



**Proposal Summary:** YMWIC is requesting a \$7,500 investment from the Chester County Community Foundation to support our rigorous, highly effective STEM education and enrichment programming. YMWIC changes the trajectory of the lives of its program participants, opening them up to the possibilities of further education and careers in the STEM fields. To continue this level of impact, and to develop our capacity to do our work better and more effectively, we need your support.

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

\_\_\_ Mission, Vision & Strategy \_\_\_ Governance & Leadership \_\_\_ Strategic Relationships  
\_\_\_ Fundraising & Development \_\_\_ Technology Other: \_\_\_\_\_

**Annual Budget** \$ \_\_\_780,000\_\_\_ # of Full-Time Equivalent  
Paid Staff \_\_\_2\_\_\_  
\_\_\_89\_\_\_ % of budget for program expenses \_\_\_9\_\_\_ # of Board Volunteers  
\_\_\_5\_\_\_ % of budget for administrative expenses \_\_\_150\_\_\_ # of Active Non-Board  
Volunteers  
\_\_\_5\_\_\_ % of budget for fundraising expenses \_\_\_700\_\_\_ # of Volunteer Hours  
100 % total

**Top 3-5 funding sources:**

Department of Education Trio, CSL Behring, West Pharmaceutical Services

**Grant Amount Requested from the Community Foundation:** \$ \_\_\_7,500.00\_\_\_

## **PROPOSAL NARRATIVE FROM GREATER PHILADELPHIA'S COMMON GRANT APPLICATION**

### **➤ Give a brief summary of your organization's history**

Young Men in Charge (YMIC) was conceived when its founder and CEO, Mr. Robert Richards III, as a young engineering student, observed the paltry number of young men of color in his undergraduate program of study, and later, in his engineering career. In 2007, Young Men in Charge (YMIC) became incorporated. In 2010, YMIC received its 501(c)(3) non-profit status, and its inaugural class of male scholars began at the West Chester chapter in the fall of that year. In the spring of 2012, the Norristown chapter was opened, and in the fall of 2013, YMIC expanded to Coatesville. It was during the 2013-2014 program year that YMIC opened its doors to young women and began doing business as Young Men and Women in Charge (YMWIC) Foundation, Inc. YMWIC continues to grow; the Upper Darby chapter opened in the fall of 2017 and two additional pilot programs in Delaware County were initiated this fall.

### **➤ Describe your current programs, activities, service statistics – highlighting the past year – and cite how your programs fulfill the mission. Identify three of your organization's greatest successes; what are your greatest challenges?**

Members of certain ethnic minority groups and women have been historically underrepresented among those who enter into postsecondary education in STEM fields, complete their degrees, and go on to STEM careers. Many social, technological and economic barriers, as well as a lack of cohesive resources, prevent minority youth and women from pursuing STEM education and careers. Our programs provide the encouragement, leadership, and support students need in order to imagine the possibility of a future involved with STEM.

YMWIC's After School STEM and Leadership Program currently serves a population of approximately 200 students in grades five through twelve from four neighboring school districts near Philadelphia, Pennsylvania. During the school year, programming at each site consists of:

- Weekly academic tutoring and project activity meetings
- Bi-weekly hands-on workshops on STEM topics, academic readiness, and essential life skills
- Preparedness sessions in: SAT testing, academic assessments, college readiness
- Job shadowing, internships, and college tours
- National Society of Black Engineers (NSBE) Math Team and Robotics Competition Team
- Junior Leadership and Mentoring (JLAM)
- Interest Groups: chemistry, biology, engineering, computer science, jazz ensemble, and math
- Annual Science Expo and Annual College and Career Day

Upon successful completion of the program, students receive scholarship support for an accredited four-year college or university, and participate in local internships that prepare them for STEM careers.

YMWIC's Summer STEM Enrichment Programs serve an additional 250 K-12<sup>th</sup> graders, approximately 150 of which live in Chester County. The summer programs include a math-focused enrichment camp for

200 elementary students, and focused study in bioinformatics, chemistry, engineering, information technology, computer animation and math applications for approximately 50 middle and high school students. YMWIC's summer programs offer students the opportunity to develop interests in science and math while they consider career options and develop workplace readiness skills.

Our three biggest successes are our YMWIC alumni who are in college, graduate school, and careers pursuing their dreams; our strong base of support; and our perpetual growth and expansion.

To date, YMWIC has 35 alumni in college, post-graduate studies or working in their field of choice, and all have received financial assistance for college tuition. Some of our graduates have been with us since elementary and middle school, and they continue to contribute to the program as advocates, volunteers and/or mentors.

Another of our great successes in the development of our extensive base of support. Parents and other caregivers commit to attend at least 80% of evening workshop sessions to fulfill volunteer duties. Our fifteen STEM corporate partners, including five in Chester County, offer financial support as well as donations of resources, workshop educators, academic mentors, and onsite experiences. Alliances with institutions of higher education, such as Lincoln, Immaculata, and Widener Universities, provide opportunities for academic collaboration for camps, exposure tours, and peer mentoring.

And finally, YMWIC is a story of perpetual growth. The 2019-2020 program year marks the 10th year for YMWIC, which started out entirely volunteer-run and has grown to have a small, yet committed, staff. During the 2018-2019 program year, 1 full-time and 6 part-time employees and over 150 volunteers staffed about 200 programming events. This fall, two new chapters were added: pilot programs are now available in the Chester Upland and William Penn School Districts in Delaware County. Fueled by tremendous demand for our programs, we continue to grow to reach even more students.

Our greatest challenges, however, lie within our organizational structure. Currently, YMWIC's programming is built on a thin staff and a very dedicated founder, all of whom have unyielding determination to ensure program participants are given educational and social opportunities to prepare them for success in work and life. This intense focus on our students means that some very essential organizational matters, such as developing replicable processes and structures, have not received enough attention.

In addition to mentoring and teaching students, the founder and CEO dedicates his full-time attention to the organization, taking on many roles: seeking support from corporations for mentors, facilities, and funding; meeting with school district officials to establish relationships; leading development initiatives; managing day-to-day personnel issues; and performing administrative tasks. To free the founder and CEO to focus on the mission of the organization now and into the future, YMWIC needs to create a sustainable organizational structure that can be replicated without his direct oversight. We are currently raising funds to hire an outside consultant who can bring a fresh and objective eye to solving the problem of staff overwhelm and can help us to grow intentionally and better serve our students in the future.

➤ **If applying for general operating support, list your organization's overall goals & objectives**

Goal 1: To empower and prepare historically underrepresented minority men and women to excel in STEM post-secondary education and careers.

Goal 2: To continue to grow and support a regional model of YMWIC's STEM educational and support programming in the Greater Philadelphia, Pennsylvania area.

Goal 3: To continue to build our own capacity to support our growing network of YMWIC chapters.

Measurable Objectives:

- Students will improve their understanding of STEM concepts as measured by quarterly surveys with value of 4 or better on a 1-5 scale.
- Students will obtain at least a 20% increase in core course grades, or a 3.2 GPA or better.
- 100% of students will attend a 4-year college or university upon graduation from high school, with 80% pursuing a STEM related degree.
- 100% of students will complete their undergraduate degree in six years.
- 100% of students will be employed in the field of their choice.



**For General Operating Support Requests:**

**Describe how the request will enhance organizational capacity, sustainability and/or the achievement of measurable results for the organization.**

A grant of \$7,500.00 to YMWIC will contribute to the organization's efforts to hire an organizational consultant to assess the current staffing and task alignment, to recommend a personnel structure and job descriptions to support daily responsibilities, and to work with the founder and board of directors to design a resilient and replicable system that will allow YMWIC to thrive. This investment will allow the founder to continue to build the organization's community presence, pursue additional industrial support, and focus on securing the organization's future as a stable asset in the community.

Further, this request will assist YMWIC to:

- Allow the founder and CEO to focus on the mission of the organization now and in the future by leveraging his skills and valuable network to attract additional ongoing support and funding that will be used to hire full-time, professional administrative and programming staff.
- Review the current organizational structure to assess strengths and opportunities for improvement in job and task alignment, and put in place administrative and programmatic structures that can help sustain current and future programming.
- Investigate opportunities to scale, expand or adapt our programming to meet the needs of current and future students.
- Create job descriptions and clearly delineate roles to create clarity for employees and give students and parents a more consistent experience.
- Create budgetary objectives that will be able to support the organizational structure going forward.

**Describe how your organization assesses/evaluates its programs and cite examples of how you have applied the learnings from your evaluation.**

Our programs and activities have specific outcomes that are evaluated by assessing each student's performance relative to: core courses (math, science, English); program attendance; science research projects; community service; as well as a 16 question Quarterly Student Evaluation Form to measure understanding of STEM concepts. Students' progress is assessed and evaluated over the course of the year. The results of these assessments and evaluations are used to inform and improve the organization's programming and staff training, and to determine the need for remediation for individual students. YMWIC's Site Coordinators also track graduation, college plans and follow-through, and career paths for each program participant to determine eligibility for YMWIC scholarships and internships.

We have used our evaluation methods to improve upon our program in many ways. For example, our core courses improvement during 2018-2019 from the first marking period to fourth marking period was only 5%, below our desired outcome of a 20% increase. As a result, YMWIC implemented a new online assessment and remediation tool administered by our staff to improve overall academic performance. Additionally, information gathered from our program participants, as well as feedback from parents, staff members and school personnel, is evaluated and used to inform our practices on a yearly basis during our staff retreats. Discussions from our last retreat led to a recognition for the need for the aforementioned organizational changes called for in this proposal.