

## Light a Path (LAP)

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*RFP for Coronavirus State and Local Fiscal Recovery Funds*

### ***YWCA of Asheville and Western North Carolina***

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Dianna Sierra  
185 S. French Broad  
Asheville, NC 28801

O: 828-254-7206

### ***Ms Courtney Gentry***

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185 S. French Broad  
Asheville, NC 28801

grants@ywcaofasheville.org  
O: 828-254-7206 ext. 8115

# Application Form

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## Question Group

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Buncombe County requests proposals for projects to help the community recover from and respond to COVID-19 and its negative economic impacts.

Buncombe County has been awarded \$50,733,290 in Coronavirus State and Local Fiscal Recovery Funds (Recovery Funding), as part of the American Rescue Plan Act. To date, Buncombe County has awarded projects totaling \$23,093,499, leaving a balance of \$27,639,791 available to award.

Visit <http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding> for details.

This infusion of federal resources is intended to help turn the tide on the pandemic, address its economic fallout, and lay the foundation for a strong and equitable recovery.

Buncombe County is committed to investing these funds in projects that:

- Align to county strategic plan and community priorities
- Support equitable outcomes for most impacted populations
- Leverage and align with other governmental funding sources
- Make best use of this one-time infusion of resources
- Have a lasting impact

Proposals shall be submitted in accordance with the terms and conditions of this RFP and any addenda issued hereto.

[Click here for the full terms and conditions of the RFP](#)

## Organization Type\*

Nonprofit

## Nonprofit documentation

If nonprofit, attach IRS Determination Letter or other proof of nonprofit status.

[YWCA 501 c 3 letter.pdf](#)

## Name of Project.\*

Light a Path (LAP)

## New/Updated Proposal\*

Is this a new project proposal or an updated version of a proposal submitted during the earlier (July 2021) Recovery Funding RFP?

New project proposal

## Amount of Funds Requested\*

\$764,411.85

## Category\*

Please select one:

- Affordable Housing
- Aging/Older Adults
- Business Support/Economic Development
- Environmental/Climate
- Homelessness
- K-12 Education
- Infrastructure and/or Broadband
- Mental Health/Substance Use
- NC Pre-K Expansion
- Workforce

Mental Health/Substance Use

## Brief Project Description\*

Provide a short summary of your proposed project.

YWCA's Light A Path Program (LAP) provides participants with skills to self-regulate and manage anger, stress, and anxiety. Ability to self-regulate emotional response has proven implications for an individual's ability to lead a productive life. For those living with addiction, or who have been convicted of a crime, the ability to self-regulate may not have been learned.

According to OPRE, "there is growing evidence for how chronic stressors like living in poverty contribute to toxic stress, creating biological changes that correlate with self-regulation difficulties. Fortunately, evidence suggests that interventions focused on skill instruction...can reverse these effects". LAP aims to teach self-regulation; a learned behavior.

Reducing recidivism and substance use requires that individuals find new coping mechanisms. Through trauma-informed methodology, participants learn strategies to build emotional resilience. Participants will also experience positive changes in physical health.

## Project Plan\*

Explain how the project will be structured and implemented, including timeframe.

Light a Path, formerly its own 501(c)3 organization, has become an official program of the YWCA of Asheville's Health and Wellness Department. Through its work in correctional facilities, substance abuse centers, and elder living communities, LAP will become a key piece of the YWCA's racial justice and trauma-informed approach to health and wellness outreach.

LAP is driven by volunteers. Certified yoga and fitness instructors provide weekly classes to community partners. Partnerships are managed by a LAP Coordinator, who works with volunteers to train, place, and schedule them with partner organizations.

LAP has a volunteer base of (35) instructors trained in racial justice, physical responses to trauma, and Trauma-Informed wellness. Volunteers who enter correctional facilities complete state-mandated training, and those who work with substance abuse clients have education in addiction.

The LAP Coordinator will be supervised by the Director of Health and Wellness.

LAP activities for the next three years are outlined as follows:

### YEAR 1

LAP will officially begin as a YWCA program on July 1st, 2022, and resume programming at the Western Correctional Center, Craggy Correctional Center, Mary Benson House, and Swain Recovery Center

Leverage LAP as a bridge, encouraging participants to utilize additional YWCA resources after they transition from recovery programs or incarceration

Refine Racial Justice and Trauma-Informed LAP Training Courses to be shared with the community

Provide updated training in Trauma-Informed Methodology, refine volunteer roles, capacity, and evaluate future placement opportunities

Hire a Health and Wellness Director to oversee LAP and all wellness programming at the YWCA, ensuring the comprehensiveness and holistic service delivery of Trauma-Informed Wellness

Offer equity-based financial scholarships to individuals who are working towards a Yoga Alliance certification, with the goal of increasing diversity among the yoga community

### YEAR 2

Recruit and train additional volunteers

Expand LAP to serve elderly populations, emphasizing increased movement and healthy aging. Focus on low-income, elders of color, and historically marginalized communities

Diversify partnerships by expanding services to 3 more off site class locations

Hire a Community Health Worker to further bridge the gap between the community and the YWCA, guide people to the resources within the YWCA, and further integrate YWCA programming into the fabric of the community

Continue offering scholarships

Develop Trauma-Informed PreNatal and Postpartum classes in partnership with Mothering Asheville and MotherLove

### YEAR 3

Expand to reach families and youth including Asheville Middle School and AHS/Silva

Expand to childcare programs at the YWCA, emphasizing movement, self-expression and physical activity to reduce hyperactivity and teach anger and frustration management skills

Re-evaluate data collection metrics, improving collection process' as evidenced by need

## Statement of Need\*

Describe the need that this project will address. Include data to demonstrate the need, and cite the source of the data.

Self-regulation and resiliency are two of the most important emotional skills a person needs in order to be successful, and are key components of Social Emotional Learning. The Office of Planning, Research, and Evaluation (OPRE) found that "Self-regulation serves as the foundation for lifelong functioning across a wide range of domains, from mental health and emotional wellbeing to academic achievement, physical health, and

socio-economic success. It has also proven responsive to intervention, making it a powerful target for change.”

The OPRE report goes on to say that poor self-regulation has direct ties to violence and substance abuse. A 2017 British Psychological Society study reported that difficulty with self-regulation has been observed in adults experiencing Substance Use Disorders.

Opioid addiction has long plagued Buncombe County, with over 10 million painkillers prescribed in 2018 (BuncombeCounty.org). NCDHHS reports for 2020 show an uptick in Opioid crises in the County, with 101 Opioid-related deaths and 394 ER visits.

There are also other mental health factors impacting Asheville. In 2020, suicide was the 11th leading cause of death for North Carolinians and the 2nd leading cause of death among 10-34-year-olds (American Foundation for Suicide Prevention). According to WalletHub, North Carolina is the 12th most stressed state in the country, ranking highest (3rd nationally) for family-related stress.

These factors demonstrate a high need for resilience-based mental health support in Buncombe. But, with over 13% of County residents uninsured, and only 42.3% of residents enrolled in insurance through their employer (Data USA), mental health support can be hard to obtain. This further limits access to mental support in the low-income and underserved populations. With trauma-informed care and an understanding of the mental health climate, LAP will increase self-regulation and wellness among the targeted populations, contributing to community resilience.

### [Link to COVID-19\\*](#)

Identify a health or economic harm resulting from or exacerbated by the public health emergency, describe the nature and extent of that harm, and explain how the use of this funding would address such harm.

Mental wellbeing has declined severely during the Covid-19 pandemic, with 4 out of 10 adults reporting symptoms of anxiety or depressive disorder compared to one out of 10 in 2019.

Mental health care is often inaccessible to those without insurance, a further disadvantage to vulnerable and low-income populations who often do not have medical insurance through employers. Job loss, increased job pressure such as experienced by healthcare workers, increased Covid exposure risk, such as experienced by essential service workers, and other pressures like a lack of childcare, worries over loved ones' wellness, and concerns for personal safety, have disproportionately impacted communities of color, who already have difficulty accessing mental health care.

Those pre-diagnosed with a mental health or substance abuse disorder have had less access to resources throughout the pandemic, increasing their risk for worsening symptoms or relapse into drug or alcohol abuse.

By increasing capacity to offer mental health- programming to communities of color, individuals with substance use disorders, incarcerated individuals, and elders, the YWCA Light a Path Program will provide additional support systems to under-resourced community members.

As evidenced by studies of yoga, we expect that individuals who participate in LAP classes will report lower levels of stress and anxiety, increased overall wellness, better sleep quality, and a stronger sense of mental clarity, all of which contribute to positive long-term health outcomes.

Resilience-centered tools like those promoted in LAP, can help individuals decrease their chances of recidivism and/or relapse. A decrease in these community crises will not only save lives and transform families, but also reduce the city's costs related to healthcare, social services and public safety.

## Population Served\*

Define the population to be served by this project, including volume and demographic characteristics of those served.

Due to the protected nature of individuals served, state regulations of inmates, and the safety of individuals who are in recovery, LAP has limited capacity to gather participant demographic data.

### YEAR ONE

Serve incarcerated and formerly incarcerated, and individuals in recovery. Critical partners in year one are Mary Benson House, Swain Recovery, Western Correctional Center for Women, and Craggy Correctional. Classes will be offered to these participants on-site with regularity, and we expect hour-long classes to occur 1-2x per week at each location

All YWCA staff are trained in racial justice, trauma-informed communication, and de-escalation techniques

Serve 150 unique individuals

### YEAR TWO

Expand programming in year two to serve elderly populations, specifically at Vanderbilt and Battery Park Apartments. Yoga is a low-impact activity that has varying levels of difficulty, making it an accessible and inclusive form of exercise. Yoga for Older Adults increases flexibility and balance, promotes relaxation, boosts circulation, and provides an opportunity for socialization and community building

Increase the number of trauma-informed teachers trained, focusing on demographics which are underrepresented in the yoga community. While the majority of yoga instructors (78.8%) are women, only 10% of instructors are Hispanic or Latinx, 5.7% are Black, and 16.7% are men. This equates to a large opportunity for diversification in the industry that can lead to increased participation from BIPOC communities

Serve 200 unique individuals

### YEAR THREE

Expand to meet more members including youth and the families of YWCA program participants

LAP programming will be introduced to the YWCA childcare programs. Our childcare programs serve a diverse population, many of whom come from low-income families. An average of 26% of students are Black, 7% are Hispanic, 62% are White and 5% are Other or Mixed Race.

Serve 300 unique individuals

## Results\*

Describe the proposed impact of the project. List at least 3 performance measures that will be tracked and reported. If possible, include baselines and goals for each performance measure.

Year 1:

Output: Serve 100 adults through partnerships with Western Correctional Center for Women and Craggy Correctional Center.

Outcome: 75% of participants will report an understanding of self-regulation strategies after taking LAP courses

Output: Serve 50 Adults through partnerships with Mary Benson House, and Swain Recovery

Outcome: 75% of participants will report understanding self-regulation strategies after taking LAP courses

Outcome: 75% of participants who attend at least six classes will report utilizing self-regulation strategies in response to stressors or anxiety

Year 2- LAP will continue to serve the populations above, and expand to older adults

Output: Train 20 volunteers and instructors

Outcome: 90% of volunteers and instructors report an understanding of the trauma-informed teaching methods

Outcome: 80% of volunteers and instructors will learn to better understand how substance abuse and incarceration impact mental well being and gain a more comprehensive knowledge of the underlying systemic triggers such as poverty, trauma, and race-based traumatic stress

Outcome: 70% of volunteers and Instructors will receive a score of proficient or higher on quarterly peer-evaluations

Output: Serve 50 Older Adults in Vanderbilt and Battery Park

Outcome: 75% of Older Adults will report increased balance, flexibility, and relaxation

Outcome: 80% of Older Adults will report a greater sense of community after socializing with other Older Adults during class

Year 3: In addition to the outcomes listed in year one and year two LAP will expand services to YWCA Childcare programs, AHS/SILSA, and Asheville Middle.

Output: Serve 100 children in YWCA Childcare programs, AHS/SILSA, and Asheville Middle

Outcome: Teachers will report an increase in focus and attention, a decrease in hyperactivity among students

Outcome: Teachers will report increased anger/frustration management skills in students

## Evaluation\*

Describe the data collection, analysis, and quality assurance measures you will use to assure ongoing, effective tracking of contract requirements and outcomes.

YWCA uses Results Based Accountability (RBA) framework for evaluation. We will utilize quantitative Likert scale surveys to capture participants' self-assessments, volunteer knowledge, and volunteer evaluation. To ensure data quality, YWCA is requesting funding to purchase a database. A database is needed to preserve data across multiple sites with differing safety requirements. A database will ensure data is tracked properly, protect participant anonymity, ensure participants are not duplicated when reporting and measure impact of consistent class attendance.

How much

Y1:

Output: Serve 100 adults in Western Correctional Center for Women and Craggy Correctional Center. Serve 50 Adults in Mary Benson House, Swain Recovery

Y2:

Output: Train 20 volunteers and instructors. Serve 50 Older Adults in Vanderbilt and Battery Park

Y3:

Output: Serve 100 children in YWCA Childcare, AHS/SILSA, AVL Middle

How well

Y1:

Outcome: 75% of participants report understanding self-regulation strategies

Y2:

Outcome: 80% of instructors will better understand how substance abuse and incarceration impact mental well being, and gain a more comprehensive knowledge of underlying systemic triggers such as poverty, trauma, and race-based traumatic stress. 70% of volunteers/Instructors will receive a score of proficient or higher on quarterly peer-evaluations

Is anyone better off?

Y1:

Outcome: 75% of participants who attend at least six classes will report utilizing self regulation strategies in response to stressors/anxiety

Y2:

Outcome: 90% of volunteers will utilize knowledge of how substance abuse, incarceration, and underlying systemic triggers impact mental wellbeing, in-class building. 75% of Older Adults will report increased balance, flexibility. 80% of Older Adults will report a greater sense of community after socializing during class Y3:

Outcome: Teachers will report increased focus, decreased hyperactivity, and increased anger and frustration management skills in students.

## Equity Impact\*

How will this effort help build toward a just, equitable, and sustainable COVID-19 recovery? How are the root causes and/or disproportionate impacts of inequities addressed?

While neither the YWCA nor LAP are exclusive to one demographic group, it is our goal to serve individuals who have historically suffered mental health disparities. Black and Brown communities are not only more limited in their access to mental health, but are also less likely to seek care. And, if and when they do seek care, they are more likely to receive poor care. While LAP is not a solution for a serious mental health crisis, its focus on trauma-informed methodology, mindfulness, and self-regulation tools will have a benefit for the overall mental well-being of the populations served.

LAP will increase the number of volunteers trained in trauma-informed methodology who live and work in Asheville. The addition of trauma-informed community members will contribute directly to Trauma-Informed Community Building, a model which facilitates social cohesion, improves social environments, and builds institutional trust.

LAP serves as a bridge between the community and services at the YWCA and allows the YWCA to expand in-person services beyond our building, bringing resilience and wellness strategies directly to the populations who need them. This program will give us the opportunity to identify support gaps and provide wrap-around services such as childcare, Women's Empowerment programming, and additional health and wellness opportunities that will further support individuals.

## Project Partners\*

Identify any subcontractors you intend to use for the proposed scope of work. For each subcontractor listed, indicate:

- 1.) What products and/or services are to be supplied by that subcontractor and;
- 2.) What percentage of the overall scope of work that subcontractor will perform.

Also, list non-funded key partners critical to project.

The primary partners for year one are The Mary Benson House, Swain Recovery, Western Correctional Center for Women and Craggy Correctional Center.

Partners for years two and three are Battery Park and Vanderbilt Apartments

Partners for year 3 are SILSA/AHS and existing childcare programming at the YWCA, as well as families who are otherwise connected to YWCA programming.

Partner Roles, which apply to each listed partner are as follows:

- Provide facility space for wellness-related class
- Offer the opportunity to interested participants
- Ensure volunteers complete required paperwork or training

YWCA roles for each partner:

- Conduct state background checks
- Train volunteers
- Place and schedule volunteers
- Schedule volunteers and arrange class offering

## Capacity\*

Describe the background, experience, and capabilities of your organization or department as it relates to capacity for delivering the proposed project and managing federal funds.

The YWCA has served Asheville for the past 115 years, which speaks to the organization's staying power and its commitment to creating lasting change in the community. Since the beginning, YWCA has been a leader of social change. Through advocacy and programming, the YWCA of Asheville works to create gender and racial equity by engaging more than 3,000 community members annually to advance racial justice, empower women, nurture families and promote health. In line with our mission of "Eliminating Racism, Empowering Women and Promoting Peace, Justice, Freedom, and Dignity for all," YWCA programs bridge gaps in education, health, childcare, and earning power.

The YWCA is led by a strong, engaged, all-female Board of Directors. The Board has an active committee structure that oversees sustainability, finance, and advocacy. Participation on the YW board offers many women leadership training unique in this community, and furthers our mission of the empowerment of women. Current board demographics are 46% white, 40% African-American, 7% Latino, and 7% Biracial. Twenty percent of board members are over 50, 13% are under 30, and 13% identify as LGBTQIA+.

## Budget\*

Provide a detailed project budget including all proposed project revenues and expenditures, including explanations and methodology. For all revenue sources, list the funder and denote whether funds are confirmed or pending. For project expenses, denote all capital vs. operating costs, and reflect which specific expenses are proposed to be funded with one-time Buncombe County Recovery Funds.

Download a copy of the budget form [HERE](#). Complete the form, and upload it using the button below.

Recovery-Funds-budget-template.xlsx - Sheet1.pdf

## Special Considerations\*

Provide any other information that might assist the County in its selection.

Educating underserved members of the community about self-regulation and mental health, and giving them the tools to successfully implement this knowledge, has a far-reaching impact that will help Buncombe County reach its strategic goal of Resident Well-Being. Often, social service nonprofits offer help in the form of one particular service (monetary, employment, mental health, etc.), but the YWCA is an expert at merging a variety of practical solutions with services and tools that individuals can leverage to build a better future for themselves and their community.

Over the past 115 years, the YWCA has become a central, trusted community organization by listening to member needs and providing wrap-around support to underserved individuals in a neighborhood that has suffered historical inequities. We have served generations of individuals, and many community members utilize multiple resources offered at the YWCA.



## File Attachment Summary

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### *Applicant File Uploads*

- YWCA 501 c 3 letter.pdf
- Recovery-Funds-budget-template.xlsx - Sheet1.pdf

CINCINNATI OH 45999-0038

In reply refer to: 0248206070  
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YWCA OF ASHEVILLE AND WESTERN NORTH  
CAROLINA INC  
185 S FRENCH BROAD AVE  
ASHEVILLE NC 28801

052085

Employer Identification Number: 56-0547476  
Person to Contact: Mrs. Turner  
Toll Free Telephone Number: 1-877-829-5500

Dear Taxpayer:

This is in response to your Aug. 25, 2015, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in July 1971.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section(s) 509(a)(1) and 170(b)(1)(A)(vi).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Please refer to our website [www.irs.gov/eo](http://www.irs.gov/eo) for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

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YWCA OF ASHEVILLE AND WESTERN NORTH  
CAROLINA INC  
185 S FRENCH BROAD AVE  
ASHEVILLE NC 28801

If you have any questions, please call us at the telephone number  
shown in the heading of this letter.

Sincerely yours,

*Doris P. Kenwright*

Doris Kenwright, Operation Mgr.  
Accounts Management Operations 1

**Coronavirus State and Local Fiscal Recovery Funds  
Proposed Project Budget**

<b>Organization Name:</b>	<b>The YWCA of Asheville and WNC</b>		
<b>Project Name:</b>	<b>Coronavirus State and Local Fiscal Recovery Funds</b>		
<b>Amount Requested:</b>	<b>\$</b>		<b>764,411.85</b>

<b>Proposed Project Revenue Funder</b>	<b>Amount</b>	<b>Confirmed or Pending?</b>	<b>Notes</b>
Proposed Buncombe COVID Recovery Funds	\$ 764,411.85	Pending	
List other sources here			
List other sources here			
List other sources here			
<b>Total</b>	<b>\$ 764,411.85</b>		

<b>Proposed Project Expenses</b>	<b>Proposed Recovery Funds</b>	<b>Other Funds</b>	<b>Total</b>	<b>Capital or Operating Expense?</b>	<b>Notes</b>
Wages	\$ 425,189.18		\$ 425,189.18	Operating	Year 1 - FT LAP coordinator, 6 months Volunteer coordinator, 50% H&W Director, 25% CPO - Year 2 - FT LAP Coord., FT Volunteer Coord., 40% H&W Director, 20% CPO, Year 3 - FT LAP Coord., FT Volunteer Coord., FT Health Community Worker, 30% H&W Director, 15% CPO
FICA Benefits	\$ 32,526.97		\$ 32,526.97	Operating	For all positions listed above
Other Employee Benefits	\$ 89,385.83		\$ 89,385.83	Operating	Lap Coord., Volunteer Coordinator., Community Health Worker, Medical, Dental, Life, AD&D, Unemployment, Staff Development, Worker's Comp., Employee Assistance Program, Retirement
Scholarships	\$ 25,220.00		\$ 25,220.00	Operating	Offer scholarships for volunteers wanting Yoga Certifications and LAP training, focusing on demographics under represented in the yoga community
Annual Volunteer Retreat	\$ 6,305.00		\$ 6,305.00	Operating	Annual Volunteer appreciation & reflection event
Supplies	\$ 23,643.75		\$ 23,643.75	Operating	Supplies for volunteers and staff, merchandise for participants use
Volunteer support	\$ 9,457.50		\$ 9,457.50	Operating	Mileage and volunteer support fund
Contract Expense	\$ 14,186.25		\$ 14,186.25	Operating	Volunteer orientation and CEU workshops
Database	\$ 20,000.00		\$ 20,000.00	Operating	
Occupancy	\$ 14,493.02		\$ 14,493.02	Operating	Water, electric, gas, facilities and maintenance
Overhead	\$ 104,004.35		\$ 104,004.35	Operating	Overhead support, copying, printing, postage, telephone, audit & legal, insurance
<b>Total</b>			<b>\$ 764,411.85</b>		