

GRANT PROPOSAL GUIDELINES

- The Chester County Community Foundation **connects people who care with the causes that matter**, so their philanthropy makes a difference **now & forever**.
- We are a **collection of Field of Interest & Donor Advised Funds** with **\$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**.
- ◇ Nonprofits **budgets** must be **\$500,000 or less**.
- ◇ 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.chescocf.org to apply online for grants from all Community Foundation Funds.
- **Email proposals to grants@chescocf.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@chescocf.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, CCCF's **Summary Sheet MUST accompany application.**

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

Date

Contact Information

Organization Name: Young Men and Women Foundation, Inc. ED/CEO Name: Richard Roberts, III
Address: 1500 West Woodbank Way, West Chester, PA 19380 ED/CEO E-mail: rrobertsiii@ymwicfoundation.org
Phone: 215-680-6519 Board Chair Name: Richard Roberts, III
Website: ymwicfoundation.org Board Chair Approval (check here): X
Year Incorporated: 2010 Primary Contact Name: Richard Roberts, III
FEIN: 260202360 Primary Contact E-mail: rrobertsiii@ymwicfoundation.org

Organization Information:

Field/s of Interest:

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

Mission:

YMWIC's mission is to empower and prepare economically disadvantaged and historically underrepresented youth to excel and become leaders in STEM careers through academic tutoring, mentoring and financial assistance programs. We leverage alliances with K-12 school districts, universities, corporations, and the Foundation's committed partners. We embrace a family model that provides individually targeted services: academic support and tutoring, leadership development, public speaking, junior mentoring, scientific research projects, college readiness and industry experiences in many STEM and business careers.

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

YMWIC has chapters located in Coatesville, Phoenixville and West Chester. Students attend from areas surrounding these communities.

Describe Population Served & Annual Number of People Served:

Annual Budget \$ 950,212 # of Full-Time Equivalent Paid Staff 6
86 % of budget for program expenses 10 # of Board Volunteers
10 % of budget for administrative expenses 40 # of Active Non-Board Volunteers
4 % of budget for fundraising expenses 3,000 # of Volunteer Hours
100 % total

Top 3-5 funding sources:

US Department of Education – \$297,601
West Pharmaceutical - \$70,000
Chester County – \$68,132
Justamere Founaction - \$40,000

Is this grant proposal for: Capacity Building or General Operating ?

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: \$___7,500_____

Proposal Summary:

YMWIC has consistently encouraged Scholars to strive to obtain a college degree in a STEM field following their high school diploma. In the past 6 years, 64 young people have achieved or are in the progress of completing this goal. But the employment demands and needs of our young people are changing. Some students are indicating a need for employment right away and may not be good candidates for a traditional college degree. And employers have come to us seeking candidates from underrepresented groups to fill immediate vacancies that do not require college degrees. In light of these changes, we have added a new component, The Pre-Apprenticeship Program, to our services. Scholars in this program will go directly into employment after high school through Internships, Apprenticeships and On-the-Job Training. This proposal is for funding to support the Program Manager who will coordinate with corporate partners to develop these opportunities. The Program Manager will also expand our existing Workplace Readiness program to assure that Scholars have the requisite academic, social and employment readiness skills to enter these opportunities.

II. CHESTER COUNTY COMMUNITY FOUNDATION GRANT PROPOSAL NARRATIVE

Provide clear, concise information. 3 pages maximum.

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

YMWIC began with an idea generated by its founder and president, Mr. Richard Roberts, III. As a young engineering student at Widener University, Richard took note that there were not very many young men of color in his program of study. As a professional in the engineering field, he also found that colleagues from minority groups were few and far between. He began to formulate a concept: a program that would support African American and Latino males to develop their academic skills and gain the social support needed for success in college and in their careers.

Young Men In Charge (YMIC) started with a few programs for a handful of young men provided through volunteer efforts and in 2007 YMIC became incorporated. Our 501c3 nonprofit certification was received in 2010 stating that we would provide services to youth in fifth through twelfth grades in Philadelphia and suburban communities. During the 2013-2014 program year, YMIC opened its doors to young women and began doing business as Young Men and Women In Charge Foundation, Inc. (YMWIC)

YMWIC's mission is to empower and prepare economically disadvantaged and historically underrepresented youth to excel and become leaders in STEM careers through academic tutoring, mentoring and financial assistance programs. We provide academic support and tutoring, leadership development, public speaking, junior mentoring, scientific research projects, college readiness and industry experiences in many STEM and business careers.

YMWIC currently serves 200 scholars in the After-School Pre-College/Pre-Apprenticeship Program in 9 locations in the Philadelphia region and over 250 in its summer enrichment programs. About 300 students and their families participate in special community events such as the Annual College Expo and the Annual Science Expo.

In the past 6 years, 100% of our graduates (64) have graduated high school and matriculated into 4-year colleges in STEM or entered directly into STEM careers through our Pre-Apprenticeship Program. Our primary goal is to improve the academic capacity of Scholars so that they are prepared to enter college and careers in STEM. In the past 6 years 96% of our participants have increased their GPA by 15% and/or maintained a GPA of 85% or more.

To accomplish our mission we partner with eight school districts as well as with several area universities (St. Vincent College Immaculata University, Lincoln University, Cheyney University) and are supported by more than 20 corporate partners (for example: CSL Behring, IFM Efector, Children's Hospital of Philadelphia, LaFrance Corporation, PNC Bank, West Pharmaceutical, PECO/Exelon, Lockheed-Martin).

In recognition of our excellent work YMWIC was one of 9 organizations in the Philadelphia area to receive a GSK STEM Equity Grant for its service to students pursuing STEM careers. GSK selected YMWIC to receive this grant "To further our commitment to increase the number of diverse Philadelphia students entering STEM careers by 2030.

On April 7, 2022, West Pharmaceutical and YMWIC Foundation, Inc. were one of 23 partnerships recognized by the Philadelphia Business Journal at the "2022 Faces of Philanthropy Awards Breakfast", honoring philanthropic initiatives and partnerships between non-profit organizations and corporations in the Greater Philadelphia region that have made a large impact and difference in the community.

YMWIC was recently awarded a 3-year grant through the Chester County American Rescue Plan Act to support this Pre-Apprenticeship Program. We are seeking matching funding to support the remaining cost of implementing this project.

2. Funding request

• Description of key initiatives

YMWIC has maintained a proud record of awarding scholarships for 4-year degrees to every Scholar who successfully completes high school and the YMWIC Program. In the past 6 years 64 young people have completed the program and successfully entered or completed college. However, times are changing and to stay relevant, we must acknowledge that not every Scholar will be ready or wanting to prepare for employment through this traditional academic route. Some may need or want to enter the workforce more quickly and we have created the opportunity for them to enter employment through Paid Internships, Apprenticeships and On-the Job Training. In the past two years several of our partnering companies have come to us seeking employees from underrepresented groups to employ almost immediately in their companies. These positions do not require 4-year degrees and candidates for these jobs may be employed through Paid or Unpaid Internships, Apprenticeships, or direct employment with On-the-Job Training. The availability of Paid Internships/Apprenticeships will vary and is based on employer need and real-time hiring trends. But the coordination of these opportunities take time to identify opportunities, match appropriate Scholars to them and monitor progress.

This project will support the cost of a Program Manager to address two key elements of the YMWIC program: Pre-Apprenticeship and Workforce Readiness. In the Workforce Readiness component of YMWIC's services, Scholars learn to build resumes and portfolios, define career choices, develop professional skills, interviewing skills and business etiquette, experience job shadowing, maintain academic discipline and receive mentoring from industry professionals. They are prepared to meet the challenges of the world of work, continue to strengthen their academic skills and to make important choices about their future careers. We will increase Job Shadowing opportunities and expand Workforce Readiness activities to prepare Scholars for successful employment.

The Program Manager will work with corporations to develop paid and unpaid Internships, Apprenticeships and On-the-Job Training opportunities. In the past year we placed 15 Scholars and Alumni into these types of placements provided in collaboration with our corporate partners. With this additional support we anticipate placing 25 Scholars and Alumni in the coming year.

The Program Manager will also develop a cadre of employer representatives who will serve as the Pre-Apprenticeship Advisory Group. This group will inform YMWIC of employment trends and needs in the Philadelphia area and support the Program Manager in developing Pre-Apprenticeship opportunities that match with local employment trends. They will also participate in workshops and presentations for Scholars and their families to understand and prepare for today's job market.

THE OUTCOMES

Specific needs & issues to be addressed

Three of YMWIC's chapters are in Chester County (Coatesville Phoenixville and West Chester) and two of these communities have the highest levels of poverty in the county. A study from Welfare Info (<https://www.welfareinfo.org/poverty-rate/pennsylvania/chester-county>) determined that 30% of the residents in Coatesville are living below the poverty line and 27% in West Chester. STEM occupations are in high demand and continue to be among the fastest growing within the 21st century workforce across the US economy (BLS, 2017). Yet, despite comprising 27% of the US Population, only 11% of science and engineering jobs are held by Black, Latinx, and Native American workers (NSF, 2018). The US Bureau of Labor Statistics 2017 report entitled "STEM Occupations: Past, Present, And Future" found that 93 out of 100 STEM occupations had wages above the national wage average for all occupations. In Chester County the highest paying industries are Information (\$106,453), Finance & Insurance (\$92,058), and Professional, Scientific, & Technical Services (\$90,576) (<https://datausa.io/profile/geo/chester-county-pa#covid>). These careers have the potential to be life-changing and poverty-eradicating for our young people but only if they are prepared for them. Through this program YMWIC will give these youth the tools they need to be successful in STEM careers, we provide a pathway to lift our students and their families out of poverty.

The communities served by YMWIC in Chester County experience high poverty and low employment rates. Resources and support from organizations such as YMWIC and others increase the possibility of eradicating poverty in these communities. 70% of our students come from households that qualify for free and reduced lunch.

Many have food and housing insecurity and need support for mental health, family issues with addiction, incarceration and many other social needs. We provide these supports, but we know that employment in a good-paying job is critical to their long-term health and security. Job security for these individuals will also have a long-term benefit for the financial health of Chester County.

Why it is important to fund this now

Covid-19 opened our eyes to what we already knew: socio-economic and demographic conditions consistently and significantly impact some communities more than others, particularly based on ethnic minority status, low income, and location. We saw clearly the impact of systemic issues such as fragmented health care systems, racism and structural disparities in education, income, wealth, a consistent lack of economic opportunity, environmental factors, transportation and housing (Petterson et al., 2020). Covid 19 demonstrated that economic vulnerability is magnified in regions with pre-existing social disparities, creating new forms of disparity (Qian and Fan, 2020). Since the arrival of COVID-19, Philadelphia has underperformed the national economy, recovering more slowly than many other cities. Philadelphia and its region is experiencing lingering job losses, particularly in the low-wage sectors, with Black workers and female workers hit the hardest. (<https://www.pewtrusts.org/en/research-and-analysis/issue-briefs/2022/02/how-the-pandemic-has-affected-philadelphias-economy-and-jobs>)

The poverty rate for Philadelphia from 2010-2019, despite declining from 26.7% to 23.3%, has remained the highest among the nation's 10 largest cities (US Census Bureau). In Coatesville the poverty rate is 30% while the rate for Blacks in Coatesville is 34.5 and Hispanics 34.3%. Of the students served by YMWIC 52% are black and 43% are Hispanic/Latinx. More than 70% of our scholars live at or below the poverty line. Through this program we will create employment opportunities and a variety of pathways for young people to enter high-paying jobs in STEM fields. This will have a positive impact for Chester County and its most significant high-poverty communities.

How impact & results will be demonstrated:

The result of this support will be:

1. YMWIC will hire a Pre-Apprenticeship Program Manager who will increase by 50% the Internships, Apprenticeships and On-the-Job opportunities that are available for Scholars and alumni (25 Placements).
2. YMWIC will create a Pre-Apprenticeship Advisory Group to provide information on workforce trends and continue to expand collaborative relationships with partnering corporations.
3. YMWIC will expand the Workforce Readiness Program to assure preparation of Scholars for work opportunities to include Job Shadowing, Workforce Skill Building Workshops.

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

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.

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**
Major Gift Donor Identification, Cultivation, Development & Stewardship - Development Campaigns (Annual, Capital, Planned Giving) - Earned Income Development - Social Enterprise Feasibility & Development - Marketing, Branding & Communications
- **TECHNOLOGY & OPERATIONS**
Business Continuity Planning - Financial Management - Human Resources - Volunteer Management - Industry Certification - Risk Management - Technology Improvements