

# DRAFT

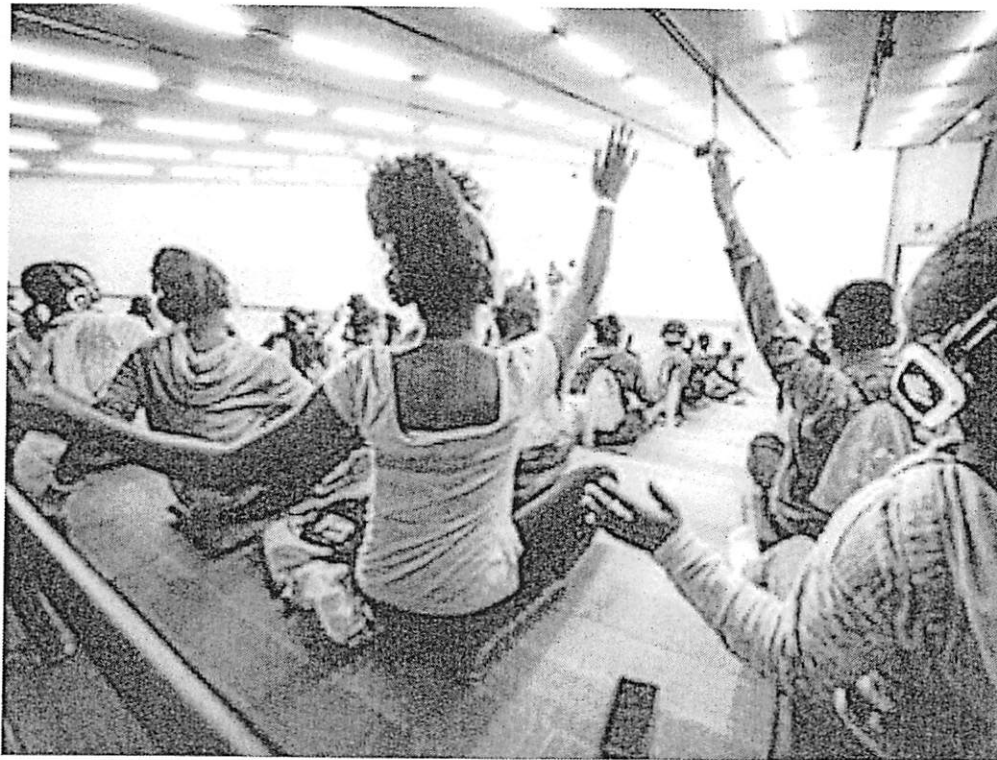
City of Jacksonville Citywide Mentoring Office Budget Narrative 2019-2020 October 1, 2019 Implementation Date		
	2019-2020	2020 -2021
Personnel (All salaries are consistent with the City of Jacksonville salary schedule)		
Director of Program Development: 1 full-time (40 hours per week) project director to implement and manage all project activities for the City Wide Mentoring Program	\$90,000	\$90,000
Four (4) Case Manager/Career Specialist: 4 full-time (40 hours per week) to identify, recruit and enroll Mentors and Mentees in the program and provide follow-up services (providing, tracking, training, support referral, resources)	\$160,000	\$160,000
<b>Total Salaries</b>	\$250,000	\$250,000
<b>Fringe benefits</b> for program staff will be as follows:		
Benefits for Director of Program Development (FT benefits include FICA, Florida Retirement System, Worker's Comp, Disability Insurance, Health, Dental and Life Insurance and Medicare)	\$22,500	\$22,500
Benefits for Case Manager/Career Specialists (FT benefits include FICA, Florida Retirement System, Worker's Comp, Disability Insurance, Health, Dental and Life Insurance and Medicare)	\$40,000	\$40,000
<b>Total Fringe Benefits</b> \$50,069.00 \$0.00	\$62,500	\$62,500
<b>Travel</b>		
<b>City Mileage</b> In-district travel for staff traveling to targeted schools, community organizations, and colleges to coordinate mentoring outreach and project services paid at College rate of \$.445/mi (approximately 1,236 miles)	\$550.00	\$550.00
<b>State Mentoring Conference</b> 3 Conference \$2,574.00 registration at \$250.00 per person X 3 staff = \$750.00 airfare at \$200.00 per person X 3 staff = \$600.00 hotel at \$150 per night X 2 night X 3 staff = \$900.00 per diem at \$36 per day X 3 days X 3 staff = \$324.00 Totaling \$2,574.00	\$10,500	\$10,500
<b>National Mentoring Conference/Training</b>		
<b>Total Travel</b>	\$11,050	\$11,050
<b>Office Supplies</b>		

<b>Office supplies</b> for project activities. Includes supplies such as staplers, staples, tape dispensers, tape, pens, pencils, paper clips, binder clips, legal pads, post-it notes, file folders, office printer, dry erase board, hanging folders, labels, stationery, envelopes, copy paper.	\$2,275	\$2,275
<b>Other Support Materials</b>	\$2,275	\$2,275
<b>Tracking Software</b> - Includes membership/account specifically for tracking mentors and mentees. In addition, opportunities to utilize the National Student Clearinghouse and software programs to track mentees after program completion.	\$3,500	\$3,500
<b>Computer Equipment</b> - Laptop, docking station and screen for case manager to have mobile access while working at target schools and ability to use laptop in the office.	\$3,675	\$3,675
Background screening for mentors - appropriate local, state and federal screens for volunteers working with students. \$45.00 per screen for 15 mentors.	\$15,000	\$15,000
Director will also bill a collaboration/partnership with Jacksonville Sheriff Office for background checks		
Outreach, Recruitment and Printing - the development and implementation of a comprehensive recruitment and outreach plan including media PSAs through social media, radio, television and print.	\$2,000	\$2,000
*Request in-kind contribution from City of Jacksonville Marketing Department		
Office Space/Location City of Jacksonville Commitment	\$350,000	\$350,000

# ABOUT THE NATIONAL CARES MENTORING MOVEMENT

National CARES Mentoring Movement **is a pioneering community-galvanizing movement dedicated to alleviating intergenerational poverty among African Americans.** It offers Black children in low-income families and unstable communities the social, emotional and academic supports they need to unleash their potential and graduate from high school prepared to succeed in college or vocational-training programs and 21st-century careers. We employ two primary strategies. The proven-effective, consciousness-shifting model, ideated and built by experts over a decade, unearths hope and resilience in our young living with trauma-causing impacts of poverty—homelessness, hunger, unrelenting violence, gravely under-resourced schools and overwhelmed parents and teachers. The traumatic stress children in poverty live with fuels mental illness and physical disease, including anxiety, depression, hypertension, substance abuse, obesity, violence and also the recent spike in suicide.

**A wide body of research shows that adverse childhood experiences combine with poverty to undermine children's wellbeing and their ability to learn and thrive.** They are unable to sit still and focus. Their parents, who are overstressed and struggling to make ends meet, are at risk for higher levels of depression, substance abuse and domestic violence. Black children overall are scoring the lowest in all academic, health and developmental indicators compared to their peers.





CARES' unique, 36-week-long curricula are built to help children heal the multiple traumas of impoverishment and override their debilitating effects, which unaddressed will be life-long. CARES' evidence-based healing initiatives unearth understanding, resilience and faith. They instill hope, critical thinking skills, racial pride,



and a love for learning and wellness in mind, body and spirit. Our beloved young ones come to understand that they are greater than even their greatest challenges, authors of their futures, as they share their stories and heal together, supported by our trained psychologists, social workers and volunteer mentors in CARES' wide-spreading Wellness Mentoring Circles. Our students and children in detention learn to transform their thinking and behaviors, how to love themselves, as well as one another, and prepare for success in school, careers and life.

One in six Black children is living in extreme poverty, which the federal government defines as a yearly household income of \$12,129 or less for a family of four with two related children. **CARES' restorative initiatives are singular—they are the only holistic programmatic works being built for the advancement of impoverished Black children and parents nationally. Our curricula are easily adaptable to other ethnicities and cultures.**



National CARES Mentoring Movement exists to ensure the nation's most vulnerable population—Black children living in poverty. Their lives are being shredded by many of the very institutions created to nourish all the Black children in our country. **Our more than 140,000 mentors and local CARES Affiliate Leaders across our 58 U.S. cities network are devoted to advancing our young who are isolated and mostly written off by society. We are writing them in!**

# OUR METHOD

We believe that transformation does not begin in the statehouses, but first in our hearts and homes. African Americans—the high and the humble—are longing for what is greatly needed but rarely stated: a safe place to heal our hurt, depression and self-denial—all the legacies of centuries of enslavement, Jim Crow practices and internalized racism. This multigenerational harm has often prevented us from caring well for ourselves and our vulnerable young. Impoverished African American children have been so deeply hurt, and whose lives have been disrupted by violence and loss, are expected to thrive without the whole body, mind and spirit support regularly offered to middle-class and affluent children. We provide our mentors with the tools they need to support our most defenseless young ones.

# OUR IMPACT

It's as simple as this: mentoring saves lives.

At National CARES, our culturally anchored and trained volunteer army of mentors and Affiliate leaders prove how mentoring saves lives every day.

We are deeply proud that our work has yielded the following outcomes:

# OUR RESULTS

**With support from the Robert Wood Johnson Foundation, and after a three-year demonstration period, we were able to execute a year-long independent evaluation to determine the effectiveness of our program, *The Rising: Elevating Education, Expectations and Self- Esteem*.**

We learned that of all the young people who participated in our programming across our four in-school Rising sites:

- 84 percent learned how to be effective critical thinkers in challenging situations
- 71 percent eliminated self-harming behavior from their lives
- 84 percent felt a new pride in themselves as young, Black people
- 81 percent had, often for the first time, a sense of self-worth and hope for the future

We have the ability to change the harsh and predictable futures of our most vulnerable children!

For more information about our programs, please contact Chief Program Officer, Stephen Powell, at [spowell@caresmentoring.org](mailto:spowell@caresmentoring.org)

- NUMBER OF MENTORS RECRUITED SINCE CARES BEGAN:

140000

- AVERAGE NUMBER OF VOLUNTEER HOURS SERVED BY CARES LEADERS AND PROGRAM MENTORS ANNUALLY:

500000+

- NUMBER OF YOUNG PEOPLE SERVED SINCE CARES BEGAN:

200000+

- AVERAGE NUMBER OF MENTORS TRAINED BY CARES ANNUALLY:

2000+

- AVERAGE NUMBER OF CHILDREN SERVED BY THE RISING PROGRAMS ANNUALLY:

7000

- PERCENTAGE OF CARES MENTEES WHO ARE LIVING BELOW THE POVERTY LINE:

98

- PERCENTAGE OF CARES MENTEES WHO FEEL MORE ENGAGED IN SCHOOL BECAUSE OF OUR PROGRAMMING:

86

- PERCENTAGE OF CARES MENTEES WHO FEEL MORE CONFIDENT THEY CAN SUCCEED ACADEMICALLY BECAUSE OF OUR PROGRAMMING:



- AVERAGE NATIONAL MENTOR-RETENTION RATE PERCENTAGE:

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## CALL TO COMMUNITY

Forty percent of Black children are born into poverty. Eighty-six percent of our children cannot read or do math at grade level. And more than one in ten Black children has a parent who is incarcerated. This is unacceptable in our land of plenty!

Imagine the United States as no longer having the world's highest rate of incarceration but instead being the world's leading producer of educators, innovators, entrepreneurs and a dynamic 21st-century workforce. Imagine the impact on the nation's economy if instead of sinking dollars into prisons we invested in creating an ever-growing army of young people who feel valued and able to excel in the global knowledge economy. And for a fraction of the cost! This is our mandate! To rebuild the village. To make America truly the Beautiful!

Deepening our commitment to healing young lives and understanding that group mentoring is a low-cost way to change the predictable futures of multitudes of harmed children, CARES has built transformational programs in several of the most under-resourced schools in high-need communities. Our whole-school consciousness-changing programs are incorporated into the school day and are designed to provide students with the psychosocial and academic undergirding youngsters must have, so that despite the many odds they face, they will love and believe in themselves, aim high and succeed in school and in life.