I. CHESTER COUNTY COMMUNITY FOUNDATION
GRANT PROPOSAL SUMMARY SHEET

One page only. This page will be shared electronically with Grant Committee Members & Fund Advisors.
Note: If Philanthropy Network of Greater Philadelphia’s Common Grant Application is used, the Community Foundation’s Summary Sheet MUST accompany application.

To obtain an electronic version of this application, visit www.chescofoundation.org

Date September 23, 2019

Contact Information
Organization Name: Andrew L. Hicks, Jr. Foundation
Address: PO Box 177, Downingtown, PA 19335
Phone: 484-390-0689
Website: ALHjr.org
Year Incorporated: 2010
FEIN: 27-3283954

Executive Director/CEO Name: Karen C Hicks
Executive Director/CEO E-mail: Karen@ALHjr.org
Board of Directors Chair Name: Andrew Hicks
Primary Contact Name: Karen Hicks
Primary Contact E-mail: Karen@ALHjr.org

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

Field/s of Interest:
___ Arts, Culture & Humanities ___ Environment/Animal Welfare X ___ Education
___ Health ___ Human Services ___ Religion

Organization Information:
Geographic Area Served (If not all of Chester County, specify primary Chester County regions served):
All of Chester County and the City of Chester, PA in Delaware County

Describe Population Served and Annual Number of People Served:
The Andrew L. Hicks, Jr. Foundation serves high school students who live in Chester County. Each year
550 Chester County high school students are given opportunities to lead and volunteer, giving them a
sense of purpose and a heart for philanthropy. The Foundation also serves elementary, middle, and high
school students in Chester, PA. Over 1,600 Chester children participate in our Open Events, Warrior
Guides mentoring program, RISE Teen Leadership Development Program and Launch College and Career
Preparatory Program.

Mission:
The mission of the Andrew L. Hicks, Jr. Foundation is to share the love of Christ by connecting two
culturally diverse communities, empowering their youth through mentorship and leadership and
building dynamic futures. While our faith fosters our passion, we do not proselytize. None of our
programs require any religious affiliation/biblical study for participation. Our mission does not require
participants to adhere to any religious doctrine and all programs are open to individuals of any faith. Our
purpose is to create opportunities for Chester County high school students to 1) create and lead
community events, 2) volunteer in their community, and 3) mentor underserved children. These
opportunities build self-efficacy, a sense of belonging and purpose and a life-long heart for philanthropy.

Proposal Summary:
The Andrew L. Hicks, Jr. Foundation humbly requests financial support for our first two tiers of
programming which are: 1) Open Events and 2) Warrior Guides. Open Events are held several times
throughout the year. B. Reed Henderson High School students design and create the events which are
2-2019
for the benefit of Chester elementary students. They are our lowest level of programming and they exist so that the Foundation can build an excellent reputation for service, reliability, quality programming, and blameless motivation with the families in Chester who participate in our programs, and the Chester County high school students who become our volunteers. Warrior Guides is our second tier of programming, matching up 85 Henderson High School students with 85 Chester 4th – 6th graders in a monthly mentoring program. This program is all about relationship building and growing understanding and kindness between two culturally diverse communities.

**If Capacity Building Proposal, the focus is:**

- Mission, Vision & Strategy
- Governance & Leadership
- Strategic Relationships
- Fundraising & Development
- Technology
- Other: ________________________________

**Annual Budget** $482,851.00

- 78% of budget for program expenses
- 5% of budget for administrative expenses
- 17% of budget for fundraising expenses

- 2 # of Full-Time Equivalent Paid Staff
- 7 # of Board Volunteers
- 417 # of Active Non-Board Volunteers
- 10,474 # of Volunteer Hours

**Top 3-5 funding sources:**

- Scott Engle
- Camp Lionheart Fundraising Campaign
- Brian and Eve Kramp
- Robert and Kim Kayal
- The Pilgrim Foundation

**Grant Amount Requested from the Community Foundation:** $500-$7,500
II. CHESTER COUNTY COMMUNITY FOUNDATION
GRANT PROPOSAL NARRATIVE
Provide clear, concise information. 3 pages maximum.

1. Nonprofit’s history, goals, key achievements and distinctiveness

History:
The Andrew L. Hicks, Jr. Foundation was founded in August of 2010 after Andrew L. Hicks, Jr., a junior at Henderson High School in West Chester, PA, was killed while on vacation with his family, hiking on the Coastal Trail near Muir Beach in California.

His family immediately established the Foundation to honor's Andrew's life and demonstrate the love of Christ to the youth of Chester County and Chester, PA by identifying and fulfilling service opportunities with the involvement of Chester County high school students and the greater West Chester, PA community. Andrew had volunteered for several summers in Chester, PA, tutoring inner city youth and helping to rebuild their school. He taught swimming lessons and Vacation Bible School classes, and played stickball with the neighborhood kids. His heart was bent towards the children of that city and through his service he developed a strong hatred towards social injustice. The Foundation brings opportunities to serve the youth of Chester, as Andrew did, to Chester County high school students.

Andrew’s character has shaped the mission of the Foundation which is to share the love of Christ by connecting two culturally diverse communities, empowering their youth through mentorship and leadership and building dynamic futures. The Andrew L. Hicks, Jr. Foundation holds about seven Open Events each year. They are “open” to any child in Chester to participate (grades 2-6), and any Chester County high school student can volunteer at the event. Open events expose the high school students to volunteerism with a low barrier to entry and introduce inner-city children to new places, activities and relationships. The events promote social justice by developing trust and respect among different races and cultures while giving opportunities for the Chester children to thrive and Chester County students to lead. These events are always free and include transportation, food and chaperones. Open Events are always led by four volunteer Event Team Members who design, build and execute the event. Team Member volunteer about 40 hours each to bring their event to conclusion and tasks include: coordinating venue, transportation, food, supplies, activities, and recruiting over 100 high school volunteers as a team for each event.

Participation in Open Events over a few years builds familiarity and trust. Many of the volunteers and Chester participants are then ready to become closer to one another. Our Warrior Guides mentoring program is designed for Chester 4th - 6th graders and Henderson High School students who want to make more of a commitment to each other. The Chester elementary students are paired up with the high school students for an entire school year and commit to attend one weekend event every month together. This makes for 9 more events each year held by the Foundation. Amazing relationships are formed as these kids spend time together. The Foundation organizes the events but the students themselves build the relationships. Warrior Guides promotes leadership, good citizenship, and generosity towards others.

It’s important to understand that these first two tiers of programming are not just social events and a chance for the kids to have fun and enjoy each other, although that does happen! Our programs help Chester County youth to build cultural competence, self-esteem & a sense of purpose through service to others. Our programs are also intentional in enriching the academic, social, emotional, cultural & spiritual lives of our Chester participants, giving them advantages for successful futures. We want every
participant (both Chester, PA and Chester County youth) to be exposed to new people, activities, and venues. Both the Chester children and the Chester County high school volunteers gain a love and appreciation for people of different cultures and race, tearing down stereotypes and building up love and respect.

Open Events and Warrior Guides are the critical steps along the Foundation’s pathway to success for Chester children. Participation in these two programs moves the Chester children through the pipeline towards our two higher and more demanding levels of programming: RISE and Launch. Once the Chester children are 7th graders, they move into our RISE Teen Leadership Development Program. These 7-8th graders meet every week in Chester with our RISE Coordinator. This program is designed to develop Responsibility, Integrity, Service and Excellence in these teens. It empowers them to influence and affect their communities for positive change. Students discuss the issues in their community and gain wisdom about how to effectively use their voice to influence others and bring about change.

Chester 9th – 12th graders graduate RISE and move into our Launch College and Career Preparatory Program. Launch’s goal is for each participant to soar by creating a clear vision for life beyond high school. It’s a 4-year program that prepares Chester high school students for post-secondary education as well as gainful, productive, and satisfying employment. Launch is singularly focused on Chester youth who have grown up in our programming, so participation in Open Events and Warrior Guides is critical. Our Chester County high school students play a vital role in preparing the Chester youth for the more demanding RISE and Launch programs.

While it is true that the Andrew L. Hicks, Jr. Foundation is expanding opportunities for Chester children to become responsible, productive and engaged members of their communities, there are also vast opportunities being created for Chester County high school students to share their time and talents, developing in them a sense of self-worth and purpose. The high school students are challenged to learn how to connect with culturally different families. They are stretched to build relationships with kids very different from themselves, growing trust and ensuring safety and confidentiality.

Goals:
Our goals for the 2019-2020 school year are:

- Provide mentoring opportunities for 85 Henderson High School students
- 100% of Guides will report a sense of personal satisfaction from contributing to a Braves’ growth and development
- 100% of Guides report a new perspective on other cultures and an appreciation for diversity
- 95% report improved self-esteem
- 90% of Guides will increase communication skills
- 90% of Guides will strengthen leadership skills
- 80% of Guides will develop an interest in community service and philanthropy
- 75% of Guides will develop strong listening skills
- 75% of Guides will increase empathy toward others

The Andrew L. Hicks, Jr. Foundation realizes that no matter how much money is spent or how many elaborate programs are initiated, the lives of young people do not fundamentally change unless individuals take personal responsibility to pour into them. Chester County high school students are making this commitment and acting as the positive role models to these impressionable youth.
Key Achievements:
The key achievements of the Foundation include creating over 155 events since August of 2010. In that time over 4,485 high school students have volunteered and over 14,950 Chester children have participated. Over 84,000 hours have been volunteered. 85 Chester 4th - 6th graders are currently being mentored in 1:1 relationships with high school students annually. 70 Chester 7th and 8th graders are participating the RISE Teen Leadership Development Program weekly and 14 Chester high school students are active in the Launch College and Career Preparatory Program.

Distinctiveness:
The Andrew L. Hicks, Jr. Foundation is unique in that it offers challenging and engaging volunteer and leadership opportunities to Chester County high school students. This demographic suffers from a lack of purpose, often feels invisible, and questions their worth and whether their lives matter. Volunteering and mentoring offer these students a chance to feel needed, valuable, cherished, and like they belong. In addition, the Andrew L. Hicks, Jr. Foundation is the only non-profit organization in Chester reaching thousands of children with opportunities to explore new places and activities while safely building relationships with high school students who are getting opportunities to model, mentor and lead.

2. Funding request
Key Initiatives: Open Events and Warrior Guides. Events for the 2019-2020 academic year include:
- September: Warrior Guides Orientation
- October: Warrior Guides Meet and Greet, Fall Carnival, Warrior Guides Game and Movie Night
- November: Warrior Guides Temple Football Game
- December: Warrior Guides United Sports Night, Christmas Toy Store
- January: Warrior Guides Urban Air, Open Bowl
- February: Warrior Guides Arnold’s Family Fun Center
- March: Warrior Guides Field Day, Learn-To-Skate
- April: Warrior Guides Community Collaboration Day

Specific needs and issues to be addressed: a $500 gift will pay for the food for 220 kids at an Open Event; $750 will pay for the transportation for 100 children; $1,500 will pay for an entire Warrior Guides event for 170 students; $2,500 will pay for an entire Open Event; $5,000 will pay for everything necessary for Warrior Guides Community Collaboration Day.

Why it is important to fund this now: Funding is important now as we are on the brink of a very active schedule. Events begin in September and march steadily through April, 2020, at a cost of $42,500 for the year.

Impact and Results:
The Andrew L. Hicks, Jr. Foundation measures program impact through qualitative and quantitative methods. We track the number of mentees and mentors and the number of times they meet and participate in events. In Warrior Guides, Guides report progress monthly in the form of an “Exit Ticket”. Each Ticket focuses on a different social-emotional skill or other information a Guide and Brave should share to advance their relationship. As the monthly events progress, Guides are directed to continue communicating and connecting with their Braes by following up on previously mentioned wishes/experiences and checking in to ensure any challenges Braes are experiencing are addressed. The Foundation evaluates each relationship based on staff observation at events and Guides’ responses to surveys. We also seek feedback from mentees. Braes are surveyed twice per year to give us insight about how their relationship with their Guide is going.