We connect people who care with causes that matter, so their philanthropy makes a difference now & forever.

We are a collection of Field of Interest & Donor Advised Funds with $3.5M granted annually to nonprofits in Chester County & beyond.

99% of our grants are made by our generous Fund Advisors, who make grant decisions all year.

Proposals submitted by nonprofits are considered for 2 types of grants:

**Field of Interest & Donor Advised Funds (No Deadline)**
- Grants focus on Chester County causes & issues, but are not limited to Chester County.
- Charitable nonprofits working in all fields of interest are considered for grant awards. (i.e. arts, culture, & humanities; education; community improvement; environment; religion; health; & human services)
- General operating grants are encouraged. Nonprofits should be specific about their mission, goals, & measurable outcomes.
- Proposals can be submitted anytime all year.
- Grant decisions are made intermittently all year, as Fund Advisors desire.
- Grant awards typically range from $500-$7,500.

**Fund for Chester County Capacity Building Grants (Due 9/15)**
- For eligibility in this grant program, nonprofits must be located in & serve Chester County. NPO’s with budgets of $500,000 or less are given preference.
- The goal of capacity building grantmaking is to strengthen the effectiveness of NPO’s serving the Chester County region, in areas including:
  - Mission, Vision & Strategy
  - Governance & Leadership
  - Partnerships & Collaborations
  - Operations & Technology
  - Fundraising, Development & Marketing
- Proposals must be submitted by September 15 to be eligible for consideration.
- Grant awards typically range from $500-$5,000, with monies distributed by February.

- Use this form @ [www.chescof.org](http://www.chescof.org) to apply online for grants from all Community Foundation Funds.
- Email proposals to [grants@chescof.org](mailto:grants@chescof.org)
- Proposals are considered “complete” when CCCF has confirmed receipt of the Grant Proposal Summary Sheet, Narrative & Attachments.
- Proposals are shared electronically and online with Fund Advisors, Donors & Grant Panels.
- Per IRS Regulations, applicants must be charitable, tax exempt organizations with 501(c)(3) certification & cannot be individuals.

Please contact Grants Administrator Kevin Baffa at (610)-698-8211 or grants@chescof.org with any questions.
I. CHESTER COUNTY COMMUNITY FOUNDATION
GRANT PROPOSAL SUMMARY SHEET

One page only. This page will be shared electronically with Grant Panel Members & Fund Advisors.
Note: If Philanthropy Network’s Common Grant Application is used, CCF’s Summary Sheet MUST accompany application.
To obtain an electronic version of this application, visit www.chescocf.org

Date 12/24/2020

Contact Information
Organization Name: CONCERN
Address: 1225 West Lincoln Highway
          Coatesville, PA 19320
Phone: 610-384-8733
Website: www.concern4kids.org
Year Incorporated: 1978
FEIN: 23-2052170

ED/CEO Name: Gordon H. May, MSW
ED/CEO E-mail: gmay@concern4kids.org
Board Chair Name: Christopher J. Bigos
Board Chair Approval (check here): [X]
Primary Contact Name: Arthur Silverman
Primary Contact E-mail: asilverman@concern4kids.org

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

Mission: CONCERN brings hope, offers opportunity, and inspires change.
CONCERN is a multi-service private non-profit 501(c)(3) human services organization dedicated to
providing child welfare, juvenile justice, and behavioral health services to children, adults, and their
families with programs in foster care, adoption/permanency, community based, residential, and a
continuum of behavioral health services.

Geographic Area Served (if not all of Chester County, specify primary Chester County regions served):
CONCERN Treatment Unit for Boys Coatesville Campus (CTUB) provides services for Chester County
Youth as well as surrounding counties.

Describe Population Served & Annual Number of People Served:
CTUB provides services to dependent and delinquent males ages 12 to 18 serving approximately 25
youth on any given day and approximately 50 throughout the year.

Annual Budget $1,865 million $34 # of Full-Time Equivalent Paid Staff
72 % of budget for program expenses 14 # of Board Volunteers (agency)
28 % of budget for administrative expenses 0 # of Active Non-Board Volunteers
0 % of budget for fundraising expenses ~300/yr. # of Volunteer Hours

100 % total

No volunteers due primarily to confidential nature of program

Fundraising expenses are reported agency-wide and that figure is expected to be 0.6% based on previous years actual results.

Top 3-5 funding sources: Federal Gov’t (Title IV-E), PA State Gov’t, and various county governments
Is this grant proposal for: Capacity Building ___ or General Operating ___x__?

If Capacity Building Proposal, the focus is:
Mission, Vision & Strategy ___ Governance & Leadership ___ Partnerships & Collaborations
Fundraising, Development & Marketing ___ Technology ___ Other: __________________________

Grant Amount Requested from the Community Foundation: $6,000.00

Proposal Summary:
The youth who enter the program often have aggressive and sometimes violent behavior in their past
combined with anti-social behavior. In order to achieve the goals of the program to change the mind-
sets and behavior patterns of the youth, we need to reduce and eliminate their angry, impulsive, and
violent behavior patterns and increase their prosocial skills. Decrease angry impulsive behavior. In order
to do so, certain trainings would be extremely beneficial. This includes training staff on the Aggression
Replacement Training or ART for five current staff and for five future staff at $600 per staff member.
Nonprofit’s History, Goals, Key Achievements & Distinctiveness

Mission Statement: CONCERN brings hope, offers opportunity, and inspires change.
Vision Statement: To encourage growth and promote positive healthy lives!

Founded in 1978, CONCERN is a multi-service private non-profit 501(c)(3) human services organization dedicated to providing child welfare, juvenile justice, and behavioral health services to children, adults, and their families. Since this time, CONCERN has been at the forefront of innovative programs to meet the individual needs of the child and to promote the strengthening of the family unit.

Through 13 service sites throughout eastern and northcentral Pennsylvania and one in southern Maryland, CONCERN offers a growing array of foster care, adoption and permanency, community based, behavioral health, and residential programs. Since 1978, CONCERN has served more than 18,000 children and youth in placement services, including assisting with the placement of nearly 2,000 children into adoptive families, and more than 40,000 individuals through a continuum of behavioral health services.

Each year, CONCERN’s foster care and residential programs meet the needs of more than 500 children in out-of-home placements; adoption/permanency services assist over 400 children in finding their “forever family”; community based services touches the lives of over 200 individuals; and behavioral health services impact the lives of over 5,000 individuals.

For the purposes of this grant application, any dollars received would be solely for the use of our CONCERN Treatment Unit for Boys (CTUB) Coatesville Campus.

Established in 1988, CTUB is a staff-secure, residential facility for adolescent males. Licensed by the Pennsylvania department of Human Services, Office of Children, Youth, and Families (under 3800 regulations). The goal of this program is to change the mind-sets and behavior patterns of the youth so they will be able to function appropriately in society and will return to the community as healthy, productive citizens. The program provides daily opportunities for emotional, social, educational, and physical growth. This not only minimizes the likelihood of continued negative behavior, but also prepares the youth for responsible social living.

The CTUB program is designed in a way that all components (activities) are a teaching opportunity. Staff supervision gives the youth the face-to-face contact needed to improve in areas of deficiency and mental health that has been identified through assessments. The program focuses on Social Skills, Life Skills, Problem-Solving, Physical Activities, and Behavior Modification. Work in these specific areas aid clients in transition back to the community.

CTUB has served as a model facility for juvenile offenders since its inception. Clients have been typically placed from as many as 10 Pennsylvania counties each year, including Chester County. Another significant accomplishment has been having served nearly 1,100 youth since the program’s inception with an average daily population of approximately 24 youth and serving approximately 50 youth per year.

There are five outcomes that are tracked within the program, including Competence in Community Living; Educational Credits (toward high school diploma or GED); Competency in Life Skills; Program Completion Rates; and Remaining Out of Care Rates (or recidivism rates) with clients being tracked for six months post-discharge.

Privileges, including home visits and employment, must be earned. At any given time, six to seven clients are employed with those able to save in excess of $3,000 upon discharge. Most of the clients enter care behind in their credit hours to graduate from high school, but most years there are approximately six clients who are of age and have accumulated enough credit hours to earn their diploma or GED.
One success anecdote is of a client who earned the privilege for an at-home family visit only to find his parent using drugs and offering her son the same drugs that brought him into care in the first place. That client immediately called the unit to be picked-up, so he would not repeat the same behavior again. This change in behavior and mind-set is truly the definition of a success.

FUNDUNG REQUEST

Description of Key Initiatives

The youth who enter this juvenile justice-based program often possess aggressive and sometimes violent behavior in their past combined with anti-social behavior. In order to achieve the primary goals of the program to change the mind-sets and behavior patterns of the youth, we need to reduce and eliminate their angry, impulsive, and violent behavior patterns and increase their prosocial skills. In order to do so, certain trainings would be extremely beneficial. This includes training staff on the Aggression Replacement Training or ART.

CONCERN Treatment Unit for Boys Coatesville Campus is seeking $6,000 to fund five current staff to be trained in Aggression Replacement Training at $600 per staff and for five future staff to also be trained as inevitable staff turnover occurs.

Specific Needs and Issues to be Addressed

ART is an evidence-based cognitive behavioral intervention program for the reduction of aggressive behavior by adolescents. The training is a is a 10-week program, meeting three times a week for one hour for each of the components. To have the best results, it is facilitated and co-facilitated by trained group facilitators. Room set up, introduction of materials, the number of participants, and the participants history are all issues that work towards having a profitable group. ART has three components – Social Skills, Anger Control Training, and Moral Reasoning.

Social Skills is comprised of the social skills that many of these youth lack. These include:

- Making a complaint
- Understanding the feelings of others
- Dealing with someone else’s anger
- Getting ready for a difficult conversation
- Keeping out of fights
- Dealing with group pressure
- Dealing with an accusation
- Helping others
- Expressing affection to others
- Responding to failure

Anger Control Training is the affective component of ART. This moves from the teaching of social skills, to losing anti-social skills and replacing them with pro-social skills. The anger control training uses the anger control chain. The anger control chain is as follows:

- Triggers where the situation starts to slide into anger and the self-talk that perpetuates it
- Cues or the physical signs of becoming angry
- Anger Reducers or techniques such as deep breathing, pleasant imagery, etc.
- Reminders or short positive statements to say to oneself to counteract impulsive behavior
- Thinking Ahead or identifying the consequences of behaviors
- Social Skill or implementing a pro-social skill into the situation
- Looking back over the anger control chain and evaluating how it was implemented

**Moral Reasoning** is the cognitive component of ART. This component provides adolescents the opportunity to consider other perspectives than their own. Moral reasoning is centered around the following:

- Self-centered Thinking or “It’s all about me”
- Assuming the Worst or “It would happen anyway” or “It would always happen to me”
- Blaming Others or “It’s their fault”
- Mislabel/Minimizing or “It’s not stealing, I’m only borrowing” or ‘Someone else does it”

**Why is it Important to Fund Now**

ART has become an integral part of the CTUB program model. It is identified as an evidence-based treatment modality and this type of modality is needed as CONCERN proceeds with the Standardized Program Evaluation Protocol (SPEP) certification process, which is a validated and data-driven rating system for evaluating program effectiveness that uses research on juvenile justice programs that reduce recidivism. In addition, ART is one of the components as CONCERN (the agency) pursues the accreditation process with the Council on Accreditation (COA) as the field is moving toward client placements with accredited agencies using evidenced-based programs.

**How Impact and Results will be Demonstrated**

ART will teach the youth the appropriate social skills on how to properly communicate, problem solve, proper expression of feelings, and peaceful conflict resolution – skills our clients lacked in their formative years. This will lead to meeting the CTUB program’s goals of properly expressing themselves and the ability to deal with conflict without getting physical and/or being disrespectful – all skills needed to lower their recidivism and become successful and productive citizens within their communities upon leaving CONCERN’s care.
WHAT IS CAPACITY BUILDING?

Capacity building helps bring a nonprofit to the next level of operational, programmatic, financial, or organizational maturity, in order to more effectively & efficiently fulfill its mission.

**NOT APPLICABLE.**

Capacity building may include (but is not limited to) projects which address:

- **MISSION, VISION & STRATEGY**
  - Organizational Assessment - Strategic Planning - Financial Planning

- **GOVERNANCE & LEADERSHIP**
  - Board Development - Executive Transition/Succession Planning - Leadership Development - Staff Training & Professional Development

- **PARTNERSHIPS & COLLABORATIONS**
  - Coalition Building – Collaboration - Mergers & Acquisitions - Strategic Restructuring

- **RESOURCE DEVELOPMENT & MARKETING**

- **TECHNOLOGY & OPERATIONS**