

**City of Lawrence  
2010 Alcohol Tax Funds  
Request for Proposals  
Calendar Year 2010 ( January – December)  
Cover Page**

**Agency Name:** Big Brothers Big Sisters of Douglas County

**Program Name:** Community-Based and Bigs in Schools Mentoring Programs

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**Request is for funding in the following categories and amounts:**

<u>  X  </u>	<b>Prevention</b>	<b>\$ <u>46,388.85</u></b>
<u>      </u>	<b>Treatment</b>	<b>\$ <u>                  </u></b>
<u>      </u>	<b>Intervention</b>	<b>\$ <u>                  </u></b>
<u>      </u>	<b>Coordination</b>	<b>\$ <u>                  </u></b>

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**BIG BROTHERS BIG SISTERS OF DOUGLAS COUNTY****Program Description:**

Big Brothers Big Sisters of Douglas County, Inc. (BBBS) was established in 1989 by community members who wanted to provide mentoring services to Douglas County children from single parent homes. Since that time, over 2100 children have been served. BBBS' program staff matches carefully screened adult volunteer mentors (Bigs) with a cross-section of at-risk children (Littles), including those living in single parent homes, non-violent juvenile offenders and their at-risk siblings, as well as children who have a parent residing in prison. This relationship is called a "match." Two program options for matches are available.

***Community-based Big Brothers Big Sisters***

Volunteers provide children with non-judgmental adult friendship, time and attention through weekly one-to-one outings, tailored to Bigs' and Littles' unique interests. Through this friendship, Bigs experience the joy of helping children discover a world of possibilities and opportunities. Throughout the life of the match, BBBS supports and supervises the volunteers, youths, and parents with monthly follow-up phone calls, formal evaluations at six month and yearly anniversaries, and occasional activities for the matches to attend.

***Bigs in Schools***

Volunteers provide children with similar weekly one-to-one time and attention in their schools during the academic year. Teachers identify children who can benefit most from interaction with a caring adult. As their friendships evolve, volunteers and children discover ways to make school and learning fun.

***Program Model***

Big Brothers Big Sisters, emphasizing a youth-development approach to prevention through long-term personal relationships, strives to mitigate some of the negative effects that might arise from growing up in an at-risk environment. The Communities That Care model for youth development defines three factors that protect youth exposed to multiple risk factors. The first protective factor, "individual characteristics," is inherent to the child and considered difficult to change. Big Brothers Big Sisters focuses on the other two protective factors, either reducing the impact of the risks or by changing the way a person responds to the risks<sup>1</sup>, through the relationships of carefully screened mentors to their matched youth. Those two factors are:

- **Bonding** – Positive, protective, warm relationships with family members, teachers, and other adults encourage a young person's competence. Studies of children who live in high-risk situations indicate that positive bonding makes up for many other disadvantages caused by other risk factors or environmental characteristics<sup>2</sup>.
- **Healthy Beliefs and Clear Standards** -- Schools, families, and/or peer groups that teach their children healthy beliefs and set clear standards for behavior can reduce the negative effects of risk factors. For instance, opposition to youth alcohol and drug use is a standard that has been shown to protect youth from the damaging effects of substance abuse risk factors<sup>3</sup>.

Big Brothers Big Sisters is the only mentoring program that has demonstrated clear scientifically proven results. The US Department of Justice' Office of Juvenile Justice and Delinquency Prevention selected BBBS as one of only a few model programs that effectively

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<sup>1</sup> Communities That Care, Risk-Focused Prevention Using the Social Development Strategy, Developmental Research and Programs Inc. 11-12

<sup>2</sup> Ibid.

<sup>3</sup> Ibid.

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addresses substance abuse among young people. Similarly, The Center for the Study and Prevention of Violence selected BBBS for its effectiveness as one of its ten “Blueprint Model Programs” out of 450 programs studied. BBBS was the only mentoring program included.

Additionally, a four-year independent nationwide study of the impact of Big Brother Big Sisters programs by Public/Private Ventures showed that providing youth with consistent adult support through a well supervised, frequently meeting, long-term mentoring relationship improved grades and family relationships, and helped prevent initiation of drug and alcohol use.<sup>4</sup>

Program-based evaluations found that compared to their peers, boys and girls matched to a Big Brother or Big Sister were<sup>5</sup>, for example:

- 46% less likely to start using illegal drugs (minority mentees were 70% less likely)
- 27% less likely to start drinking underage (minority mentees were 50% less likely)
- 33% less likely to behave violently
- 52% less likely to skip a day of school

**Needs assessment:**

The Lawrence / Douglas County area, using recent census data, has approximately 15,000 children in the 5-17 year age group. Approximately 20%, or 3,000 children in that population are considered to be in at-risk environments. Big Brothers Big Sisters of Douglas County has a goal to serve at least 20% of the at-risk group, or more than 600 children annually. BBBS served 509 children during 2008, with an active match count of more than 350 at any one time.

Based on data from local BBBS client profiles, we identified that of the children we serve annually, 49% have been exposed to at least one form of abuse, be it drug abuse, alcohol abuse, physical abuse and/or emotional abuse. In addition to that, 83% have been identified as living at or below the poverty level, with an average of 80% living in other than traditional two-parent homes. At least 10% of the children have one or more family members incarcerated, which creates a disproportionately high chance of delinquency, drug or alcohol abuse, school problems, and eventually being in prison themselves. These at-risk factors extend into the un-served youth population as a whole.

The number of at-risk children will remain relatively proportional to the local population, and the negative impact of at-risk environments will remain. Prevention of problems through effective mentoring programs is a cost-effective way to minimize local government expenses in remediation of the social impact related to early use of alcohol, drug abuse, delinquency and related issues. Big Brothers Big Sisters, as the only Lawrence agency providing one-to-one mentoring programs for at-risk youth with proven long-term results, can significantly impact the prevention needs in Lawrence.

BBBS provides mentoring services with a full-time program staff of five, who are fully invested in making matches and supervision based on state standards. To meet the continuing and growing need for mentors for at-risk children, BBBS will require additional program staff to screen potential volunteers and supervise the matches that are made. For several years, the Alcohol Tax Funds allocated to BBBS have supported the payroll expense of at least one program staff position. For CY 2010, Big Brothers Big Sisters asks the City of Lawrence to continue that support and to partially fund an additional full-time case position, so that BBBS can increase the number of children served, thus extending the preventative services that mentoring provides our community.

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<sup>4</sup> Tierney and Grossman, 1995 Public/Private Ventures, “A Look Into Its Potential: School-Based Mentoring” pg. 1

<sup>5</sup> Ibid.

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**BIG BROTHERS BIG SISTERS OF DOUGLAS COUNTY****Budget Requirements: Total Budget Request = \$46,388.85**Program Staff Personnel = \$37,500.00

*Case Manager, \$25,000.00.* A full-time employee compensated according to the pay scale for other case managers within BBBS. (Existing Position)

*Case Manager, \$12,500.00.* One-half of a full-time employee compensated according to the pay scale for other case managers within BBBS. (New Position)

Fringe Benefits = \$8,888.85

\$2,868.75 - payroll taxes for one and one-half positions at 7.65%, plus \$6,020.10 - health insurance at \$334.45/month for 12 months.

Travel, Office Space, Supplies/Office, Supplies/Other, Equipment = \$0.00

The balance of salary and ancillary expenses required for these positions will be supported by budgeted growth in private and corporate donations.

**Outcomes:**

As a result of the grant from the City of Lawrence Alcohol Tax Fund, we expect to experience the following positive outcomes. BBBS of Douglas County will evaluate its progress toward these goals using Big Brothers Big Sisters of America's "Programs Outcome Evaluation" (POE), a casework-management approach to measuring outcomes in mentoring programs.

1. Primary goal: Create and support at least 50 additional community-based matches by the end of 2010 and achieve a 10% growth in the overall number of children served.
2. Secondary goals: To maintain consistently positive results concerning the children served on targeted areas of risk. The POE surveys, administered at the annual anniversary of all new matches, will show that 25% of the children served will exhibit improvement in their self-confidence, 20% will have a better attitude toward school, 30% will improve in their school performance, 80% will be able to avoid delinquency, and 30% will report a much better relationship with adults.
3. And, 70% of children with an incarcerated parent who have been matched to a volunteer for at least one year, will themselves avoid detention and/or incarceration; 90% of children matched for at least one year will avoid dropping out of school; and 90% of children matched for one year will avoid drug abuse and alcohol usage.

**Coordination:**

Big Brothers Big Sisters, as the only one-to-one mentoring program in community, actively connects with a diverse group of community organizations and services to identify children who can benefit from the program and to reinforce the positive messages delivered in the mentoring process.

- A. Big Brothers Big Sisters regularly receives referrals of children from these agencies and in turn, BBBS directs families to them for other services:
  - a. Bert Nash
  - b. SRS
  - c. Kaw Valley Center
  - d. The Shelter
  - e. Douglas County Department of Youth Services
  - f. Ballard Community Center
  - g. Women's Transitional Care Services, Inc.

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- h. DCCCA's Family Preservation Program
- i. Douglas County Community Corrections
- j. Lansing State Prison, Leavenworth Federal Prison and Topeka Correctional Facility for Women
- k. Boys & Girls Club
- B.** The Lawrence, Baldwin and Eudora public schools are partners in our Bigs in Schools program. Mentors are also placed in the Boys & Girls Club after-school programs. We interact with WRAP, Success by Six, School Resource Officers, Family Resource Specialists, After School Programs and Parents As Teachers.
- C.** The Douglas County Sheriff, the Lawrence Police, the KU Public Safety Office and the KU Athletic Department partner each year with BBBS to offer a Safety Training camp to more than 100 of the children currently being served by BBBS.
- D.** The KU Work Study program consistently provides 3 or 4 employees each semester.
- E.** Kansas University and Baker University classes, fraternities and sororities provide activities and many volunteers each year for our children.
- F.** As a United Way of Douglas County agency, BBBS networks with other agency directors through the UW agency directors' meetings.
- G.** The Roger Hill Volunteer Center and the Center For Community Outreach refer new volunteers to the agency.
- H.** We participate with Lawrence Education Achievement Partners (LEAP) which encourages businesses to become more involved with partner schools.
- I.** BBBS is a member of the Lawrence Chamber of Commerce to foster business relationships as well as recruit new volunteers for Big Brothers Big Sisters.
- J.** We collaborate with CASA to share volunteer resources and training facilities. Many of our children attend summer camps free of charge on CASA scholarships.

**Organizational Capacity:**

Big Brothers Big Sisters of Douglas County is part of the Kansas BBBS network, a full affiliate of Big Brothers Big Sisters of America (BBBSA), and follows all the standards and procedures required of affiliated agencies. BBBSA is a respected 100-year old organization with proven success. The Douglas County agency is guided by a dedicated local Board of Directors, an Executive Director, a Regional Director with 20 years of experience in non-profit management. A program staff of case managers and case manager aides are responsible for processing volunteers and clients, and making and supervising matches.

**Other:**

The BBBS staff and Board of Directors work hard to maintain the funding necessary for a stable on-going operation. Aggressive fundraisers are held, an annual giving program is in place, and the staff continues to research and identify grant funding opportunities, with approximately 10 grants applied for each year.

We appreciate the City of Lawrence's investment in Big Brothers Big Sisters. By supporting our mentoring program, the City of Lawrence is taking a positive, cost-effective prevention step to minimize the negative impacts of at-risk environments on our community's children. Toward that end, we anticipate continuing requests for Alcohol Tax Funding for BBBS in future years. Together, we can improve the lives of at-risk children and reduce the influence of substance abuse, delinquency and similar social problems.

**Big Brothers Big Sisters of Douglas County**  
**Alcohol Tax Funding – CY 2010**  
 Logic Model

ASSESSMENT DATA	GOALS/ OBJECTIVES	TARGET GROUP	STRATEGIES	PROCESS OUTCOMES	BEHAVIORAL OUTCOMES	IMPACT OUTCOMES
<p>20% of community children are considered at risk</p> <p>80% of at-risk children are in single parent homes</p> <p>Children from single parent homes account for 90% of secondary school drop outs and 80% of all juvenile court cases</p> <p>10% of BBBS matched children have incarcerated parents</p> <p>3% of the matched children are themselves juvenile offenders</p>	<p>Reduce negative behaviors such as:</p> <ul style="list-style-type: none"> <li>- Delinquency</li> <li>- Truancy</li> <li>- Resorting to violent behavior</li> <li>- Anti-social behaviors</li> </ul> <p>Delay or avoid</p> <ul style="list-style-type: none"> <li>- drug abuse</li> <li>- early use of alcohol</li> </ul> <p>Improve</p> <ul style="list-style-type: none"> <li>- academic performance</li> <li>- school attendance</li> </ul> <p>Promote bonding with caring adults</p> <p>Improve self-esteem</p>	<p>Children ages 5-17 from</p> <ul style="list-style-type: none"> <li>- single parent homes</li> <li>- with an incarcerated parent</li> <li>- who are juvenile offenders or siblings of juvenile offenders</li> </ul>	<p>Add additional program staff to support increased numbers of matches and resultant supervision requirements</p> <p>Conduct Program Outcomes Evaluation (POE) at annual anniversary of all new matches</p> <p>Match children to carefully screened adult mentors</p> <p>Train volunteers in successful mentoring strategies</p> <p>Provide regular follow-up by program staff to ensure match success</p>	<p>Create and support at least 50 additional community-based matches by end of 2010.</p> <p>Increase total number of children served per year by 10%</p>	<p>Maintain consistently positive results for areas of risk. Children and parents will report:</p> <ul style="list-style-type: none"> <li>- 25% with improved self-confidence</li> <li>- 20% with improved attitude toward school</li> <li>- 30% with better school performance</li> <li>- 80% will avoid delinquency</li> <li>- 30% will have improved relationships with adults</li> </ul>	<p>Of children matched for one year or more will:</p> <ul style="list-style-type: none"> <li>- 70% of children with an incarcerated parent will avoid detention and/or incarceration</li> <li>- 90% of children will avoid dropping out of school</li> <li>- 90% of children will avoid drug abuse and early use of alcohol</li> </ul>

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Logic Model