

Project EMPOWER (Education Means Power)

*FY 2018 Buncombe County Community
Funding*

Mount Zion Community Development, Inc.

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Application Form

Project Name*

Name of Project

Project EMPOWER (Education Means Power)

Amount Requested*

Amount Requested

\$20,000.00

Service Area*

Which Commissioner Districts are served by this program?

Access a map of Buncombe County Commissioner districts [here](#).

District 1

District 2

District 3

Which county sustainability goal aligns best with the goals of this project?*

Based on the Buncombe County Sustainability Plan, select a Category, Goal & Objective that align with the focus of the project and the specific results that will be achieved.

Access the Buncombe County Sustainability Plan [here](#).

Community > Educational Resources that Match the Needs of the Community > Increase high school graduation rate

If applicable, select a second sustainability goal that aligns with project goals.

Result 2 is optional - Select if project aligns with more than one Sustainability Category, Goal & Objective.

[Unanswered]

If applicable, select a third sustainability goal that aligns with project goals.

Result 3 is optional - Select if project aligns with more than one Sustainability Category, Goal

& Objective.

Project Description

Project Description*

Description of Project

Project EMPOWER (Education Means Power), established in 2003, is a N. C. DHHS Teen Pregnancy Prevention Initiative. The goal of Project EMPOWER is to reduce pregnancy rates and STDs among African American 11-16 year olds in Buncombe County.

Project EMPOWER supports and increases protective factors including: sexual attitudes, beliefs and skills, increased emotional well-being, reduced risk taking behavior and substance abuse, increased attachment to and success in school, parental involvement and a positive vision for the future, including enrollment in college.

Project EMPOWER provides comprehensive sexuality education through educational curricula and partnering with community based experts. Program participation begins with a psycho-social assessment of individual, family, and social dynamics; assessing individual risk and protective factors and developing steps to support protective factors and ameliorate the impact of risk factors.

Making Proud Choices! and Reducing the Risk are safer-sex curricula to reduce STDs, HIV and pregnancy. Both are designed to empower adolescents to change their behaviors in a way that will reduce their risk of becoming infected with HIV, other STDs, and significantly decrease their chances of being involved in unintended pregnancies. Staff & volunteers assist participants by developing a strong referral network of supportive services & advocating on the participants' behalf in facilitating services and resources. Project EMPOWER also provides program participants with activities to support improved choices about their future through: Collaboration with AVID & Asheville City School's Foundation IRL Program re: academic tutoring needs, college tours, cultural & social activities as well as a health fair to address healthy physical choices. Additionally, program participants & their families may be referred to community/collaborative partnerships to address needs such as safety, housing, food, shelter, or financial assistance.

How many people will this project serve?*

State the number of individuals or households in Buncombe County that will be served by this project. Also state the number of people that will experience the desired result. For example, if dropout prevention services are being delivered to 100 students, how many will successfully graduate from high school?

Eighty (80) teens will be served each semester. Participants are recruited in partnership with Asheville City School Superintendent, teachers and community partners prior to the beginning of the school year.

100% (80) will: complete an initial psycho-social assessment & care plans identifying assets, strengths, needs and referrals; receive information to address activities reported on their initial assessment and care plans addressing barriers to enhance academic success, and, complete an empowerment plan to set goals for academic success & safe behaviors/activities associated with academic success.

75% will report being educated on the importance of delaying sexual initiation.

85% will report an increase in knowledge on the use of condoms and contraceptives.

80% will report a decrease in sexual activity and number of sexual partners.

90% will report a decrease in unprotected vaginal/penile sex.

Describe the people this project will serve.*

Characterize the demographics of the project's target population in terms such as age, gender, income, race, ethnicity, geographic area, etc. Include information about method of referral/recruitment of the target population.

Project EMPOWER will serve teenagers ages 11-16, male and female, who attend Asheville Middle and High School and SILSA in the City of Asheville who reside in or attend school in the 28801, 28803, 28804, 28805, and 28806 zip codes. While Project EMPOWER serves all teens, it targets African American students. Project EMPOWER participants have the highest antecedents for teen pregnancy. The teen participants chosen for this program have a high level of exposure to environmental and individual risk factors for teen pregnancy.

Project EMPOWER recruits participants in partnership with Asheville City School Superintendent, teachers & community partnerships. Additionally, Project EMPOWER partners with area churches- the Baptist Ministers Union & the IMA, BCDHHS's CHIP & other community organizations to sponsor a "Back to School Bash". This event recruits additional participants. Project EMPOWER Public Affairs Audio/Visual via WRES 100.7 FM & The Urban News respectfully. Monthly newsletters

What key steps will you take to achieve the results of this project?*

Describe the core elements of your implementation plan, including milestones that will take place within the funding timeframe.

- 1) Reduce the incidence of teen pregnancy;
- 2) Increase high school graduation rate among project participants, and
- 3) Increase access to mental health and substance abuse counseling for program participants.

Reducing the Risk classes will be provided during school hours at AHS and SILSA. Reducing the Risk will run 10 weeks during the 1st Semester at AHS and SILSA and will be repeated during the 2nd Semester. Two (2) groups of fifteen 9th grade students will meet once per week for 90 minutes during school hours.

Making Proud Choices! classes will be provided after school hours in collaboration with Asheville City Schools Foundation's In Real Life Program . The curriculum will be presented two times per week, each group attending one session per week for 90 minutes. Students will participate in classes within their grade level; 2 groups of 5 students will participate each semester; one group for each of 6th, and 7th graders. A third class for 8th grade will be facilitated as needed.

Describe the evidence of success that backs this project's approach.*

What evidence of success (i.e. evidence-based research, practice model, accreditation, industry standards, and/or other framework) are you using as a basis for your project design?

Making Proud Choices! and Reducing the Risk are evidence based safer-sex approaches to reducing STDs, HIV and pregnancy. They were chosen based on program components listed on the NC DHHS Pregnancy Prevention Program Models, demographics, and statistical data for the targeted community.

Both are proven to empower adolescents to change their behaviors in a way that will reduce their risk of becoming infected with HIV, other STDs, and significantly decrease their chances of being involved in unintended pregnancies.

Additionally, the project employs proven methods to address other risk and protective factors, including: academic tutoring, creating a positive vision for the future, including college, strong parental involvement and community connection.

Describe your data collection, tracking, and reporting procedures.*

Explain your methods for documenting project, service and client information. Include a description of any software or other tools utilized.

Project EMPOWER utilizes Pre-Post participation satisfaction surveys as well as Pre-Post Teen Pregnancy Prevention Surveys to track qualitative data on satisfaction, knowledge acquisition and behavior changes. Project EMPOWER staff also completes monthly activity logs to track quantitative data on monthly activities with participants. Plans are to collaborate w/Buncombe County to set up a survey monkey to enter data.

Project EMPOWER completes several reports on a regular basis: Activity logs are completed on the first of the month following services rendered; Data is entered monthly on TPPI database. Additionally, bi-annual data is entered on the IRL database. In Real Life (IRL) is a network of after-school programs to provide youth leadership opportunities and transportation to project activities

MZCD staff members have computers with Microsoft Access and Microsoft Office 2016 applications & internet access that are used to enter data into the Project NAF database. Maintenance by IT

Explain your technological resources and capacity.*

Explain your current technological strengths and barriers and how this impacts your ability to track data and report outcomes. Who is responsible for adaptation and use of technology within your organization?

Project EMPOWER staff members participate in on-going trainings on data collection and reporting. Trainings include education on monitoring and review of technology to track what is effective and what is ineffective in evaluation. At the onset of employment, all staff are trained that "If it is not documented, it did not happen". The Executive Director and staff are cognizant that documentation is needed to record pertinent facts, for internal compliance & risk management. Project EMPOWER staff have extensive training and experience at maintaining and reporting on outcomes.

The most consistent barrier for data collection is limited administrative help. MZCD recently hired a part-time Administrative Assistant who will be trained to enter data in an appropriate manner to enhance data collection. The Executive Director has oversight to ensure data is entered to meet contractual agreement with funders and to ensure an appropriate paper trail that aligns with program activities.

Organizational Profile

How does the proposed project support your mission and strategic plan?*

State your mission and the date of your most recent strategic plan, and explain how the proposed project helps advance your organizational goals.

Mount Zion Community Development, Inc. (MZCD) is a 501(c)(3) non-profit community-based redevelopment corporation focused on (1) empowerment of the individual and community by providing spiritual, economic, socio-economic, education, and cultural opportunities to the greater Asheville/Buncombe County community to address the need for jobs, housing, crime prevention, education and health care, and (2) collaboration with local community-based organizations in the physical redevelopment of the "Block" for housing and supportive services. Mission statement to be revised due to recent developments re: redevelopment of the "Block". Strategic Plan to be discussed during upcoming Board of Directors Meeting scheduled December 12, 2016.

What expertise/accomplishments do you have that are relevant to the proposed project?*

List your organization's strengths as well as accomplishments from the past 3 years that position the organization to be successful with the proposed project.

Project EMPOWER's presence is represented through continuous service & representation through Buncombe County's Community Health Improvement Process (CHIP) & Student Health Advisory Committee. Executive Director continues to serve on the Continuing Education & Training Advisory Committee (CETAC). CETAC's mission: To advance the practice & profession and assure high quality education & training for Public Health Social Workers. MZCD staff are trained in both evidence-based curriculum

Parental involvement is an on-going strength to the Project EMPOWER Program. Parents receive monthly educational mailings/updates. "Students whose parents are more involved with their schooling tend to complete higher levels of education and are more likely to graduate from high school than peers whose parents are not so involved. The more years a parent was involved, the greater was this association with educational attainment" (familyfacts.org)

Executive Director recipient of NCPHA's Social Work Award

Describe partners that are critical to the success of your organization.*

List any external partners, intermediaries or advisors important to your success, and describe their role and evidence of their commitment. Describe successful collaborations with these people or groups.

Project EMPOWER's Community Advisory Council has & continues to be involved w/ program planning & evaluation from inception to final decisions. Evaluation tasks include interpretation of evaluation information, and, development of recommendations for future program. Agencies/Individuals represented: Teen & A Former Teen Parent to represent participants served: Asheville City Schools District: Referrals, Classrooms to implement evidence-based curriculum; Buncombe County HHS: Technical Support, Community Health Improvement Process--collaboration among community partnerships to improve the health of our

community; WNCAP: Educational resources & collaboration on World AIDS Day; Baptist Ministers Union/Interdenominational Ministerial Alliance: Outreach & Collaboration to enhance/heighten community awareness about Teen Pregnancy Initiatives/HIV/AIDs, STIs; WRES: Public Affairs Audio Visual; The Urban News: Public Affairs Visual: to heighten community awareness about issues impacting teens.

Financial Information

Nonprofit financial assurance requirements:

Financial statements, prepared using a recognizable basis of accounting (i.e., modified accrual) and IRS Form 990s must be submitted to Buncombe County annually.

- Organizations with annual revenues of \$300,000 or greater must submit financial statements audited in accordance with generally accepted auditing standards.
- Those with revenues between \$100,000 and \$300,000 must submit financial statements reviewed in accordance with SSARS 19.
- Those with revenues of less than \$100,000 must submit non-disclosure financial statements compiled in accordance with SSARS 19.

All financial statements must be reported on by a certified public accountant and include a full balance sheet, income statement, and cash flow statement.

These requirements are considered minimum requirements. Organizations may submit a higher level of assurance than is required.

IRS Form 990 - Upload Here

Click Choose File to upload a copy of the 990 form you most recently completed.

MZCD 2014-15 Form 990 - Final e-filed 2016-05-13.pdf

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

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

Mount Zion Community Development, Inc. has plans to comply with nonprofit financial assurance requirements listed in this grant application. Meeting w/Rachael Nygaard held on 7/8/2016 re: this plan

Financial Statements - Upload here

Click Choose File to upload a copy of the most recently completed financial statements (audit, compilation or review).

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

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

MZCD has secured a new bookkeeper/CPA. Plans are to transfer financial documents to new bookkeeper/CPA within the next few weeks. A meeting was held w/Rachael Nygaard, BCSF Planner/Evaluator 7/8/2016

Complete Budget Worksheet - Upload Here*

Download the budget form [Here](#).

Complete the budget form for this project/program and the overall agency. Save it to your computer, then upload it by clicking Choose File.

BCSF Project EMPOWER Budget Worksheet 12-2-2016 mzc2.xlsx

Budget Narrative*

Describe all differences between current year and proposed year. List all pending funding sources with expected date of notification. Please detail any other information that may help clarify the budget.

Buncombe	\$55000	\$6,000	
Contributions	\$ 2960	\$ 3000	On-Going
State Govt	\$155000	\$155000	3/1/2017

Expenditure	Present	Purposed	Narrative
Salaries/Related Professional Contract	\$160617	\$165480	To hire a Teen Facilitator/Class
Printing & Publication	\$23934	\$24500	Bookkeeper Svs
Occupancy & Related Costs	\$1548	\$2,050	Printing
Travel &	\$17662	\$ 19,500	General Liability
	\$1864	\$1950	Mileage

Transportation

Assistance to Individuals	\$4754	\$6500	Incentives to Students
Local & National Org	\$600	\$620	Dues N. C. Center for Nonprofits

Training	\$800	\$1000	Shift (Sexual Health Initiatives for Teens)
Sponsored Meeting	\$0.00	\$1400	ECHO Event: May 18, 2017

What (if any) portion of requested funds will be used to support capital expenses?*

Capital projects are defined as those used to acquire or upgrade physical assets such as property, buildings, or equipment. Please detail.

No portion of requested funds will be used to support capital expenses.

Employee Wages

Please provide information about the wage breakdowns of your employees. Living wage for Buncombe County has been identified as \$11.00 per hour for employees with employer-provided health insurance and \$12.50 per hour for employees without.

Employees with employer-provided health insurance*

List the number of employees in your organization with employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

\$7.25 - \$10.99 per hour

\$11.00 - \$14.99 per hour

\$15.00 - \$19.99 per hour

\$20.00 - \$24.99 per hour

\$25.00 - \$29.99 per hour

\$30.00 - \$34.99 per hour

\$35.00 - \$39.99 per hour

\$40.00+ per hour

- Three Full-Time Employees:
1. Two: \$15.00 - \$19.99 per hour
 2. One: \$25.00 - \$29.99 per hour

Employees without employer-provided health insurance*

List the number of employees in your organization without employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

- \$7.25 - \$12.49 per hour
- \$12.50 - \$14.99 per hour
- \$15.00 - \$19.99 per hour
- \$20.00 - \$24.99 per hour
- \$25.00 - \$29.99 per hour
- \$30.00 - \$34.99 per hour
- \$35.00 - \$39.99 per hour
- \$40.00+ per hour

NA