

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, CCCF's **Summary Sheet MUST accompany application.**

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

Date

Contact Information

Organization Name: Andrew L. Hicks, Jr. Foundation
Address: 150 E. Pennsylvania Ave, Ste 510, Downingtown
Phone: 866-254-5710
Website: www.ALHjr.org
Year Incorporated: 2010
FEIN: 27-3283954

ED/CEO Name: Rick Kone
ED/CEO E-mail: Rick@ALHjr.org
Board Chair Name: Andrew L. Hicks
Board Chair Approval (check here):
Primary Contact Name: Karen Hicks
Primary Contact E-mail: Karen@ALHjr.org

Organization Information:

Field/s of Interest:

Arts, Culture & Humanities
 Health

Environment/Animal Welfare
 Human Services

Education
 Religion

Mission: The Andrew L. Hicks, Jr. Foundation aims to honor Andrew's life and demonstrate the love of Christ to the youth of Chester, PA by identifying and fulfilling service opportunities with the involvement of Henderson High School students and the West Chester, PA community.

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.

Geographic Area Served (If not all of Chester County, specify primary Chester County regions served): Chester County, as well as the City of Chester, PA.

Describe Population Served & Annual Number of People Served: Warrior Guides serves 100 Chester County high school students annually. Warrior Guides shows the Chester County high school students a community different from their own. The discrepancies of the two communities (Chester County and Chester, PA) are identified as well as the commonalities between the students. These opportunities develop empathy, awareness, and compassion in the high school students. A former Henderson High school student described his experience with the following words, "The Andrew L. Hicks, Jr. Foundation has taught me the joy of volunteering for the underprivileged. I have learned hundreds of life lessons from my interactions with the children I have met through your organization. They have humbled me and have opened my eyes to parts of society I would have otherwise been blind to." Warrior Guides provides the high school students with an authentic and genuine DEI opportunity that can only be learned through real-world opportunities. By completion of the three-year mentorship program, each high school students will accumulate at minimum 120 hours of true service and many times a friend for life. The students participate in over thirty events and three weeks of summer camp during their journey in the program. These students develop relationships that continue well past their time in school and are the seeds to creating true and systemic change in these communities.

Annual Budget \$ 927,756 _____ # of Full-Time Equivalent Paid Staff 4
72 % of budget for program expenses _____ # of Board Volunteers 9
15 % of budget for administrative expenses _____ # of Active Non-Board Volunteers 500

13 % of budget for fundraising expenses 26,000 # of Volunteer Hours
100 % total

Top 3-5 funding sources: The Pilgrim Foundation, Connelly Foundation, Westminster Presbyterian Church, Constellation Generation Company, M&T Bank

Is this grant proposal for: Capacity Building ___ or General Operating ___XXX

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: \$_____ \$500 - \$7,500_____

Proposal Summary:

Warrior Guides is our youth mentoring program that matches Chester elementary school students in grades 4-6 (Braves) with Chester County high school students in grades 10-12 (Guides). Warrior Guides provides the Chester children with Chester County high school mentors who develop an emotional bond with the mentee, and provide leadership, support, guidance, and experiences to expand and develop their potential. These relationships are incredibly powerful for the high school students as they create opportunities to develop caring, empathetic, consistent, and long-lasting relationships, with a combination of leadership, role modeling, teaching, and advising. The Andrew L. Hicks, Jr. Foundation humbly requests general operating support for the Warrior Guides program which allows us to direct money to wherever it is most needed.

**II. CHESTER COUNTY COMMUNITY FOUNDATION
GRANT PROPOSAL NARRATIVE**

Provide clear, concise information. 3 pages maximum.

1. Nonprofit's history, goals, key achievements & distinctiveness

History:

Our mission 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.

The Foundation was created in August 2010 after Andrew L. Hicks, Jr., a Junior at Henderson High School, was killed while on vacation in California. He was a young man of character and strong faith. He was incredibly appreciative of his hometown and the safety, support and opportunities it offered to him. He realized the many resources available to him in Chester County and hoped to someday be able to share his own resources to extend support to those without the same advantages.

Andrew spent several summers in the City of Chester, Pennsylvania, working with the children of the Highland Gardens neighborhood. He helped with improvements to the elementary school, taught at a Vacation Bible School, provided tutoring, and gave swimming lessons to Chester children. The Foundation strives to keep his passion alive by impacting this same community.

Today, with the help of hundreds of Chester County high school students, we serve 1,500 Chester youth in grades 2-12 annually with tiered programming that builds strong leadership skills. We launched our first Open Event, a Fall Carnival, in October 2010 with the help of 88 Henderson High School volunteers and 4 Lead Coordinators. Open Events continued through the year, 1-2 per month and culminated in the summer of 2011 with a week of summer camp. Every Open Event since then (5 per year) is organized by Chester County high school students with our support.

In the fall of 2011, we added the Warrior Guides mentoring program, pairing the most dedicated Henderson High School students with Chester students in grades 4-6, for nine monthly events each school year. The Warrior Guides program now uses a total of 150 Chester County high school students who serve as the mentors to the Chester youth. They continue to meet monthly from September through May. This year Chester high school students who have gone through our programming and once were mentees, are now going to join the Chester County high school students as mentors, and they'll be mentoring West Chester area 4th – 6th graders.

We developed the RISE program in 2014 as a way for Warrior Guides students who were aging out of the program to continue leadership and entrepreneurial skills development. Open to Chester students in grades 7-9, RISE focuses on citizenship, leadership, activism, and entrepreneurship using a curriculum designed in collaboration with a local youth development consulting company, ElevatEd.

In the fall of 2019, we added the Launch college and career preparatory program for Chester 10th – 12th graders. So far two Launch classes have graduated and 88% of those students are attending a four-year university, while 22% are pursuing a career in the trades. This is an incredible accomplishment as Chester's high school graduation rate is only 57%. Clearly, their Chester County mentors were excellent examples of what is possible!

In the summer of 2020, we added Brave Conversations with Community Leaders to introduce adult friends of the Foundation from Chester County and Chester, PA to one another for the purposes of discussing racial issues and expanding their understanding of different cultures and life experiences. These eight 2-hour conversations are facilitated by a DEIB expert and continue over the course of 16 weeks for each Cohort.

We have developed a Racial Equity Strategy which we use to inform our Board of Directors and our Staffing decisions. Our Board is growing to more accurately reflect the populations in which we serve. 33% of our Board members are Black and from Chester, PA, while 66% are White and from Chester County. We have a fulltime staff of four and a part-time staff of nine. 62% of our staff is Black and 92% of our staff is female.

Goals:

The Andrew L. Hicks, Jr. Foundation has two specific programmatic goals for Warrior Guides during the 2022-2023 fiscal year, as outlined below:

Goal #1: To continuously monitor and improve the effectiveness of Warrior Guides through analysis and targeted response to students' self-assessment of the "40 Development Assets" (as established by Search Institute).

We use the Search Institute's Developmental Assets Framework as a measurement tool. The Search Institute has identified 40 positive supports and strengths that young people need to succeed. Half

of the assets focus on the relationships and opportunities they need in their families, schools, and communities (external assets). The remaining internal assets focus on the social-emotional strengths, values, and commitments nurtured within young people.

Participants of the Warrior Guides program will complete the Asset inventory upon entering each 3-year program. Programming staff will review data to determine trends within and across program age groups. Deficits are ranked in order of priority (root causes for related deficits) and program content is adjusted to target those priorities. Program staff and each student's mentor are trained in how to "Build Developmental Relationships" as instructed by Search Institute, to meet the specific needs described by each student. Each student completes a self-assessment as they graduate to the next level of programming to measure the effectiveness of program content, staff and mentor implementation of the program, and the student's rate of personal growth.

Goal #2: Elementary-age mentees and high school mentors in the Warrior Guides program improve their interpersonal skills according to PA Standards for Student Interpersonal Skills - "A key component in the development of young people, who are articulate, team players, responsible and goal-oriented."

Statistics indicate that children who grow up in stressful environments (such as the widespread poverty and disproportionate crime rates present in Chester), struggle to develop the social-emotional skills they need for healthy development and long-term success. These Interpersonal Skills fall into 3 Categories: Self-Awareness and Self-Management, Establishing and Maintaining Relationships, and Decision Making and Responsible Behavior. At the beginning of each monthly event, mentors review strategies that subtly engage their mentees in developing interpersonal skills within a social context, rather than targeted training. Mentors interact with mentees during the event, asking them specific "get-to-know-you" questions that develop their relationship, but more importantly, model healthy interpersonal development. Mentors complete an Exit Survey at the end of the event, to describe WHAT the students' answers were and HOW they answered in relation to the Standards. As mentors question and model interpersonal skills for their mentees, they unknowingly grow these skills within themselves.

Our key achievements are:

1. 665 high school students volunteer with us (at different levels of our programming) every year for a total of 26,000 hours per year.
2. Chester County high school mentors are leading Chester, PA mentees in a Literacy Program through our Warrior Guides program.
3. Through four months of the COVID pandemic, over 50 Chester County high school students tutored Chester youth through ZOOM on a weekly basis.
4. 30 Chester County adults have participated in our Brave Conversations with Community Leaders program for a total of 384 hours between the three Cohort.
5. For the first time, in the Fall of 2022, we will have 8 West Chester 4th – 6th graders participate in Warrior Guides as mentees and their mentors will be Chester, PA teens who have gone through Warrior Guides as mentees.
6. 75 of Chester Warrior Guide participants move on to our RISE Teen Leadership Development program as a result of the support and encouragement they receive from their West Chester high school mentors.
7. Many of our Chester County high school graduates report a high level of participation in volunteer organizations in college and beyond.

Distinctiveness:

The primary distinctive quality of Warrior Guides is the intention, purposeful, and consistent opportunity it gives to Chester County high schoolers to be a significant influence on the life of a Chester youth. With all of the racial issues and divisiveness that exists in our country, the students who participate in Warrior Guides are getting the chance to make a difference. Jonathan Sacks, in his book, "Morality" says, "You cannot bring about change in a free society by indignation, condemnation, character assassination, and self-righteousness, all communicated by social media. You change the world by changing people, and you change people by engaging with them, recognizing that they, too are people with values and ideals of their own." The high school students in Warrior Guides are part of a grassroots engagement that has the power to change the and make them philanthropists for life.

2. Funding request**• Description of key initiatives**

- Warrior Guides events for the '22-'23 school year include:
- Guide Orientation at Henderson High School
- Meet and Greet in Chester, PA
- Fall Outing at Linvilla Orachards
- Emotional/Mental Health Check-In in December
- Movie Night in Downingtown
- St. Joe's Basketball Game
- Sports Night at United Sports in Downingtown
- Field Day at Great Valley High School
- Graduation and Bridging Ceremony with location to be determined

• Specific needs & issues to be addressed

- \$500 will pay for bus transportation to one of our events – typically two buses are needed for each event.
- \$500 will pay for the Search Institute surveys that we use to evaluate our program
- \$1,000 will pay for food at one event.
- \$5,000 will pay for an entire event including transportation, food and beverages, venue tickets and all supplies.
- \$7,500 will pay for one outing for the Warrior Guides and will also cover the costs of our Literacy program.

• Why it is important to fund this now

It is important to fund this now as our first event for Warrior Guides is Sunday, October 2, 2022. The second event is on Saturday, October 8 and the Literacy program begins on Saturday, October 8.

• How impact & results will be demonstrated

Every Chester child who participates in Warrior Guide is provided an overall assessment survey. This survey gives us a good idea of the level of stress or anxiety they are feeling. It's a mental health survey that gauges their level of happiness, worry, boredom, excitement, emotional stability, hopefulness and mental well-being. This survey is given at the end of the year as well. In addition, mentors and mentees fill out a monthly feedback form, this quantitative survey will give us the feedback on the effectiveness of our events, activities, and the overall mentor/mentee relationship. Mentors will also track the number of books read together throughout the year.

- *For capacity building grant proposals:*
 - *How will this capacity building initiative impact your nonprofit?*
 - *How will this impact be measured?*
 - *Include a description of the expected activities; timeline & costs to implement the initiative. If external consulting services are required, include the anticipated costs & expertise of the consultants to be hired. Include external consultant proposals if applicable.*

III. ATTACHMENTS

E-mail or mail this support information

1. Copy of 501 (c) (3) federal tax-exempt letter
 2. List of Board of Directors, with their affiliations
 3. Most recent annual report & financial statement, audited if available
 4. Itemized organizational operating budget with actual results for prior fiscal year & current fiscal year to date
 5. If capacity building initiative, itemized budget (including external consultant's proposal, if applicable)
 6. Current strategic plan. If your nonprofit does not have a current strategic plan, explain why.
- Use this form @ www.chescof.org to apply online for grants from all Community Foundation Funds.
 - **Email proposals to 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) 696-8211 grants@chescof.org with questions.



*Connecting people who care with causes that matter,
so their legacies make a difference.*