

## United Way of Sheboygan County

### Grant Application - 2022-2023 Program Funding

2022-2023 Application Status: Submitted

#### 2022-2023 Application Submission Details

Approved at the Board of Directors meeting on: 11/18/2021

Executive Director: Ryan Good

Board President: Lee Bouche

Submission Confirmation Email Sent To: knutty@wearefoundations.org

Submitted By: Kelly Nutty on 1/26/2022 at 12:21 PM (CST)

#### Foundations Health and Wholeness

##### Agency Information 2022

###### Agency Contact Information

<b>Agency Name</b>	Foundations Health and Wholeness
<b>Agency Primary Email</b>	knutty@wearefoundations.org
<b>Primary Contact</b>	Kelly Nutty
<b>Agency Phone</b>	(920) 437-8256
<b>Address Line 1</b>	1061 W. Mason Street
<b>City</b>	Green Bay
<b>State</b>	WI
<b>Zip</b>	54303
<b>Agency Website URL</b>	wearefoundations.org

###### Agency Mission

###### Agency Mission Statement

Innovating care to heal mind and spirit; changing lives, families, and communities. We envision a caring and connected community that embraces the health and wholeness of all people.

###### Affiliation

**Is the agency affiliated with a local or national federation?** No

**If yes, name the federation and any benefits you are receiving.**

###### Administrative Cost

*From your most recent 990, enter the following information. The administrative cost will automatically be calculated upon saving.*

<b>Management and General Expense</b>	1,311,482.00
<b>Fundraising Expense</b>	241,836.00
<b>Total Revenue</b>	5,105,008.00
<b>Percent of agency administrative cost (calculated)</b>	30.43
<b>What is your fiscal year?</b>	January-December

### **Agency Volunteers**

*Calendar year 2021*

<b>Total number of volunteers</b>	23
<b>Of the total number how many volunteers came through the United Way Volunteer Center?</b>	0
<b>Total number of volunteer hours</b>	0
<b>Of the total volunteer hours how many came through the United Way Volunteer Center?</b>	924

### **Agency Employee Breakdown**

<b>Number of Full Time Employees</b>	53
<b>Number of Part Time Employees</b>	2

### **Foundations Health and Wholeness**

#### **Agency Signature Page 2022**

*Applications need to be submitted by NOON on 01/27/2022. A signed copy of this SIGNATURE PAGE ONLY needs to be e-mailed or mailed to Gina Covelli.*

*United Way of Sheboygan County  
2020 Erie Avenue, Sheboygan, WI 53081*

*If you have questions about completing this application online you may contact Gina Covelli at 920-458-3425 or [gina@uwofsc.org](mailto:gina@uwofsc.org).*

**Agency Name** Foundations Health and Wholeness

**Executive Director:** Ryan Good

**By signing the Agency Signature Page I attest that I have read the attached Application and that the information provided is an accurate depiction of the program.**

**Signature:** \_\_\_\_\_

**Date** 1/21/2022

**Board Chair:** Lee Bouche

**By signing the Agency Signature Page I attest that I have read the attached Application and that the information provided is an accurate depiction of the program.**

**Signature:** \_\_\_\_\_

**Date:** 1/25/2022

## **Foundations Health and Wholeness - Runaway and Youth Services (RAYS)**

### **Program Overview 2022**

#### **Program Information**

**Program Name** Runaway and Youth Services (RAYS)

**Primary Contact** Jackie Baumgart, phone: (920) 619-1079, email: jbaumgart@wearefoundations.org

**Primary Address** 1337 N Taylor Drive, Suite 201, Sheboygan, WI, 53081, US

**Choose the Building Block your program aligns to. \*For United Way purposes. Does not impact your score.**

Education

#### **Program Employee Breakdown**

**Number of Full Time Employees** 2

**Number of Part Time Employees** 0

#### **Program Description**

**Program Description**

RAYS Youth Services (formerly known as Runaway and Youth Services) is a voluntary, community-based program open to all youth between school-age and 21 years of age. The program is designed to help prevent homelessness and decisions to become a runaway, while navigating youth through the process of transitioning to successful, healthy, and independent living via preventative outreach, education, and other critical resources. RAYS meets all youth where they are at within the community, using a trauma-informed perspective to build coping/social emotional skills, positive adult connections, and strong connections to their community. RAYS introduces youth to a variety of skills to help build emotional regulation and teaches life skills to foster independence, all while helping youth navigate a wide selection of community resources in order to help them set and reach personal goals. RAYS achieves strong connections through intentional outreach: casual contacts, street outreach, collaborative community events, groups, basic needs provisions, and educational presentations, as well as more targeted intensive programming that includes one-on-one and family mediations. Ultimately, as a result of the program, youth within the community have increased opportunities to remain in a stable housing situation, build and maintain healthy relationships, and successfully transition into adulthood with a stable foundation of necessary independent living skills.

**Please share a client impact story that illustrates how your program affects those you serve. We plan to use these impact stories for marketing purposes and they may be shared with the public. If you do not have permission from the client to use their personal information, please change the name of the client and any other details in order to provide as much confidentiality as possible.**

One of the youth that RAYS has worked with closely is a teen runaway, surviving in poor living conditions. She was using drugs heavily and being trafficked. RAYS received a referral from a police officer because this youth was a habitual runaway. After making initial contact, the youth responded that she was interested in receiving support from RAYS to get the help she required to obtain a healthier and safer lifestyle. The youth had been living in Milwaukee, where she was staying in unsafe housing conditions with others involved in her trafficking. Following initial contact, RAYS staff brought her back to Sheboygan, where she was from and where her family resided. The RAYS staff bought her a warm meal, provided her with feminine hygiene products and clean clothing, and returned her to her family residence with her permission. The youth stayed in her family's home for a few weeks, but she was soon contacted repeatedly by her trafficker with threatening calls and messages. Once more, she reached out to RAYS program coordinator, Michael Thomas, who was able to pick her up from her location, have a serious conversation with her regarding her circumstances, and convince her to report her situation to the head of the Human Trafficking Taskforce and a police detective. Michael and the detective took the youth back to her family's residence to create a plan of action that would help her stay on course with a healthy lifestyle, and it was decided by all that the best course of action would include the youth staying in a rehabilitation center for a detox process and holistic physical care. After a few weeks, the youth began regressing and returning to her old behaviors. Due to this regression, this youth is currently staying with Winnebago Mental Health Services for court ordered care and her safety, but RAYS continues to be in touch with her family to ensure a clear, intentional, and achievable plan of action for the youth's future, with heavy focus on prevention and education aspects. As this story demonstrates, RAYS meets youth where they are at emotionally and physically. All youth are at risk of harm. The goal with this client is preventing additional harm and instances of running away, empowering her with resources and trusted adults to support her, and giving her the tools and education she ultimately needs to thrive.

**Please explain any impact of COVID-19 to your program and how you continue to adapt services during the pandemic/recovery.**

As with most client-facing programs, the COVID-19 pandemic heavily impacted RAYS' ability to provide services that have greatest impact with youth because most of our connections involve face-to-face rapport building. With changing best practices, policies by government and other organizations, throughout 2021, we were unable to connect with many youth through outreach in the way originally envisioned. For example, schools were not able to grant access to outside entities, like RAYS, so as to mitigate COVID-19 spread, further limiting RAYS access to the youth population. Additionally, the Juvenile Detention Center denied access to outside agencies, so RAYS was forced to hold off on services.

RAYs found innovative ways to connect with youth in response to COVID. RAYS increased drop-in pantry services for youth through contactless pick up and added delivery services via staff, collaborating with SASD school social workers, and other volunteers. Like many organizations, we were able to support with a switch to a virtual platform. Through its collaboration in the Youth Agency Network (YAN), RAYS and other YAN organizations have helped each other navigate COVID policies and ways to safely provide services to youth/families. During summer 2021, RAYS and other YAN organizations were able to conduct its park program, where we set aside intentional time for any youth to engage with us, including games, refreshments, and "hanging out", which allowed us to provide preventive engagement in a more casual setting and generally assess youth needs during the pandemic.

With restructuring the RAYS program, Foundations is now meeting youth where they are at, such as homes, school, or community locations instead of having them approach our location. RAYS has been able to connect with more youth despite the COVID-19 pandemic by focusing on outreach as the main approach. RAYS continues to work with previously connected organizations during the pandemic, therefore maintaining relationships that will be important when the pandemic begins to recede. RAYS opted for mobile food delivery every week in lieu of a drop-in pantry. The RAYS mobile food program chooses locations which are populated heavily with youth. RAYS also worked with the HER Project to distribute feminine hygiene products into the community. In 2021, RAYS was able to go back to most in-person services with the exception of facilities that are still restricted due to COVID-19. RAYS chose to eliminate their drop-in location and pantry in order to increase their presence in the community and meet youth where they are at. This outreach pantry is more in keeping with the prevention focus of RAYS, instead of only serving those with increased needs.

At the time of this grant application, COVID continues to require RAYS to constantly pivot services, and we pride ourselves on our nimble approach to the work.

## **Program Specifics**

**Focus Area**                      Youth Development

**How do the program outcomes align to the focus area selected?**

RAYS Youth Services is a prevention-focused program that helps all youth in Sheboygan County. By meeting each youth where they are at emotionally and physically, this application fits with all of the Youth Development criteria. All youth are at risk of encountering negative impacts related to school behavior and readiness, violence or neglect in the home that may result in homelessness or runaway incidents, poor emotional and physical health, and poor social and emotional development. Honoring the reality that youth have certain aligned needs as a group, as well as very individual needs, the RAYS Youth Services team provides a variety of prevention-based services to make sure youth know that they have access to trusted adults in the community.

Our outcomes related to changes in knowledge, skills, attitudes, the changes in behavior from the new knowledge, attitudes, and skills have national research and data behind them to show the positive impacts to youth as they transition to adulthood and independent living.

By way of example, RAYS works closely with the schools, providing classroom-based social and emotional presentations, including on subjects like anger management, emotional regulation, and healthy relationships. We provide topical resources for school staff, and connection with resources in general and on an individual level. These school-based presentations and resources focus on all criteria, including school readiness, reducing abuse and neglect, improving health (both emotionally and physically), and optimal development.

RAYS also creates community opportunities in this regard, and works closely with the police department, members of the Youth Agency Network Sheboygan, and businesses, community organizations, funders, and governmental agencies.

After a year of owning the RAYS Youth Services Program, Foundations has updated the inputs, activities, outputs, outcomes, and indicators from the prior year's logic model to reflect the restructure of this program. Also, please note that all anticipated activities and outputs are subject to the community limitations imposed on us during the COVID pandemic.

**If the program outcomes do not align with the focus areas, describe the community need the program is addressing. Include Sheboygan County data that demonstrates the need.**

n/a

## **Funding Request**

*Please provide a thorough explanation of your funding request. Include the following in your explanation:*

*A. How the funds will be used*

*B. Rationale for any increase and decrease, and how it is tied directly to the cost per client and number of clients you anticipate serving.*

*C. Upload a detailed program budget*

<b>2021/2022 Program Request</b>	30,000.00
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<b>2021/2022 Program Contract Amount</b>	19,364.00
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<b>2022/2023 Program Request</b>	30,000.00
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**Please explain your funding request. Be specific and include how the funds will be used, the rationale for any change in your request, and how the funding is tied directly to cost per client and number of clients you anticipate serving in the upcoming year.**

RAYS Youth Services requests \$30,000 for youth prevention and outreach services throughout the community. This funding enables the RAYS program to effectuate a variety of preventative resources to all youth in the community. By focusing on prevention, the RAYS program supports keeping youth in their biological and/or supportive family homes (when it is safe to do so) and providing youth an educational foundation on which they may transition into a stable, healthy adulthood with skills needed to be successful.

The \$30,000 request is 26% of RAYS \$114,478 annual budget. This funding is an increase from prior year funding from the United Way. This increase is tied to the intentional restructure that Foundations accomplished after taking over this program on 1/1/21 and experiencing how it performed. The prior way focused on creating a place where youth came out of courage and necessity. The new way of performing the work out in the community gives more dignity to youth and offers them more impactful connection with trusted adults.

The funding requested is tied directly to the costs per client (\$34.34) and the number of clients we anticipate serving this year in our prevention work (2,500). Cost per client include staff time, collateral, and resources provided to youth. As we see positive signs of the eventual lessening of the COVID pandemic, we anticipate reaching more youth this year with prevention-focused presentations at schools and other locations, general outreach to the community in a variety of ways, including a mobile food pantry (youth love snacks and it's a really effective way to engage with them!), and collaborative outreach with YAN. Reaching more youth is a win for them and everyone in the community.

Regarding overall organizational administrative cost allocation, Foundations has a cost allocation policy that breaks down staff by direct care with clientele (clients, children in care, shelter residents, etc.) in accordance with our auditors. This policy breakdown requires those who directly supervise program staff be allocated as Management/General to the program itself, instead of program specific staff even if they do direct care with clients/children. Our foster care program requires an audit that utilizes this policy per DCF standards. An example is our Foster Care Director, who is allocated for expenses fully to Mgmt/Gen instead of program costs. We have adapted this policy across all programs for consistency within our organization.

## **Additional Information**

**Please provide any additional information that you would like the Community Action Team (CAT) members to know.**

In addition to prevention-focused services, RAYS offers secondary intervention services for youth identified of being at risk of homelessness, runaway incidents, trafficking, and other negative situations. RAYS works closely with the police department and receives runaway reports on a weekly basis. After receiving the reports, we reach out to families to provide support, resources, and connection. RAYS' intervention services for youth and their families in crisis include individual/family mediation. For youth needing additional shelter, the RAYS program connects them with highly trained Host Homes. as well as additional housing and shelter options. RAYS team members are highly trained and available to aid in case management, referrals, and advocacy of vulnerable youth.

For youth who are referred for intervention services, RAYS staff provides assistance with case management and advocacy. Referral sources include self-referral, local law enforcement, parents, school staff, human services staff, mentors in the community, and other community agencies.

Regarding Foundations' treatment foster care program, RAYS has a significant impact on kids entering the foster care system. By focusing on prevention, RAYS is able to maintain children in their biological homes more often than if this program could not do this work. For youth who need additional support, Foundations has highly-trained foster care providers that are willing to assist with youth in the RAYS program through its Host Home program. Foundations has a regional foster care office in Sheboygan, so there are local homes available to RAYS youth.

Foundations Health & Wholeness was founded in 1965 by George Kress to make mental health counseling services available to everyone. Since our founding, we have operated with this value. Our mental health counseling program serves Brown County, and provides counseling at our main clinic, at homeless shelters, the Brown County Aging and Disability Resource Center, and the New Community Clinic. Because of generous community members, in 2021 during the COVID pandemic, they made sure that the 80% of our clients who are underinsured or uninsured received access to mental health care. The need for mental health counseling services continues to rise statewide, including Sheboygan County. We also are experiencing a statewide deficit in the number of licensed mental health therapists and counselors. To reduce this need, we have a robust training program that provides post-graduate therapists and counselors the state-required supervision to received their license to practice. It is our goal and hope to continue leading with our values in order to recruit therapists and counselors to serve in Sheboygan and other areas.

## Foundations Health and Wholeness - Runaway and Youth Services (RAYS)

### Program Budget 2022

*Please enter values that are reflective of your fiscal year.*

*2021 Projected Operations amounts have been rolled over from the previous year application and cannot be changed.*

*You must also upload your detailed program budget in the supporting documents section.*

### Support and Revenue

	2021 Projected Operations	2021 Actual Operations	2022 Projected Operations	Change in Operations (2022 vs. 2021)
Total Revenue	46,500.00	45,863.00	104,864.00	59,001.00

### Expenses

	2021 Projected Operations	2021 Actual Operations	2022 Projected Operations	Change in Operations (2022 vs. 2021)

	2021 Projected Operations	2021 Actual Operations	2022 Projected Operations	Change in Operations (2022 vs. 2021)
Total Expense	59,872.00	66,504.00	114,478.00	47,974.00

	2021 Projected Operations	2021 Actual Operations	2022 Projected Operations	Change in Operations (2022 vs. 2021)
Net Income - Revenue less Expenses	-13,372.00	-20,641.00	-9,614.00	11,027.00

### Cost Per Unduplicated Client

	2021 Projected Operations	2021 Actual Operations	2022 Projected Operations	Change in Operations (2022 vs. 2021)
Cost per unduplicated client	20.10	45.34	34.34	-11.00

## Foundations Health and Wholeness - Runaway and Youth Services (RAYS)

### Client Characteristics 2022

#### Client Definitions

##### Please define your Primary Client Population.

The primary client population is all youth between school-age and 21 years old in Sheboygan County. By providing prevention services to all youth, RAYS can help build or reinforce the tools and skills necessary for youth in our county to transition to independence at age of 18. Wisconsin does not have emancipation for youth, and they are connected to a parent/guardian until 18 years of age; however, we know that youth aren't automatically ready to live independently at age 18 so we continue that support and assist in that transition until they turn age 21.

The RAYS program feels it is important to emphasize that just being a youth puts one at high risk for any number of negative circumstances, from unstable housing to human trafficking and drug exposure. Lack of developed decision-making skills and emotional regulation in youth naturally increases vulnerability to negative, life-altering circumstances. By providing prevention services that are open to all youth, RAYS can identify youth who require more intensive services and provide those as well as secondary clients. Part of our preventative education initiative is ensuring we're disseminating information into the community, therefore educating primary clients, secondary clients (parents, guardians, and other natural supports in the community), and the general community about how to support youth. RAYS staff takes time to strategize about how and where to do this prevention work so our client population is easily able to locate and utilize it.

##### How do you define Units of Service for Unduplicated Clients? Please include definitions for all units of service.

A unit of service is defined as a prevention-focused contact to youth in Sheboygan by a RAYS team member through school and community group presentations, general outreach, events, casual contact through collaborative mobile food pantry, and the like. The RAYS team tracks data (number, demographics) for these contacts, and continually assesses needs for additional types of prevention initiatives for our primary clients. So, we anticipate that our unduplicated clients served will equal the units of service for these unduplicated clients.

##### How do you define Other Clients Served?

Other clients are those youth who are served through the secondary intervention contacts, such as mediation, contact with family in response to runaway reports from police department, and additional intervention like housing/shelter referrals and referrals for more intensive case management and support. RAYS tracks outcomes through assessing client needs during the casual contacts at intake and at the time of discharge from these intervention services. Data is generally collected by staff at 30, 60, and 90 days, as well as via the federal HMIS system. HMIS is an information technology system used to collect client-level data and data on the provision of housing and services to homeless individuals and families and persons at risk of homelessness.

**If demographic data in the next section (Demographic 2021 Year End Data) is missing, please explain why.**

RAYS works with youth and, as a result, RAYS does not typically have access to parental/guardian income information unless additional interventions are set up with family members and that information is provided voluntarily.

Note that for 2022 Demographic Data projections, we are updating the way we present this data to reflect the actual work we undertake. When we took over this program on 1/1/2021, our January 2021 United Way application that we submitted mere weeks after the program officially started with Foundations reflected how the prior year demographic data was framed by the prior organization running the program. That prior way of looking at the demographics data flipped the priorities of the program, and Foundations feels like the way we have restructured the priorities of the program is most beneficial for youth. That's why you see will see the data from 2021 to 2022 presented differently and it is switched from prior years. We believe the 2022 framing of this data is the correct way to frame the work and its impact.

## **Foundations Health and Wholeness - Runaway and Youth Services (RAYS)**

### **2021 Demographic Year End Data**

*The total in each section of this form in the "Actual 2021 Year To Date" column must equal the unduplicated clients served number entered in the "Actual 2021 Year To Date."*

*Please report on individual clients served during the 2021 calendar year.*

#### **Clients Served**

*Please report the total number of individual clients served in during the 2021 calendar year.*

	<b>Actual 2020</b>	<b>2021 Projections</b>	<b>Actual 2021</b>	<b>2022 Projections</b>
Unduplicated Clients Served	25	25	158	2,500
Units of Service for Unduplicated Clients	247.00	247.00	230.00	2,500.00
Other Clients Served	1,257	1,257	1,100	100
Total	25	25	158	2,500

#### **Gender**

	<b>Actual 2020</b>	<b>2021 Projections</b>	<b>Actual 2021</b>	<b>2022 Projections</b>
Females	15	15	77	1,150
Males	10	10	71	1,150

	Actual 2020	2021 Projections	Actual 2021	2022 Projections
Gender Variant/Non-Conforming	0	0	0	75
Not listed	0	0	10	125
Total	25	25	158	2,500

## Income Level

*Please use the Federal Poverty Level Guidelines as a resource for determining income levels. Hover over the green question mark to access a link to access the guidelines.*

*When reporting, you are reporting the information for the client you serve. If you work with a single person, but they are part of a family of 4, you would use the FPL based on the family of 4 to determine where that single person would be counted. If you serve all members of that family of 4, then you would report 4 people in that level.*

	Actual 2020	2021 Projections	Actual 2021	2022 Projections
Above 300% of FPL	0	0	0	0
Between 250% and 300% of FPL (ALICE)	0	0	0	0
Between 200% and 250% of FPL	0	0	0	0
Between 150% and 200% of FPL	0	0	0	0
Between 100% and 150% of FPL	0	0	0	0
At or Below 100% of Federal Poverty (FPL)	0	0	0	0
Not listed	25	25	158	2,500
Total	25	25	158	2,500

## Race

	Actual 2020	2021 Projections	Actual 2021	2022 Projections
White / Caucasian	10	10	72	1,200
Black / African American	9	10	38	650
American Indian and Alaska Native	0	0	0	0
Asian	5	4	16	200
Native Hawaiian and Other Pacific Islander	0	0	1	50
Two or More Races	1	1	10	200
Some Other Race	0	0	0	0
Not Listed	0	0	21	200
Total	25	25	158	2,500

## Hispanic or Latino Origin

	Actual 2020	2021 Projections	Actual 2021	2022 Projections
Hispanic / Latino	0	0	29	650
Not Hispanic or Latino	0	0	83	1,400
Not Listed	25	25	46	450
Total	25	25	158	2,500

## Age Range

	Actual 2020	2021 Projections	Actual 2021	2022 Projections
00-05 Years	0	0	0	0
06-17 Years	22	22	144	2,400
18-30 Years	3	3	13	100
31-44 Years	0	0	0	0
45-64 Years	0	0	0	0
65-84 Years	0	0	0	0
85+ Years	0	0	0	0
Not Listed	0	0	1	0
Total	25	25	158	2,500

## Zip Codes

	Actual 2020	2021 Projections	Actual 2021	2022 Projections
Adell (53001)	0	0	0	0
Belgium (53004)	0	0	0	0
Cascade (53011)	0	0	2	2
Cedar Grove (53013)	0	0	0	0
Cleveland (53015)	0	0	0	0
Elkhart Lake (53020)	1	1	1	1
Fredonia (53021)	0	0	0	0
Glenbeulah (53023)	0	0	0	0
Greenbush (53026)	0	0	0	0
Hingham (53031)	0	0	0	0
Kewaskum (53040)	0	0	0	0
Kiel (53042)	0	0	1	1
Kohler (53044)	0	0	0	0
Oostburg (53070)	0	0	1	1
Plymouth (53073)	0	0	3	2
Random Lake (53075)	0	0	0	0

	Actual 2020	2021 Projections	Actual 2021	2022 Projections
Saint Cloud (53079)	0	0	0	0
Sheboygan (53081)	20	20	30	1,200
Sheboygan (53082)	0	0	0	1,200
Sheboygan/Howards Grove (53083)	2	2	2	2
Sheboygan Falls (53085)	2	2	6	5
Not Listed	0	0	112	86
Total	25	25	158	2,500

## Foundations Health and Wholeness - Runaway and Youth Services (RAYS)

### Equity Information 2022

*Please use the definitions provided by United Way when considering the following equity questions. Hover your mouse over the green question mark to access the definitions.*

*Keep in mind that we are looking at the full spectrum of DEI, which includes, but is not limited to: Age, Ancestry, Citizenship status, Class, Color, Culture, Disability/ability, Education, Gender expression, Gender Identity, Geographic origin, Language, Marital status, National or ethnic origin, Neurodiversity, Parental status, Race, Religion, Sex, Sexual orientation, Socioeconomic status, Veteran status, and many others.*

### Agency Equity Questions

*Please answer the following questions about your agency.*

**Please describe your agency's commitment to Diversity, Equity, Inclusion (DEI), specifically how equity is incorporated into the daily operations and practices at your agency. You may include your agency's Equity Statement, if you have one.**

Foundations is committed to emphasizing inclusion, diversity, equity, and belonging by embracing the differences between our employees and our communities. We are committed to creating an environment that signals respect for and interest in people from all backgrounds and expressions, and allows employees to feel secure expressing their individual identity. We have created a working committee that is addressing the systems in place and developing support for our employees as an organization. We pledge an environment where employee ideas are heard and not diminished or dismissed. Our goal is that our inclusive efforts are carried out day-to-day and on a person-to-person level and about individuals specific work experiences. Foundations has also taken the initiative to provide transparency in pay in regard to job listings. Inspired by research conducted by the work of United States-based nonprofit leader and speaker Vu Le, Foundations understands that providing transparency of pay encourages a more diverse pool of candidates and equitable application and screening process.

**How is your primary client and/or marginalized communities reflected in the makeup of your board of directors and/or staff?**

Our board recruitment process intentionally seeks diversity amongst Foundation board members, which helps to capture individuals that reflect the community make up of those we serve. Also, our Solihten Institute accreditation standards require at least one board member that has had mental health struggles and has accessed mental health services. Diversity of staff is highly valued and embraced in Foundations' recruitment process and is reflected in our current staff members in regards to age, sex, race, sexual orientation, etc.

**What effort is being made to take and use the feedback from your primary client and/or marginalized communities to inform agency and program goals and service delivery?**

Foundations seeks input from those we serve through an annual survey. The survey highlights effectiveness of services, agency strengths, growth areas, suggestions for improvement, and accessibility of services. This survey is shared with our leadership team and board of directors to develop action steps based off the feedback of our clients. Foundations also voluntarily participates annually in the Wisconsin Star QI Process Improvement Program to strategically create change in identified areas.

**Recognizing the pandemic made it challenging to participate in professional development opportunities, we are expanding the timeframe for this question. Since 2019, what, if any, DEI training has your board of directors and/or staff participated?**

Although the pandemic has been challenging, during the past 2 years we have started a DEI committee of Foundations employees, hosting quarterly agency-wide training meetings with topics around the diversity and equity in our work and communities. Our DEI committee has used Zoom to bring in speakers and host topics that are prevalent in the world around us, even throughout the pandemic. We've also been able to participate in training from our partners, The Solihden Institute, and offer more advanced training to our employees as it becomes available. Some items the DEI committee has done so far include book club and discussions, surveys to our employees regarding DEI topics, and purchased materials for our diverse client population, especially those seeking services related to gender, race, and cultural background. Some examples are youth centered books, trainings for therapists, and trainings for case managers. As a team, we previously participated in the Brown County United Way 21-week challenges and offered more education to all staff.

**What DEI training do you have planned for staff and/or board for the next year?**

We will be continuing to offer our employees continued education around the topics of diversity and inclusion. Participating in more education is the key to creating an inclusive environment and this comes from the top down, every employee's voice is important in the changes we are making. We are looking at inclusion around holidays for all, and letting our employee's share their own world experiences with our staff. Our committee is also anticipating training with Disability Rights Wisconsin, Hollaback, and the Wisconsin LGBT Chamber. Upcoming topics include trainings about Black History Month, Women's History Month, and ASL/hearing impaired and its impact on people who are neurodivergent.

**Program Equity Questions**

*Please answer the below questions specifically about your program.*

**How is this program and its practices culturally responsive to the population(s) you seek to serve?**

The RAYS program, program coordinator, Michael Thomas, is a person of color who comes from a minority and lower income background. Thus, Michael is often able to meet the youth where they are at mentally, emotionally, and spiritually. We also collaborate with the Black American Community Outreach program, Hmong community outreach group, T&A Beauty Supply (a store in Sheboygan that offers culturally diverse skin/hair products), and the LGBTQ+ Alliance of Sheboygan County in order to ensure the ability to serve diverse youth with an equity-centered approach.

Additionally, the RAYS program takes great care to expand its collaboration efforts to be more inclusive to traditionally marginalized communities, such as LGBTQ+ groups and nonprofits that support the growth and success for persons of color. In this way, RAYS strives to be an informed, equitable, and welcoming space for diverse youth communities.

**What are the barriers preventing your clients from accessing your services, and how are you working to address those barriers, when possible?**

The previous model of this program was centered around drop-in services and in-person pantry services, which required youth to need the ability to come to our physical location. As of mid-2021, RAYS restructured their service model with the intention of reducing barriers for youth to access program services. This program restructure includes the following barrier reduction:

1. RAYS utilizes a 24-hour support line to connect youth to any appropriate resources they require for support. The goal is to ensure youth are getting their needs met.
2. RAYS has taken initiative to embed themselves within the community at locations that youth frequent, such as libraries, schools, bus stations, the YMCA, Boys and Girls Club, and others.
3. RAYS has held multiple working discussions with the police department, human services, youth justice workers, Human Trafficking Task Force, and school personnel (counselors, teachers, police liaison, McKinney Vento Liaison, and others) in order to increase access to RAYS services and provide referrals to our program services.
4. The RAYS program travels to CHANGE Academy and other area schools to provide education on independent living, building healthy relationships, social skills, coping skills, and other necessary skills for transitioning to independence.
5. RAYS collaborates with Hope Community Church to offer mobile food delivery services to youth in the community on a weekly basis in lieu of a drop-in food pantry.
6. RAYS has a referral system in place for repeated runaways and other youth who are considered severely at risk. Referrals can come from multiple sources, such the police departments, school guidance counselors, and others who work closely with youth in the community. For every referral received, RAYS sends out a resource mailing packet with program information, contact information, food bank resources, and other community resources for those in need, as well as helpful parenting tips in order to ensure families are getting what they need regardless of whether RAYS is able to establish contact with the referral.
7. We are constantly assessing and addressing the needs of youth in the community, and shifting our programming to support them in impactful ways.

### **In what ways are you using data to inform strategy, decision making, resource allocation, programmatic outcomes and engagement practices?**

The decision to restructure the RAYS program in mid-2021 was in light of data gathered about the needs of youth within the community, as well as current barriers noted by the RAYS staff. Because of the restructure, RAYS has seen an increase in referrals, callers for the 24-hour support line, and individuals with whom they work. Since the program restructure is relatively recent, RAYS continues to collect data that will inform future decisions and strategies for eliminating any future barriers. RAYS has noted more engagement with their program, and therefore expect more positive outcomes for youth in the community. Furthermore, RAYS expects their program to positively effect the entire community as these youth transition into adulthood and independence due to the preventative and educational resources they've been provided.

Finally, as a result of the restructure, we have been receiving positive feedback from our collaborative partners in response to our changes.

## **Foundations Health and Wholeness - Runaway and Youth Services (RAYS)**

### **2021 Outcome Results**

#### **Program Goal:**

**The overall goal of RAYS Youth Services is to ensure that all youth in the community gain life and independent living skills, gain social, emotional, and coping skills, as well as increase their positive community connections and relationships. By ensuring youth gain these skills, RAYS can help those youth successfully transition into adulthood.**

#### **Input**

**Foundations Staff and Staff Time, including RAYS Program Coordinator, RAYS Program Director,**

## **Administrative Staff**

**Facilities: Fully-equipped office space for programming and administrative work**

## **Community Collaborators and Partners**

**Tangible Resources: Equipment, office and program supplies, and office technology; preventative information and resources, tangible outreach items for care packages, including snacks, hygiene items, and resource information; program items for youth, including games, art supplies, technology, furniture**

**Budget Revenue: Grant Funding, and Donations from Individuals and Companies**

**Volunteers and Volunteer Time, including college interns and community volunteers**

## **Activity**

**Provides intentional prevention-focused educational presentations to youth at schools in Sheboygan County, which includes topics surround social and emotional skills, anger management, building and maintaining healthy relationships, coping skills and independent living.**

**Conducts prevention-focused "casual" outreach and connection to youth in the community, where ever they are, including libraries, bus stations, the YMCA, Boys & Girls Club, food pantries (including a mobile food pantry partnership with Hope Community Church) and other organizations serving youth. It is defined as "casual" because it not a more formal presentation with a set audience as occurs in schools.**

**Provides intentional and regular prevention-focused group support and presentations for youth at the Sheboygan County Juvenile Detention Center. Note that this work is prevention in nature as we cannot change the outcome of their current juvenile justice interaction, but only prevent future instances.**

**Work as an active partner of the Youth Agency Network (YAN) to reach youth in a concerted manner, including summer park outreach and other projects. This work is framed similar to the "casual" outreach above in how we meet youth where they are at physically and emotionally.**

**Provides care packages to youth that include snacks and hygiene supplies. As adults, we need a way to interact with you and provide appropriate "incentives" for them to engage with us as trusted adults. Care packages filled with snacks and hygiene supplies are an effective way to connect with youth to do our prevention-focused work.**

**Gives prevention and education-focused presentations to community groups and organizations who work or encounter youth.**

**For our intervention work, that occurs when the youth we connect with on a daily basis need specific services, we provide individual or family mediation, referrals to Host Homes, and other housing or shelter, and referrals and warm hand-offs to our collaborative partners and other organizations.**

## **Output**

**Number of presentations to youth at schools, including number of participants at each presentation**

**Number of casual contacts with youth in the community**

**Number of presentations to youth at juvenile detention, including number of participants at each presentation**

**Number of casual contacts with youth in the community in collaboration with YAN partners**

**Number of care packages distributed to youth, including number of participants at each presentation**

**Number of community presentations given**

**Number of referral packets that we send to families, which provide information about our services, as well as community information important to youth and their families**

## **Initial Outcome**

### **Initial Outcome Statement:**

**2021: Youth in the community receive access to community resources that support successful transition to independent living.**

**2022: Youth in the community gain knowledge and skills about themselves, including how their emotional skills, attitudes, and relationships impact their lives.**

**Initial Outcome Description: Prevention work, including presentations, groups, casual contacts.**

### **Data Source**

Program staff; Youth

### **Data Collection Method**

Youth Survey, Organizational Records

### **Please explain your outcome results. Please include the results for all indicators for this outcome.**

The amount of casual contacts RAYS has successfully had, has been continuing to increase since our re-structure in August of 2021. RAYS staff found that going into the community, instead of having the youth come to a center, was more beneficial for disseminating information and support to a wider range of youth in the community. COVID, as well as the programs previous model, made face to face contacts difficult at times this past year. Since August, RAYS has partnered with Hope Community Church to rent a food truck every week in order to go around the community handing out food to everyone they encounter. The RAYS team engages with any youth that we encounter in the community, providing information and resources, as well as putting a face with the impact we are having in the community.

### **What did you learn from successes or shortfalls, and what changes, if any, will you make as a result of measuring this outcome?**

RAYS staff's ability to have casual contacts has increased with the time everyone has had to "live" with COVID and be open to more programming and in-person contacts. RAYS hope is to attend more school functions this coming year, attend CHANGE Academy regularly, continue food truck deliveries weekly, attend summer programming and have several activities of our own (such as bonfires on the beach), and to utilize the church we have partnered with to continue groups into the colder weather. RAYS intends to continue using it's new model, and continue to meet the youth in the community in order to ensure we are able to reach all youth who are either already at risk, or who may run into a situation in the future in which they need help. As an example, in 2021 we averaged 25 casual contacts per week, with that number increasing weekly after August. In one week of doing food truck outreach, RAYS staff was able to connect and speak with 52 youth in one day.

**Indicator:****2021: Number of casual contacts provided to youth in the community.****2022: How many intentional prevention-focused educational presentations at schools, casual outreach and connection in the community, at the Juvenile Detention Center, through YAN collaboration outreach, and to other groups in the community.****2021 Actual Number of Clients Served**

	<b>Actual 2020</b>	<b>Projected 2021</b>	<b>Actual 2021</b>	<b>Projected 2022</b>
Actual Clients Served #	1,257	1,257	1,100	2,500
Actual Clients Achieving #	1,257	1,257	1,100	2,500
Actual Percent Achieving	100.00	100.00	100.00	100.00

**Indicator Narratives****What constitutes meeting the identified indicator?**

providing regular prevention focused presentations to youth at schools

**Initial Outcome Statement:****2021: Youth in the community learn about RAYS opportunities and services in an effort to successfully transition them to independent living****2022: part other 2 initial outcomes.****Initial Outcome Description: The first step to prevention is education****Data Source**

Program staff

**Data Collection Method**

Organizational Records

**Please explain your outcome results. Please include the results for all indicators for this outcome.**

RAYS Youth services came very close to the projected outcome with this indicator. From January to August, RAYS was utilizing new information due to switching from a Lutheran Social Services program to a Foundations program. In August of 2021, RAYS decided to restructure, create mailing information packets, print new outreach materials, and change the model of the program from youth coming to us, to "us going to youth," which allowed us to increase the amount of information given to youth in the community. This information was able to be given to all collaborating partners and agencies, as well as to schools for all youth.

**What did you learn from successes or shortfalls, and what changes, if any, will you make as a result of measuring this outcome?**

In 2022 we will be increasing our community outreach. We will be attending school functions now that they are back in session, and we will be going in the community to find youth for the full year, which will allow us to continue reaching more youth for a longer period of time. We will also be ordering “youth friendly” outreach materials with our information and logo such as sunglasses, lanyards, clothing and backpacks for staff to be recognized in the community, and community resource cards for all youth staff come in contact with.

**Indicator:**

**Number of pieces of information taken by youth in the community related to RAYS opportunities and services**

**2021 Actual Number of Clients Served**

	<b>Actual 2020</b>	<b>Projected 2021</b>	<b>Actual 2021</b>	<b>Projected 2022</b>
Actual Clients Served #	1,257	1,257	1,257	2,500
Actual Clients Achieving #	1,257	1,257	1,100	2,500
Actual Percent Achieving	100.00	100.00	87.51	100.00

**Indicator Narratives**

**What constitutes meeting the identified indicator?**

Youth receive information about RAYS and resources in the community, as well as they connect with trusted adults.

**Initial Outcome Statement:**

**2021: Youth in the community receive assistance with basic needs, including food and hygiene supplies, as well as assistance/referrals with shelter and housing.**

**2022: Youth in the community gain knowledge about resources in the community and are connected with trusted adults in the community.**

**Initial Outcome Description:**

**Care packages are the primary way to distribute information and create bonds and trust.**

**Data Source**

Program staff; Youth

**Data Collection Method**

Youth survey; Organizational Records

**Please explain your outcome results. Please include the results for all indicators for this outcome.**

RAYS far exceeded the number of food and hygiene items planned for this year. In August, RAYS decided to close the “pantry” and “drop-in center” in order to utilize a more community based outreach model. We were able to put information out in the community to ensure that the food and hygiene products were given to youth in need. RAYS was able to partner with the school counselors and social workers, as well as the HER drive to ensure everything was used appropriately. The HER drive of Sheboygan is a charitable group that provides hygiene and menstruation products for people who get their period; the goal is to ensure those in poverty have access to their products for no cost. RAYS will continue handing out food and hygiene products, however they will no longer have a space dedicated to holding those things and having youth come to a building.

**What did you learn from successes or shortfalls, and what changes, if any, will you make as a result of measuring this outcome?**

In order to change the model with the pantry and hygiene products, RAYS looked to other programs doing similar work to see what works for them. In 2022 RAYS will be utilizing unbranded draw-string backpacks to hand out on the food truck, as well as in schools and during any presentations and groups that RAYS teaches or attends. The importance of unbranded backpacks is to prevent youth from being targeted or bullied by their peers.

The backpacks will include lists of key community contacts, branded swag, and other preventative education resources. With this distribution focus, we eliminate transportation and other barriers to youth being engaged with us, and we will have resources, information, and food and hygiene products ready and available throughout the community. RAYS also continues to partner with Hope Church and their mobile food services to prevent food insecurity amongst vulnerable youth in the community. We will no longer be counting number of food and hygiene items provided, but focusing on care packages provided.

**Indicator:**

**2021: Number of food and hygiene items put together and disseminated to youth in the community**

**2022: How many prevention-focused care packages and other community resource information youth in the community receive.**

**2021 Actual Number of Clients Served**

	<b>Actual 2020</b>	<b>Projected 2021</b>	<b>Actual 2021</b>	<b>Projected 2022</b>
Actual Clients Served #	0	21,000	53,783	1,250
Actual Clients Achieving #	0	21,000	53,783	1,250
Actual Percent Achieving	0.00	100.00	100.00	100.00

**Indicator Narratives**

**What constitutes meeting the identified indicator?**

Youth receive care packages with prevention information through presentations, groups, and casual contact.

## Intermediate Outcome

### Intermediate Outcome Statement:

**2021: Youth in the community gain life and independent living skills to facilitate change.**

**2022: Youth in the community gain life and independent live skills to maintain health relationships with themselves and others.**

**Description: groups at RAYS and other opportunities**

### Data Source

Program staff

### Data Collection Method

Organizational Records

### Please explain your outcome results. Please include the results for all indicators for this outcome.

RAYS has been able to offer a number of groups, presentations, and drop-in opportunities this past year, despite COVID, agencies limiting visitors to keep the spread of COVID to a minimum, and rebuilding collaborations and relationships after the restructure of the program in August of 2021. Since August, RAYS has been able to present virtually to school classrooms, attend CHANGE Academy, and attend Club at the Y. At these locations (and others), RAYS staff teaches prevention education courses centered around life skills, social skills, emotional and coping skills, healthy relationship building skills, and other curriculums. These courses focus on providing youth with vital skills to transition into healthy, well-balanced independent living as they move into adulthood. RAYS staff are also able to work with several youth one-on-one after these groups to help youth process information or discuss further issues they may be experiencing.

### What did you learn from successes or shortfalls, and what changes, if any, will you make as a result of measuring this outcome?

RAYS hope for 2022 is to be able to offer a group at Hope Community Church through a MOU to teach independent and life skills, hold groups and meetings at the Juvenile Detention Center again (they have been closed to visitors due to COVID), continue to attend CHANGE Academy as RAYS staff have had success with discussing relationships and relationship goals with that group of youth, attend more school functions and meetings, continue to attend Club at the Y, and continue to present the program to the community and youth that either need to utilize the program or may need to utilize it in the future.

### Indicator:

**2021: Number of group engagements offered, including groups, presentations, and drop-in opportunities for youth in the community.**

**2022: How we reach youth in a collaborative manner in the community**

### 2021 Actual Number of Clients Served

	Actual 2020	Projected 2021	Actual 2021	Projected 2022

	<b>Actual 2020</b>	<b>Projected 2021</b>	<b>Actual 2021</b>	<b>Projected 2022</b>
Actual Clients Served #	25	247	230	2,500
Actual Clients Achieving #	25	247	158	1,900
Actual Percent Achieving	100.00	100.00	68.70	76.00

## **Indicator Narratives**

### **What constitutes meeting the identified indicator?**

Youth receive prevention-focused presentations and groups.

### **Intermediate Outcome Statement:**

**2021: Youth in the community practice social emotional and coping skills to assist in emotional regulation**

**2022: part of 1st and 2nd intermediate outcomes above.**

### **Data Source**

Program staff; Youth

### **Data Collection Method**

Youth survey; Organizational Records

### **Please explain your outcome results. Please include the results for all indicators for this outcome.**

As stated earlier, RAYS has been able to offer a number of groups, presentations, and drop-in opportunities this past year, despite COVID, agencies limiting visitors to keep the spread of COVID to a minimum, and rebuilding collaborations and relationships after the restructure of the program in August of 2021. Since August, RAYS was able to present to more schools (virtually), teach groups at CHANGE Academy, and assist teaching groups and informing youth of our program at Club at the Y.

### **What did you learn from successes or shortfalls, and what changes, if any, will you make as a result of measuring this outcome?**

Even with a slightly lower number of groups than anticipated, RAYS staff were still able to deliver quality and informative groups when they were able. There were several factors that contributed to the lower number of groups; some of which include COVID, RAYS program restructure, rebuilding relationships with community partners, and hiring new program staff. For 2022, RAYS envisions teaching more groups to more students, including continuing work with Club at the Y, CHANGE Academy, working with the school counselors and social workers to teach groups at the schools, and getting back in to teach at the Juvenile Detention Center. RAYS interns (with supervision) have also collected data on programming that appears to be more beneficial and engaging for students. It has been found that students are better able to discuss and engage with activities that require coloring in boxes or creating a picture based on answers, and they then discuss and compare results. They have also been more engaged in discussions regarding relationships; whether that be discussing what relationships are appropriate or how to build relationships. RAYS envisions more groups opportunities this coming year while working with YAN as well.

**Indicator: Number of participants**

**2021 Actual Number of Clients Served**

	<b>Actual 2020</b>	<b>Projected 2021</b>	<b>Actual 2021</b>	<b>Projected 2022</b>
Actual Clients Served #	25	247	230	2,500
Actual Clients Achieving #	25	247	158	1,900
Actual Percent Achieving	100.00	100.00	68.70	76.00

**Indicator Narratives**

**What constitutes meeting the identified indicator?**

Youth show changes in behaviors, skills, and attitudes, and they engage in healthier relationships

**Intermediate Outcome Statement:**

**2021: Youth in the community increase their positive community connections and relationships to help them achieve independent living**

**2022: Youth in the community change perspectives and attitudes about themselves, and improve their relationships with others.**

**Description:**

**Intermediately, we experience that prevention services for youth impact them and everyone around them in a positive manner.**

**Data Source**

Program staff; Youth

**Data Collection Method**

Youth survey; Organizational Records

**Please explain your outcome results. Please include the results for all indicators for this outcome.**

In the last quarter of 2021, after connecting with the police and sheriff departments, school personnel, and other community agencies that work with youth, RAYS referrals, calls for support, and communication with youth has increased significantly. RAYS has since been able to send out mailing packets with clear information about how to reach our program, and staff have been able to reach out to the youth or a parent or family member in a timely manner. Because of this change, RAYS staff have seen a significant increase in the relationships being built between the youth and adults in the community; including youth that are comfortable enough with RAYS staff to allow them to accompany the youth while they speak with detectives or officers about a problem at home or even trafficking that has been occurring. RAYS plans continue honing their program model and strategy in 2022 to continue positive improvement to their community resources and connections.

It is important to note that RAYS was taken over by Foundations at the beginning of 2021, and a much needed program restructure began in August of 2021. One of the primary reasons for intentionally restructuring the RAYS program was because it was not being run to Foundations standards of serving the youth and meeting the needs that were being presented; additionally, RAYS staff felt that youth were not receiving the adequate follow up necessary to ensure they were building community connections and finding a positive relationship that could be maintained into adulthood.

**What did you learn from successes or shortfalls, and what changes, if any, will you make as a result of measuring this outcome?**

RAYS staff saw that this was an area that could be improved upon, and they were able to implement different practices to improve relationships not only with the youth, but also with partner organizations in order to help the youth receive needed services. With the program restructure, working with youth to ensure they are getting the required referrals and appointments, with having discussions with youth specifically about what they need (not what someone else thinks they need), staff are able to build a trusting and positive relationship with them fairly quickly. There are several youth who initially refused to meet with staff, but after talking with RAYS coordinator Michael Thomas, and realizing that he understands them and wants to help them without getting them “in trouble” or “forcing them to return home” the relationship is built much faster, and he is able to help the youth make better decisions. RAYS staff have been able to work with other agencies to help connect youth with longer term mentors, a family member, or another trusted adult so that youth has support after working with RAYS.

**Indicator:**

**Youth have one trusted adult in the community and/or have increased positive relationships with peers**

**2021 Actual Number of Clients Served**

	<b>Actual 2020</b>	<b>Projected 2021</b>	<b>Actual 2021</b>	<b>Projected 2022</b>
Actual Clients Served #	25	1,257	1,100	2,500
Actual Clients Achieving #	25	1,257	230	1,250
Actual Percent Achieving	100.00	100.00	20.91	50.00

**Indicator Narratives**

**What constitutes meeting the identified indicator?**

50% of Youth have a trusted adult in the community

**Indicator: How we engage youth who need more specific intervention services**

**2021 Actual Number of Clients Served**

	Actual 2020	Projected 2021	Actual 2021	Projected 2022
Actual Clients Served #	25	25	230	100
Actual Clients Achieving #	25	25	158	75
Actual Percent Achieving	100.00	100.00	68.70	75.00

**Indicator Narratives****What constitutes meeting the identified indicator?**

Youth and their families receive resources that help them change their attitudes, skills and behaviors with adults and peers. Even when we are doing intervention work, we are preventing future trauma and negative impacts. This work teaches parents and guardians (and everyone involved in the lives of youth) to change their behaviors, changing the cycles generationally.

**Long Term Outcome****Long Term Outcome:**

**Youth in the community successfully transition to independent living and adulthood.**

**Description:**

**This is the ultimate goal and indicator of success of knowledge, attitude, skills changes, as well as the resulting behavior changes for youth.**

**Data Source**

Program staff; Youth

**Data Collection Method**

Youth survey; Organizational Records

**Please explain your outcome results. Please include the results for all indicators for this outcome.**

The ultimate goal of RAYS is to support youth by providing the skillsets needed to transition into healthy, successful, and secure independent living. RAYS provides youth emotional, coping, and social skills necessary to transition into adulthood and live a healthy lifestyle.

According to HHS Manuscript PMC5391995, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5391995/>, there are 8 consensus core dimensions of successful young adult development. "These include: physical health, psychological and emotional well-being, life skills, ethical behavior, healthy family and social relationships, educational attainment, constructive educational and occupational engagement, and civic engagement." RAYS' prevention work impacts all of these core dimensions to prepare youth for adulthood.

**What did you learn from successes or shortfalls, and what changes, if any, will you make as a result of measuring this outcome?**

n/a - see above.

**Indicator:**

**By making its preventative programming available to all youth in the community, national research and data supports the conclusion is that youth will successfully transition to adulthood and independent living.**

**2021 Actual Number of Clients Served**

	<b>Actual 2020</b>	<b>Projected 2021</b>	<b>Actual 2021</b>	<b>Projected 2022</b>
Actual Clients Served #	25	25	158	2,500
Actual Clients Achieving #	20	20	150	1,900
Actual Percent Achieving	80.00	80.00	94.94	76.00

**Indicator Narratives**

**What constitutes meeting the identified indicator?**

Youth meeting the intermediate outcomes result in meeting the long term outcome.

Please note that, as stated above in the grant application, Foundations took over this program on 1/1/2021. For the 2021 grant application that was due almost immediately upon owning the program, this 2021 grant application was due so we used numbers similarly to the information we were given by LSS and the prior program coordinator. During the last 12 months, we have concluded that this focus is incorrect and ignores the prevention focused nature of the program as restructured by Foundations.

Ultimately, while this long-term outcome might not be measurable with specific local data, national research and trends show that the outcomes are positive. Thus, Actual Clients Achieving # is the perceived natural result.

**Foundations Health and Wholeness - Runaway and Youth Services (RAYS)**

**Collaborations 2022**

*We are looking for specific details regarding ONE program-level collaboration. If a program-level collaboration is not possible, please provide information on an agency-level collaboration. We will also ask for you to list other organizations that you partner and collaborate with.*

## **Single Collaboration**

*We are looking for specific details regarding ONE program-level collaboration. If a program-level collaboration is not possible, please provide information on an agency-level collaboration.*

**Please name the partnering organization(s) that you work with in ONE collaboration.**

Human Trafficking Task Force (HTTF)

**What is the shared mission of your collaboration?**

The mission of the collaboration is to work together engage with youth in Sheboygan County in regards to human trafficking awareness and educate them about resources available for this issue. This collaboration works to improve the network of support to both youth and their families through confidential and voluntary prevention and intervention.

**How long has your program been engaged in this collaboration?**

Since early 2021, when Foundations Health and Wholeness acquired and restructured the RAYS program.

**What activities that take place within the collaboration?**

1. Monthly Human Trafficking Task Force (Sheboygan Police Department, Sheboygan County Sheriff's Office, Dept. of Human Services [including child protection and youth justice], and Foundation's Health and Wholeness RAYS program) meetings: educational videos, create plans for awareness, discuss and distribute resources for those affected by human trafficking.
2. Monthly Runaway Meetings (with same collaborators): discuss any and all youth that may be considered high risk.
3. Develop and distribute resources to educate wider community about human trafficking, its negative effects, why all youth are at risk for being trafficked, and what the community can do to help.
4. Collaborate on the utilization of emergency support line to ensure efficient safety services for victims of human trafficking.

**Describe the benefits this collaboration provides to your program participants.**

The collaboration between the HTTF and RAYS program ensures prevention of human trafficking through education and intervention services. Thus, this collaboration ultimately serves to decrease the number of human trafficking victims and increase the ability to intervene on high risk youth cases. Finally, this collaboration takes pride in its ability to provide timely crisis services.

**How does this collaboration help your program/agency achieve its outcomes?**

This collaboration ensures that youth are educated about the dangers of high risk lifestyles that may make them and their friends and family members susceptible to trafficking. The collaboration connects them with the RAYS program in order to provide ongoing education that leads to healthy independent living as adults. The RAYS program also assists the youth who've been affected by human trafficking in their interview with the police department as they divulge information regarding their case.

## **Other Collaborations**

**Please list any other collaborations your program and/or agency is a part of. Please include the name of the collaboration and the name(s) of the partnering organization(s).**

- John Michael Kohler Arts Center
- CHANGE Academy (Juvenile Offender Alternative School)
- Safe Harbor (Domestic violence/sexual assault/shelter)
- Planned Parenthood
- Anchor of Hope (pregnancy and other services)
- Job Center
- Juvenile Detention Center
- Friendship House (group home for youth)
- Mead Public Library
- Sheboygan Police Department/Sheboygan Sheriff's Office
- United Way of Sheboygan County
- InCourage (Domestic Violence/Sexual Assault)
- Rogers Behavioral Health/AODA
- Sheboygan Area School District (counselors/social workers/McKinney Vento liaison/resource officers)
- Other Sheboygan County school districts
- Horizons4Girls
- Hope Community Church
- Salvation Army
- Health and Human Services (child protection and youth justice)
- Boys & Girls Club Teen Center (club at the YMCA)
- Lakeshore Community Health Care
- Lakeshore Community Action Program (LCAP)
- Housing Authority (section 8/HUD)
- Black American Community Outreach
- Sheboygan County Food Bank
- St. Vincent de Paul of Sheboygan
- Housing Coalition in Sheboygan County
- Sexual Assault Response Team (SART)
- Human Trafficking Task Force of Sheboygan County
- Mobile Crisis
- Sheboygan YMCA
- Big Brothers Big Sisters
- WI Shoreline
- LGBTQ Alliance of Sheboygan County
- Youth Agency Network (YAN)
- Sheboygan County Victim/Witness Program
- Sheboygan County Kiwanis Club
- Sheboygan County Interfaith Organization (SCIO)

**If you have a written understanding (MOU, Letter of Support, etc.) with another agency or organization , please upload your documentation in the supporting documents area.**

**If you have additional collaborations, please feel free to upload documentation or service maps in the supporting documents area.**

## **Foundations Health and Wholeness - Runaway and Youth Services (RAYS)**

### **Marketing Information 2022**

*This information will be used for marketing and campaign purposes only to better demonstrate your impact to our donors. You will not be scored on this information. Please answer at least three of the questions.*

### **Donor Dollars for Direct Services**

*To best promote your programs to donors, we are trying to relate donor dollars to direct services provided. Be sure to include the number of clients benefiting and the timeframe for which that dollar amount covers. For example, \$5 donated provides a week's worth of meals to a family.*

*Please answer at least three of the following responses.*

**\$5**

n/a

**\$25**

Provides snacks and other outreach supplies that help us connect with youth in the community

**\$50**

Provides 1 hour of regular prevention education by RAYS Youth Services Coordinator and related handout/materials to a group of 10 school-aged youth in Sheboygan County

**\$100**

Provides specialized prevention education on specifically requested topic (from a school counselor or teacher, by way of example) by RAYS Youth Services Coordinator and related handout/materials, plus preparation time, to a class of 25 school-aged youth in Sheboygan County

**\$250**

Supports RAYS Youth Services' participation in the Monthly Human Trafficking Task Force in Sheboygan County (described above in the Single Collaboration Section), which is focused on preventing human trafficking against youth in Sheboygan County

**\$500**

n/a

**\$1,000**

n/a

**\$2,500**

Enables RAYS to engage in the critical prevention work that's at the heart of its mission for one month using generous dollars from the United Way Sheboygan, including using a trauma-informed perspective to help youth build coping/social emotional skills, positive adult connections, and strong community connections. RAYS educates youth about a variety of skills to foster independence, all while navigating youth through other community resources in order to help youth reach their goals