

I. PROPOSAL SUMMARY SHEET

(One page only. This page will be shared with Grant Committee Members.)

Date: May 14, 2024

Contact Information:

Organization Name:	YoungMoms	Contact Name:	Mary Hewes
Address:	708 E. Baltimore Pike PO Box 376 Kennett Square, PA 19348	Contact Title:	Executive Director
Phone:	855-YNG-MOMS	Contact E-mail:	mary.hewes@youngmomscommunity.com
Web Address:	youngmomschestercounty.org	Fax:	
FEIN:	47-5319831	Year Incorporated:	2016

Has your nonprofit previously applied to the Community Foundation: Yes No

Field/s of Interest:

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

Organizational Information:

Geographic Area Served:

Southern Chester County, we follow the boundaries defined by the United Way of SCC – Oxford School District, Avon Grove School District, Kennett School District and Unionville-Chadds Ford School District

Annual # of Clients & Description of Population Served:

70 young women and their 65 children. The young women who are referred into our YoungMoms program represent an extremely diverse and marginalized population. Many of our participants face huge challenges: incomplete education, poverty, single parenthood, depression, and a general lack of options and opportunities.

Mission Statement:

YoungMoms equips pregnant and parenting young women with the support, resources, and skills needed to overcome obstacles, minimize social inequities, and build a strong foundation for their families.

Organization Description:

Annual Budget \$ <u>495,210</u>	<u>5.75</u> # of Full-Time Equivalent Paid Staff
<u>83%</u> % of budget for program expenses	<u>7</u> # of Board Volunteers
<u>9%</u> % of budget for administrative expenses	<u>164</u> # of Active Non-Board Volunteers
<u>8%</u> % of budget for fundraising expenses	<u>2,074</u> # of Volunteer Hours
<u>100</u> % total	

Top 3-5 funding sources: Hamilton Family Charitable Trust, United Way of Southern Chester County, NBCUniversal Foundation, Justamere Foundation, and The Philadelphia Foundation

Proposal Information:

Grant Amount Requested:

Year 1 \$24,500 + Yr 2 \$23,000 = Total \$47,500 (Maximum \$50,000 Total)

Summary Description of **Paradigm-Shifting** Grant Purpose:

The demand for our program is on the rise. Coupled with the changing demographics of our clients, we need to increase our focus on mental health and overall well-being. Funds from this grant would allow us to educate our case management staff in trauma informed coaching. This training will equip our staff with the mindset, tools, and skills to work with families holistically towards wellness. Our focus in this shift will be practicing trauma informed care. The goal of the trauma-informed care approach is to ensure that our case management staff recognizes and responds to the unique needs of trauma survivors.

II. GRANT PROPOSAL NARRATIVE

Please provide the following information clearly and concisely.
Proposals of 1 or 2 pages are strongly encouraged.

1. Organization's history, goals, key achievements, and distinctiveness

YoungMoms is a comprehensive support program that provides the academic, employment, relational, and parenting support pregnant and parenting young women need to improve their lives and those of their children. YoungMoms started in 2010 as a program of The Garage Community and Youth Center and became its own 501-c-3 nonprofit organization in 2016. Over the last 14 years has helped more than 260 young mothers stay in school, pursue a college education, access vocational training and meaningful employment, gain parenting and other life skills, and connect with community resources. **There is no similarly individualized and comprehensive support program in our area that provides our organization's combination of case management support, life skills instruction, one-to-one mentoring, and community-building activities.** We work extensively with other agencies that address needs outside of our service specialties to ensure that there is no duplication of services. We have strong working partnerships with numerous community organizations and school districts and refer participants to Chester County Nurse Family Partnership, LCH, The Peacemaker Center, Prepared to Thrive, Family Promise, KACS, Wings for Success, MCHC, Domestic Violence Center, Crime Victims Center, and other relevant service entities.

2. Paradigm Shifting Funding request:

A. Specific Chester County needs and issues to be addressed

Teen parents in our community, especially those who are immigrants, face complex economic, social, and educational challenges. Most of our clients live well below the poverty line, struggle to find work or to complete their education, and lack resources and opportunities to provide sufficiently for their families in the short term, let alone to plan for their future. An unexpected medical bill, a car breaking down, or a sick child is sometimes all it takes to create even more chaos and difficulty for these young women who are already struggling to provide a stable life for themselves and their children.

In 2023, we rolled out a new goal-setting program based on SAMSHA's Eight Dimensions of Wellness and we increased the number of life skill workshops dedicated to mental health. We also reorganized our staff and now have 3 full-time bilingual case managers. With the extensive needs of our Central American community, our case managers must work more intensively (requiring a larger financial investment) to overcome these challenges and connect these young women to the resources they need to achieve life stability for themselves and their children as they establish roots in our community.

B. Paradigm-shifting impact

Over the past few years, we have seen a significant shift and growth in the clients who are joining our program. The demand for our program is on the rise. Coupled with the changing demographics of our clients, we believe it is time for us to shift our case management program into a trauma informed coaching program.

Year	# of Referrals	# of Clients Served	USA		Mexico		Central America	
2019	27	59	28	48%	19	32%	12	20%
2020	26	60	27	45%	12	20%	21	35%
2021	38	69	19	28%	13	19%	36	52%
2022	50	70	12	17%	9	13%	49	70%
2023	48	70	6	9%	9	13%	55	78%

Without the support of YoungMoms, many of these young women would be at a disadvantage in our community. Most of these young women immigrated to the United States seeking asylum, and many do not speak the language. It is overwhelming enough to navigate the demands of being a new mom, let alone being a teenager in a new country where you don't speak the language. Our organization, at its origin, did not grasp the level of inclusion this would bring for the growing immigrant population in Southern Chester County. Our client population is now 100% from the Hispanic community, many of whom do not have support from family nearby, are living well below the poverty line, and struggle to find work, education, resources, and support. We have met this growing need by hiring only bilingual case managers,

so each client feels comfortable and understood as she deals with the hardship that comes from being a teen mom, including single parenthood, poverty, domestic violence, isolation, incomplete education, language barriers, depression, and a general lack of options and opportunities. Teenage mothers are also more likely to experience depression, substance abuse, and dysfunctional or abusive relationships than their non-parenting peers. YoungMoms does everything it can to make sure these young women have the support they need to succeed as much as their non-parenting peers by providing holistic care with individualized case management.

Funds from this grant would allow us to educate our case management staff in Trauma-Informed Coaching. According to SAMSHA, the agency we modeled our goal-setting program against, "Trauma can negatively impact social, economic, and cognitive functioning and emotional regulation. Ignoring or suppressing experiences of trauma, rather than acknowledging and processing the adversity, has a greater negative impact on an individual's mental health." This training will equip our staff with the mindset, tools, and skills to work with pregnant and parenting young mothers holistically towards wellness. It recognizes that equity is an integral part of coaching as well as a necessary outcome to work towards. When coaches understand the barriers, stress, and trauma that racism and poverty have on the lives of young mothers, they can more fully understand the context of each participant's life and how they can provide support. Our objective with coaching is to focus on practicing trauma informed care. The goal of the trauma-informed care approach is to ensure that our case management staff recognizes and responds to the unique needs of trauma survivors. Practicing trauma-informed care does not imply that people are stuck or not resilient. Trauma-informed care recognizes that external, systemic forces are at play – things that are beyond a person's control – and this is the context that coaches and organizations must recognize when partnering with families. We do not want to judge our clients based upon their experiences, instead we want to understand that they have experienced trauma that shapes their life experiences.

We are excited where this training will take our program and the impact it will have on our measured outcomes.

C. Overall strategies to implement the initiative

- The executive director, program director and three case managers would participate in training provided by an outside organization like the Prosperity Agenda.
- Strategies learned through this training would be incorporated into our case management program to help us assess needs, circumstances, strengths, and support networks. Our case managers would become client care advocates and work with them to articulate goals.
- Coaching performance assessments would be created that focus on:
 - Listening and empathy
 - Collaborative and transparent relationships
 - Respect and humility
 - Flexibility and adaptability
 - Recognizing the impact of historical and contemporary inequities on individuals' lives
- One-on-one home visits and check-ins would shift to coaching sessions.
- Funding would also be used to aid clients with mental health counseling sessions with an external bilingual counselor.

D. Why it is important to fund this now

It is important to fund this now because our services are acutely needed in our community. While teen moms in general face urgent and complex needs, our specific service population is especially vulnerable. Historically, our clients were primarily from Mexico and the U.S. While these clients faced challenges, our newer clients are in much greater need and require more attention and more connections to resources. Currently more than 75% of our clients have emigrated from Central America, often from countries with extreme political and economic instability. These young women are typically very high-risk and in high need. A large majority of our clients come from backgrounds of trauma and poverty, often do not speak Spanish or English proficiently (those from Guatemala speak native dialects and have limited Spanish-speaking abilities), and some have never completed their elementary education or are pregnant because of sexual assault. Often these young women come with very limited, if any, local family support. As a result, our case managers must work much more intensively with them to navigate these challenges and connect to community resources and supports necessary to provide for themselves and their children and to establish roots in our community.

Trauma-informed coaching offers numerous benefits:

1. **Safety and Trust:** It creates a safe and supportive environment where individuals feel validated and understood, fostering trust between the coach and client.
2. **Empowerment:** By recognizing and honoring individuals' experiences, trauma-informed coaching empowers clients to take control of their healing journey and make informed decisions.
3. **Reduced Re-traumatization:** It minimizes the risk of re-traumatizing clients by avoiding triggering language or approaches, promoting healing without causing harm.
4. **Strengths-Based Approach:** Trauma-informed coaching focuses on clients' strengths and resilience, helping them identify and build upon their resources for growth and recovery.
5. **Improved Coping Skills:** Clients learn healthy coping mechanisms and self-regulation techniques to manage triggers and stressors more effectively.
6. **Long-term Healing:** By addressing the root causes of trauma and supporting clients in developing healthy coping strategies, trauma-informed coaching facilitates long-term healing and well-being.

3. Timetable, with anticipated outcomes and their relevance to the nonprofit's mission

In year one, Executive Director, Program Director and three Case Managers would participate in training provided by an organization like the Prosperity Agenda. Develop assessment and screening tools to identify individuals who have experienced trauma. Make changes to the standard of care for those clients identified as experiencing trauma. Review and modify policies and procedures to ensure a focus on trauma, safety, and confidentiality.

In year two, contract with a bilingual mental health counselor to provide in-depth therapy for clients at most risk.

Anticipated outcomes of trauma-informed care include:

1. **Increased Safety:** Clients feel physically and emotionally safe, leading to reduced hypervigilance and a sense of security.
2. **Improved Coping Skills:** Clients develop healthy coping mechanisms to manage triggers and stressors more effectively.
3. **Enhanced Self-Regulation:** Clients learn to regulate their emotions, behaviors, and physiological responses, leading to greater emotional stability.
4. **Reduced Symptoms:** Clients experience a decrease in trauma-related symptoms such as anxiety, depression, PTSD, and substance abuse.
5. **Increased Empowerment:** Clients feel empowered to make informed decisions about their health, well-being, and relationships.
6. **Strengthened Relationships:** Clients improve their ability to communicate, trust, and establish healthy boundaries in relationships.
7. **Improved Functioning:** Clients experience improvements in daily functioning, including work, school, and social interactions.
8. **Enhanced Resilience:** Clients develop resilience and adaptability in the face of adversity, leading to a greater sense of mastery and control over their lives.

4. How impact and results will be demonstrated

1. **Goal Setting:** Our case managers will collaboratively establish clear, specific, and measurable goals with the client, focusing on areas such as improved coping skills, increased self-awareness, and enhanced relationships.
2. **Pre- and Post-Assessments:** We will use standardized assessments to measure changes in symptoms, behaviors, and functioning before and after the coaching intervention.
3. **Client Feedback:** We will collect feedback from clients throughout the coaching process to assess their satisfaction, progress, and perceived benefits.
4. **Observations:** We will observe changes in clients' attitudes, behaviors, and interactions over time, noting any improvements in coping strategies, self-regulation, and relational dynamics.