

**Buncombe County FY2019 Strategic Partnership Grants
Application Summary Sheet**

Project	Jobs for the Future
Organization	Camp Lakey Gap

Amount Requested	\$8,000	Strategic Priority or Sustainability Goal	Diverse Community Workforce
New or Renewal Request	New	Area Served	Districts 1, 2 and 3

Organization Description	<ul style="list-style-type: none"> Camp Lakey Gap provides a therapeutic camp experience for individuals with ASD during eight weeks each summer. The mission is to nurture individuals on the autism spectrum with an enriching camp experience and to provide guardians with a time of respite. Camp Lakey Gap focuses on providing healthy, developmentally appropriate educational and recreational opportunities for individuals who participate in our programs.
Key Steps	<ul style="list-style-type: none"> The Camp Lakey Gap Garden Crew was created in April, 2017 as a pilot project to demonstrate that adults with mild to moderate autism could work productively to operate a camp kitchen garden. The project coordinator, a retired autism specialist from the UNC-CH TEACCH Autism Program, developed a curriculum that includes four components: <ol style="list-style-type: none"> Education in the area of sustainable gardening Social Skills instruction Vocational Skills training Fitness and recreation
People Served	<ul style="list-style-type: none"> The Jobs for the Future project is designed to serve adults with mild to moderate autism. 10 volunteers one day a week with plans to add 5 volunteers and expand to 2 days a week, Our project is intended to be replicated by other programs and businesses that currently employ or wish to employ adults with ASD. Currently our interns fall into a segment of the ASD population that does not qualify for government funding because of family income and/or the individual's functioning level.
Outcomes	<ul style="list-style-type: none"> The TEACCH Transition Assessment Profile (T-TAP) is an instrument used to assess young adults transitioning from high school into high education, job training programs and/or employment. Jobs for the Future is utilizing this tool to gather initial information regarding interns' skills in the following areas: (Vocational skills, Vocational behavior, Independent functioning, Leisure skills, Functional communication, Interpersonal behavior)

Budget			
Amount Funded FY2018	n/a	Increase Request	n/a
Administrative Budget	14% (from fiscal agent Christmount 2015 IRS Form 990)	Total Organization Budget	\$264,105 (projected FY2019)

Other Funding Sources: Grants, Individual donations, Government funding, Private foundations, Camp Lakey Gap Scholarships, Camp Fees, Camp Lakey Gap Annual Giving Fund, Social Media Camper Fund, Jobs for the Future Project

Strengths
Innovative and/or creative program design
Project serves underserved, underrepresented, minority, and/or high-need population
Diverse/Balanced funding sources

Camp Lakey Gap Jobs for the Future

FY2019 Strategic Partnership Grants

camp lakey gap

Mr. Robert Morris

222 Fern Way

Black Mountain, NC 28711

O: 828-669-8977

F: 828-669-6301

Ms. Anne Kelley McGuire

222 Fern Way

Black Mountain, NC 28711

anne@camplakeygap.org

O: 1-828-669-8977

M: 1-828-713-3096

F: 828-669-6301

Application Form

Question Group

Project Name*

Name of Project.

Camp Lakey Gap Jobs for the Future

Amount Requested*

\$8,000.00

PROJECT NARRATIVE

Area Served*

Which areas of the County will be served by this project? Which Commissioner District(s) will be served?

A Buncombe County Commissioner district map is available at [THIS LINK](#).

Districts 1, 2, and 3

Camp Lakey Gap's Jobs for the Future is a pilot program, now in its second year, designed to increase competitive employment opportunities for adults with autism spectrum disorders (ASD's) in Buncombe County. The primary goal of Jobs for the Future is to develop a job training model that can be replicated in other work places employing people with ASD. Currently, we have a garden crew made up of young adults (interns) with ASD. They receive classroom instruction in gardening "best practices", social skills training, and hands-on gardening experience one day each week. With additional funding, we plan to expand the job training component of Jobs for the Future to include food services, hospitality, and data entry. This year our expansion goal is to include 5 additional interns who will receive job training in these areas as we continue to develop a curriculum that can be accessed by other programs serving adults with ASD in Buncombe County.

Organization Description*

Tell us about your organization. What is your mission? Highlight two or three key facts and accomplishments that best define your organization.

Camp Lakey Gap provides a therapeutic camp experience for individuals with ASD during eight weeks each summer. Our mission is to nurture individuals on the autism spectrum with an enriching camp experience and to provide guardians with a time of respite. We focus on providing healthy, developmentally appropriate educational and recreational opportunities for individuals who participate in our programs. In 2017 with the support of our parent organization, Christmount Christian Assembly, and donations from local businesses and individuals, Camp Lakey Gap was able to extend our educational program to serve young adults with autism who are either unemployed or underemployed as a result of the challenges associated with having autism. In addition to teaching vocational skills that can lead to employment we work within

Christmount's mission of teaching environmental sustainability emphasizing our role in creating an all inclusive, just workplace for people in our community.

Strategic Priority*

Which of the following priorities best reflects the primary goal of your project?

Buncombe County Commissioners are dedicated to strengthening the quality of life for everyone by setting new fiscally, socially and environmentally responsible goals that will guide decisions and improve our community for future generations. The Board has committed to strategic priorities as a guide to shape partnerships and investments of resources to insure a healthy, safe, well-educated, thriving and sustainable community.

Details about the Strategic Priorities are available at [THIS LINK](#).

Diverse Community Workforce

Strategic Priority - Other Sustainability Goal

If you selected "Other Sustainability Goal" from the list of Strategic Priorities, please list it here.

Details about the Sustainability Goals are available at [THIS LINK](#).

Shared Vision*

What critical community problem or challenge are you hoping to improve through this project?

Current research indicates that young adults with autism have higher unemployment rates and higher rates of social isolation than people with other disabilities. The term "services cliff" describes the phenomenon that occurs when students with ASD reach their 22nd birthday and are no longer eligible for services previously provided through the educational system. With national and local unemployment rates at an impressive low, adults with autism between the ages of 18-69 face an unemployment rate of between 75 and 85%. Many adults with autism in Buncombe County work in sheltered workshops or for small businesses owned by generous employers aware of the need to employ members of the autism community. Many adults with autism in Buncombe County spend their days at home supported by family and NC's Medicaid waiver program. With adequate funding, Jobs for the Future will create a model to train employees with ASD and employers that hire workers with ASD.

Key Steps*

How will the project work? What are specific activities and milestones that your project entails?

The Camp Lakey Gap Garden Crew was created in April, 2017 as a pilot project to demonstrate that adults with mild to moderate autism could work productively to operate a camp kitchen garden. The project coordinator, a retired autism specialist from the UNC-CH TEACCH Autism Program, developed a curriculum that includes four components:

1. Education in the area of sustainable gardening
2. Social Skills instruction
3. Vocational Skills training
4. Fitness and recreation

With funding from business donations and small grants, the project has proven to be a success. As we begin our second year we will expand the garden crew's training to include working with our kitchen

manager to add a food services component to the Jobs for the Future project. The curriculum is evolving as additional vocational areas are added. By the end of 2019 our goal is to share our work training model with other programs in our area to provide more jobs in Buncombe County for people with ASD.

People Served*

Who are the members of our community this project will serve? How many people will be served? Include demographics, including age, area median income, race, neighborhood and/or school.

The Jobs for the Future project is designed to serve adults with mild to moderate autism who live in our Buncombe County communities. Currently we work with 10 volunteers one day a week. As we add food services to the curriculum we will expand to 2 days a week, adding five additional interns by August 2018. Our project is intended to be replicated by other programs and businesses that currently employ or wish to employ adults with ASD. Currently our interns fall into a segment of the ASD population that does not qualify for government funding because of family income and/or the individual's functioning level. These individuals and others who DO receive government support want to work. They want to be part of a work community, earning money to enhance their quality of life and to improve their chances of gaining competitive employment. Christmount has a strict non-discrimination policy which applies to all our programs.

Partners*

Which other organizations are you working with to reach your goals? What other local organizations provide similar services or serve similar beneficiaries, and how do you work together?

Our community partners include The Autism Society of NC, Buncombe County Extension Services, Beacon Transitions (a program for adults transitioning from school to adult life), Christmount's Operations team and summer resident volunteers, as well as college students from across the country. Consultation specific to programming for adults with autism is provided by autism professionals certified by the TEACCH Autism Program. As our program expands we hope to partner with Vaya Health of Buncombe County, NC Vocational Rehabilitation Services, WNC Group Homes for People with Autism, Centering on Children (a non-profit that employs people with autism in AVL), and local employers interested in hiring people with autism. The Camp Lakey Gap Advisory Board works with the community outreach director at CLG to assist in fundraising efforts as well as the development of the Jobs for the Future curriculum.

Personnel*

Who is responsible for the project? Briefly describe project leaders and the role each will play in the project. How do these leaders reflect the population or community that you serve?

Jon Blalock, Director of Camp Lakey Gap: Jon is co-authoring the Jobs for the Future curriculum and will be training potential employers based on the content of the curriculum. Jon is a certified TEACCH Advanced Trainer.

Anne McGuire - CLG Director of Community Outreach: Anne is responsible for generating project funding through grants, donations, and an annual giving fund. She is co-authoring the curriculum with Jon and currently coordinates the pilot gardening program. Anne, a certified TEACCH Autism Advanced Trainer, will train potential employers and consult to business and programs implementing our model of job training.

Mark Norton, Christmount Director of Operations: Mark supervises use of heavy equipment used in the garden. His crew builds raised bed frames with the assistance of the garden crew and volunteers.

Joe and Judy Grubbs: Christmount RV Volunteer Coordinators
Project Coordinator (TBA): job description in development

Success*

How will you measure results? What will success look like? How will you document the impact of your project? Include whether there is a model that serves as basis for project design.

The TEACCH Transition Assessment Profile (T-TAP) is an instrument used to assess young adults transitioning from high school into high education, job training programs and/or employment. Jobs for the Future is utilizing this tool to gather initial information regarding interns' skills in the following areas:

- Vocational skills
- Vocational behavior
- Independent functioning
- Leisure skills
- Functional communication
- Interpersonal behavior

Interns entering the program will be assessed initially and at the end of one year as they participate in each of the curriculum areas included in the project. Our goal upon completion of the program is that interns will have skills necessary for employment in their area of interest. The long range impact of the program is that businesses will access our curriculum and training model to provide more jobs for people with ASD. Our program is based on the TEACCH Autism Program's Adult Services model..

Funding*

What is your plan for finding the balance of the project budget? What is your funding timeline and what are your other sources of support?

Development of Camp Lakey Gap's Jobs for the Future project is included in Christmount's five-year strategic plan. The 2018 operational budget allocates \$2000 for the project while the 2019 budget allocates \$4000. During Year I of the pilot project we operated on a "shoestring" budget using funds from local grants, donation of goods, and volunteer hours. Christmount paid the salary of the project coordinator (28 hours per month). In 2018-19 we are seeking larger grants provided through state and federal programs as well as non-profit organizations that support people with autism. As we grow and show documentation of success we will partner with Vocational Rehabilitation Services and NC's Medicaid Waiver program to access funds to support individuals under their service umbrella.

Sustainability*

How will this project be maintained? Please describe funding sources and how you plan to sustain the project in future years.

This project will be maintained on a small budget through 2019 at which time we will make the job training curriculum and training package available for employers in the community. The CDC's most recent report states that autism occurs in 1 of every 68 births nationally. Those statistics indicate that there are more than 3500 individuals with autism living in our Buncombe County Communities. The number of adults with ASD who are unemployed far exceeds then number of jobs available in our area. As we are able to document the success of our program model we will advertise, providing our curriculum for purchase for consumers in NC and other states. We will conduct annual workshops for teachers and potential employers working with teens and adults with autism. This year we are seeking funding from Autism Speaks and we are launching an annual giving campaign to support Jobs for the Future.

ATTACHMENTS

Project Budget*

Download the budget form at [THIS LINK](#).

Complete the budget form for this project and the overall organization.

Save it to your computer, then upload it.

BCC Budget (4).xlsx

Financial Statements*

Upload a copy of the most recently completed financial statements.

All financial statements must be audited, reviewed or compiled by a certified public accountant and include a full balance sheet, income statement, and cash flow statement.

If your organization does not have financial statements, briefly state the reason.

2015 Audit small.pdf

IRS Form 990*

Upload a copy of the 990 nonprofit tax reporting form that you most recently completed.

If your organization does not have a 990, briefly state the reason.

Form 990 - 2015 Public Inspection Doc.pdf

Board of Directors List*

Upload a current list of your organization's Board of Directors.

If your organization does not have a board of directors, briefly state the reason.

CAMP LAKEY GAP ADVISORY BOARD.docx

Authorized Signatory

By typing in below the name of the authorized signatory and date of submittal, you acknowledge that your governing body has authorized this application, that it is true and current to your knowledge. As a condition of any grant awarded, this organization will provide all information in the manner described in the contract to be executed between the organization and Buncombe County or its designee, including program and financial reporting.

Name & Date

Rob Morris, Executive Director, Christmount Assembly February 5, 2018