial planning and is likely to be a distraction from the overall goal of home ownership.

Description of how community wide collaboration in planning and implementation occurred:

In planning and implementing WYFHOP, church partners came together to recognize and research the need of children in Laramie County. The most recent United States Census (2010) published that 20% of families move at least once per year in Laramie County. One in five families are moving at least once a year, running the risk of moving to a new school, re-establishing their home and most importantly, facing the emotional instability with constant transition.

As WYFHOP developed and became engrained in the community, the board members are active in banking, legal, military, tourism, state services and

hospitality services. These board members recognize how families need access to a variety of things to feel at home in a community.

At the staff level, the Executive Director volunteers with a variety of outside organizations focused on the well being of families and children. The Executive Director is actively involved in the Wyoming Continuum of Care/Wyoming Homeless Collaborative as WYFHOP is one of two permanent options for families seeking services to obtain home ownership (Habitat for Humanity being the other organization, which caters to a different demographic).

WYFHOP families are also collaborating with a variety of opportunities and services throughout the county to give back, and engage in their community as homeowners. These families now pay taxes and want to make their voice heard and their talents utilized.

Community partners involved in the program implementation. List resources to be provided by each partner:

As noted on page 12 of our 2013 Annual Report, we work with eight faith community partners who provide in-kind services such as marketing, volunteers, meeting space and financial contributions.

Our community partners include 20 organizations and businesses who provide referrals, volunteers, serve as volunteers and resources to families and help strengthen our program through building up families before they are ready to work with WYFHOP and achieve home ownership. The remaining eight community partners financially give to our program in a variety of ways that supports the WYFHOP program.

Describe data collection methods and how it was used to set priorities for families:

In late 2013, active (saving, currently in class, graduated and still within 5 years of closing) WYFHOP families were surveyed as to the strengths, benefits they received from the program and a description of how they are currently doing. 100% of our families stated that they "have seen an overall increase in happiness throughout their home", "their children are doing better in school" and "feel more stable overall, individually and as a family". This survey reflected the goals of our program.

Our survey continued on to identify the benefits families received from our program. The top two benefits were the financial preparedness courses and support/case management from WYFHOP staff.

At the time of data collection, this lead to 108 children being impacted in a positive way by the WYFHOP program. As we go forward, we will continue to survey families on their current needs and questions (at the beginning of each

financial preparedness class) and results of the program benefits on a yearly basis, to all active families.

Describe what research based programs and strategies will be utilized to make the program successful:

The program is founded and based off of JustFaith, which is a social justice mission. Keeping that idea in mind, WYFHOP is a 501(c)3 which provides training and education based off of the Bridges out of Poverty model written by Ruby Payne, Phil DeVol and Terri Dreussi Smith in conjunction with the social justice mission it was originally founded on.

Most importantly, the Bridges out of Poverty model provides the opportunity for social capital; our families come together as a community at least twice per year and are able to engage in each other's goals, encouragement and support. Through mentorship, our mentors are trained with Bridges out of Poverty models and are able to build healthy relationships that are not focused on poverty but more on planning for the future.

Describe how the program will be sustained by the community beyond the funding period:

Funding strategies continue to get more creative as we strive to move away from government funding and focusing on private donors who believe in our program and partners stepping up to contribute when they see the cost-benefit of our program.

Currently, our funding varies of state and county grants, foundations, non-profit support, business partner support, faith community partner support, private donors and our Board of Directors.

Describe the cost-benefits of providing this program:

Working with WYFHOP, families learn how to achieve home ownership and become homeowners within their community. Our families learn to become independent of government assistance (if they have not already), have jobs that improve their financial picture and creates relationships within their support network, pays taxes and understands where their money is going and continue on to give back to their community through volunteering and utilizing their talents.

Research also shows that homeowners are more likely to vote as they now pay taxes and are encouraged to have a voice in where their money goes. Homeowners are also more likely to know their local representatives and how to approach change to benefit their family and their community.

Lastly, families who go through the WYFHOP program start off with immediate equity as we provide a contribution of up to \$12,400 toward the initial purchase price of the home. In conjunction with their down payment, the family sees

immediate equity and in subsequent years, upgrades their home with our maintenance program which increases the overall value of the home.

Specific costs of the program including but not limited to: materials, rent, utilities, communications (e.g. phone, copies, printing & postage), training, personnel, administrative cost breakdown, and estimated cost per participant.

Administrative costs shall be at or below 10% of your direct costs and separated out from your direct costs. The applicant shall submit a proposed budget in line item detail with a narrative explaining each line item and the purpose of the expenditure. Funds shall not be used to purchase non-tangible assets or to purchase or lease equipment. An example invoice is attached to this application. Please use this invoice when submitting your proposed budget and your monthly/quarterly invoice:

Budget amount requested: \$4,840

An example report is attached to this application. This format shall be used when submitting your quarterly reports.

Certification: I certify to the best of my knowledge that the information contained in this application is correct. If awarded funding under this grant, I certify that this project will be conducted in accordance with the funding source requirements and the assurances provided within the application.

Signature of County Commissioner Chair
or Tribal Representative

Date

	Amount Requested from Proposal:		Summary and Justification for Budget Expense
	Program Services	Administration	
Salaries Admin: Activities spent managing the grant. Program: Wages for all staff who provide direct client services.	\$3,840	-	Staff time to provide case management & wrap-around services
Employer Paid Benefits Admin: Activities spent managing the grant. Program: Wages for all staff who provide direct client services.	-	-	
Employer Payroll Taxes Admin: Activities spent managing the grant. Program: Wages for all staff who provide direct client services.	-	-	
Supplies Admin: Supplies and expenses needed to manage the grant. Program: Supplies needed for instructor use.	-	-	
Recruiting and Marketing Cannot include promotional items.	-	-	
Travel Travel necessary to serve participants.	-	-	
Rent and utilities Admin: Rent and utilities for time spent managing the grant. Program: Rent and utilities for space provided to direct services for participants.	-	-	
Participant Tuition and Class Fees	\$800	-	\$50 allowance for each family to attend two relevant on-going trainings throughout the year to overcome barriers and become non TANF eligible
Participant Class Supplies and Materials	-	-	
Participant License and Certification Fees	-	-	
Participant Drug and Aptitude Screening Can include other types of assessments.	-	-	

Work Support Services and Clothing	-	-	
Participant Wages	-	-	
Participant Fringe Benefits	-	-	
Participant Incentives	-	-	
Other Participant Needs Description	-	-	
Total Budget	\$4,640	-	Total Administrative costs cannot exceed 10% of your total Program Services costs
Number of Participants Planning to Serve	8		
Cost Per Participant	\$580		