



Hope Grows Here

Date: 04/30/2008

Contact Information

Organization Name: Hope Beyond Borders, Inc.
Address: 310 East Chestnut Street, Coatesville PA 19320
Phone: 484-354-6088
Website: hopebeyondborders.org
Year Incorporated: 2009

Executive Director Name: Steven Wilson
E-mail: steve@hopebeyondborders.org
Interim Chairperson: Steve Wilson
Primary Contact Name: Steven Wilson
E-mail: steve@hopebeyondborders.org

Has your nonprofit ever applied to the Community Foundation? We have submitted an application specifically for one of our programs, Coatesville Kids to College. HBB incubates and launches programs in under-resourced communities. This request is for HBB/PROGRAM INCUBATOR.
Yes

Has your nonprofit ever received funding from the Community Foundation? Yes No Not Sure
 Donor Advised Fund(s) Fund for Chester County Don't know/Not sure

Field/s of Interest:

Arts, Culture & Humanities Environment/Animal Welfare Education
 Health Human Services Religion

Organization Information:

Geographic Area Served *(If not all of Chester County, specify primary Chester County regions served):*

Our primary focus is the city of Coatesville, which is within Chester County, with secondary services offered in impoverished communities in Zambia and Liberia, Africa.

Describe Population Served and Annual Number of People Served:

Hope Beyond Borders is currently serving over 400 students, all living in poverty. Through our programs we are serving 116 students in the Coatesville Area School District and the remaining 280+ students in Zambia and Liberia. With a focus on college or trade school placement, our programs provide a pipeline of continuous services for enrolled students, guiding and supporting them along their educational path from preschool through twelfth grade.

Mission:

To establish comprehensive, faith-based educational programs that advance opportunities for under-resourced children and their communities.

Proposal Summary:

HBB respectfully requests a \$6,500 General Operating Grant to sustain and grow our existing PROGRAM SERVICES that are geared towards training and developing over 26 leaders on three leadership teams. Together these teams have a collective impact on advancing opportunities for over 400 students.

To advance the vision of an inspiring future where children living in impoverished areas are provided equitable opportunities to live more whole and healthy lives, we provide a four-step process of RECRUITING local leaders, CULTIVATING the leadership team, STABILIZING the program, then LAUNCHING the program into the Hope Beyond Borders network.

To ensure the process is seamless and that each student receives high-quality transformative programming, we are seeking funding for our Professional Workshops, one of our three PROGRAM SERVICES which include:

1. Leadership Team Workshops
2. HBB’s Comprehensive Supportive Services (Human Resources department, payroll services, budget reviews, forecasting tools, HBB’s 501(C)3 to operate under)
3. Professional Coaching for each program Executive Director

Total Annual Budget \$ 468,000 (HBB Incubator + Current Program Budgets)

Incubator Annual Budget \$ 161,000

		<u>2FT/9PT</u>	# of Full-Time Equivalent Paid Staff
<u>85.5</u>	% of budget for program expenses	<u>7</u>	# of Board Volunteers
<u>10.5</u>	% of budget for administrative expenses	<u>145</u>	# of Active Non-Board Volunteers
<u>4</u>	% of budget for fundraising expenses	<u>3,607</u>	# of Volunteer Hours (Incubator + programs)

Top 3-5 funding sources:

1. Witmer Public Safety Group
2. Robert McNeil
3. Bentley Systems & The Stewart Huston Charitable Trust

Grant Amount Requested from the Community Foundation: \$6,500

1. Organizational distinctiveness, history, goals, and key achievements



CRADLE TO CAREER

Establish educational initiatives that span each stage of a child’s development to ensure the highest likelihood of college or career placement.



DIFFERENT, TOGETHER

Assist local leaders and regional partners to develop the skills needed to work across racial and socio-economic borders to establish partnerships that maximize community impact.



FAITH IN ACTION

Encourage everyone involved to consider our collective call to “do justice, love kindness, and walk humbly with God.”

Organization's History

Hope Beyond Borders (HBB) was started in 2007 by its founding Executive Director, Steven Wilson and Chairperson, Crispen Masuka. For over seventeen years our founding director, Steve Wilson, in partnership with other visionary entrepreneurs, has been incubating and launching educational programs that advance opportunities for under-resourced students and their communities. Steve's work in Coatesville began in 2001 when he co-founded The Bridge Academy and Community Center (BACC) with his wife, Stefanie. He led the BACC through 2007, establishing infrastructure and a comprehensive educational and art program that continues to serve hundreds of under-resourced children, youth and their families in the Coatesville community to this day. In 2007, after leaving the BACC, Steve continued to carry the vision of ensuring under-resourced students would have opportunities to thrive, and took the vision internationally, co-founding the Mango Tree Center in Zambia, Africa and locally, incubating three more Coatesville-based programs that would serve the students of Coatesville.

HBB co-founder Crispen Masuka was born in Zimbabwe, Africa and has a lifetime of experience in community development projects in various African nations. Prior to coming to the United States in the mid-1990s, some of the initiatives included agricultural co-ops, micro-business training and development, and cultural co-ops centered on the creative arts and education. Following Crispen's transition to the United States, he has continued to successfully launch various urban projects in Coatesville, Philadelphia and New York. His lifetime of experience in community renewal abroad and stateside in under-resourced communities has brought a wealth of expertise to the founding values of HBB.

Incorporated in 2009, HBB has served as a catalyst and support organization for multiple stateside and international programs in impoverished areas within Coatesville, West Chester, Philadelphia and New York, and as far reaching as Africa, Romania and the Dominican Republic. While some of these initiatives remain under the umbrella of HBB, others have been launched as their own non-profit organization or NGO.

Goals

Our 2030 goal is to be a leading U.S. based non-profit for incubating and launching faith-based educational programs in under-resourced communities on five or more continents, having launched into "network" over 10 comprehensive sustainable programs each with a 95% or more success rate of children entering into college or trade school.

Key Achievements

HBB's key achievements include our founder and Executive Director launching and stabilizing the Bridge Academy and Community Center in Coatesville, PA from 2001-2007 (prior to starting HBB), HBB incubating and launching the Mango Tree in Zambia, Africa, Touch a Life Liberia in Liberia, Africa and Coatesville Kids to College in Coatesville, PA. HBB has also incubated three smaller programs in Coatesville PA and provided various services to programs in West Chester, New York, Philadelphia, Romania, and the Dominican Republic.

2. Funding request

A. Description of key initiative

The key initiative we are requesting funding for is our Leadership Workshops. In the past year we have conducted 11 training workshops for the leadership teams of our programs. These workshops are tailored for each distinct program leadership team, taking them through a process that ensures the leaders are equipped with the necessary training and tools to launch a sustainable programs. We are seeking \$6,500 to sustain and grow this program in the upcoming year.

B. Specific needs and issues to be addressed

This key initiative addresses a solution to a significant inhibitor for under-resourced communities to turn a corner and begin to thrive:

1. Leadership and leadership teams that do not reflect the beautifully diverse communities they seek to help. For example, in spite of our increasingly diverse society, the percentage of people of color in Executive Director/CEO roles in non-profits has remained under 20% for the past 15 years. Considering under-resourced communities generally have a majority population of people of color, the leadership gap in educational and supportive services remains significantly large in these communities.

C. Organizational impact if initiative is undertaken

i. How will this grant enhance your organization's capacity?

HBB is limited in our ability to offer all of our workshops on a regular and reoccurring basis, limiting the needed training and development of our program leadership teams. Our Executive Director conducts approximately 50% of the workshops with the remaining 50% are run by professionals currently volunteering their time. We would like to hire a part-time coordinator to handle the administration and growth of the workshops and pay our contracted trainers. This will significantly expand our organizational capacity by allowing us to increase the number of teams we can train simultaneously while ensuring our already high-quality workshops yield a greater outcome.

ii. How will this increase in organizational capacity be measured?

Our organizational capacity will be measured by tracking the quality and quantity of workshops offered in the coming year, and maintaining or increasing the balance of racially and socio-economically diverse leadership teams.

iii. Activities to implement the initiative. Please include a description of the expected activities; timeline and costs to implement the initiative. If external consulting services are required, include the anticipated costs and expertise of the consultants to be hired.

Step One: Hire a part-time coordinator to oversee the implementation and management of the workshops, which would include, but not limited to: revision of curriculum, lesson plans, attendee assessments, and scheduling.

- a. The Workshop Coordinator position would be compensated at \$12 an hour to work approximately 7-8 hours / week over 12 months (\$5,000 of the \$7,000 requested)

Step Two: Workshop Coordinator to secure professional trainers, establish an annual implementation of workshops, and oversee the execution and review of each workshop.

- b. Professional trainers to conduct 12 workshops at a rate of \$150 a workshop. (\$1,800 of the \$7,000 requested)

iv. Why it is important to fund this now

Over the last three years the number of students being impacted by our programs has increased at a rate of approximately 50% per year (over 400 currently). A significant impetus for this growth is HBB's effectiveness in training over 26 leaders through our leadership workshops. As our capacity to launch more programs increases and, consequently, the need for more structured program workshops increases, we are at a critical point to provide these supportive services to our leadership teams.

D. How impact and results will be demonstrated

The impact on our leadership teams will be demonstrated by

1. Establishing surveys for each leadership training.
2. Tracking the progress of each leadership team over a three year incubation process, assessing their competence to launch and sustain a program.