

HICO 2022: Our 3rd Grant Cycle Review

Introduction:

The Proposal Assessment Committee (PAC) is completing its third set of grants for our High Impact Community Outreach program (HICO). As you know, the Congregation approved an additional \$100,000 for HICO in February (initial \$100,000 grant was approved 11/2019). A separate account was set up for HICO which enables the program to accept donations from members, friends and interested parties. In 2022, members have contributed \$5,600 to the HICO program. The congregation's generosity and foresight insure that HICO will be able to make grants through 2025.

The PAC created an equitable and sustainable process for the longer-term. We expect every year to build upon the prior one with new relationships and new ways for our congregation to partner with local charitable organizations. Just as a reminder PAC continues to support: 1) a formal application process, 2) establish an annual focus for grants, 3) monitor a designated email account, 4) get the word out via press releases and appearances, 5) research/evaluate proposals, and 6) engage with grantees to foster connection with our congregation. It is our hope that the HICO program grants will help Members and Friends find new connections and take pride in having an important impact in our community.

HICO's Focus 2022:

PAC's strategy is to have a specific "Focus" each cycle targeting **specific populations and special needs**. This approach helps keep the number of applications to manageable levels but, more importantly, provides some discipline or focus as we evaluate the applications. Potential grantees must satisfy at least one of these criteria and preferable one in each category.

Our 2022 Focus shifted slightly to reach out to the marginalized populations of the East End as well as to empower those groups. We remain sensitive to the continuing challenges from the dislocations generated by COVID which continue to require support.

Populations:

- LGBTQ
- Single Adults
- Young Adults
- People of Color

Needs:

- Equal Access to Opportunities: Technology, Jobs, Training, Education, etc.
- Advocacy
- Environmental Justice
- Mental Health Care

This strategy continues to help us frame our conversations. The 2022 targeted approach elicited a gratifying response. We received 13 applications (vs. 8 last cycle) with a total request of \$139,304. The applicants and a short description of the projects follow.

HICO Applications received for May Grant Cycle

Bolded Organizations will be Grantees

Organization	Short Description	\$ Request
Sound Justice Initiative	College level 15 week courses for inmates of local jails. Working to short-circuit school-to-prison pipeline.	\$10,000
NY LGBT Network	Safe Schools Initiative. Skill training in East End Schools to reduce LGBT bullying and increase awareness. Start Gay Straight Alliance Clubs in schools to increase sensitivity	\$10,000
SEPA Mujer Inc	"Latina Works" Program: Equal Access to work opportunities. Educate on workers rights, including sexual harassment.	\$8,200
The Butterfly Project	Butterfly Action Group guides young adults to drive change. Establish youth led action groups creating a "Code of Conduct" with partnering schools.	\$16,454
Inspirational Triathlon Racing Int'l	Trauma training of Instructors/Coaches. Trauma informed care/coaching to help overcome COVID related issues for Middle School Girls at risk.	\$7,000
Community Action Southold Town (CAST)	Cullinary Training for non-college bound students/adults. Experience/certification leads to higher paying Hospitality Jobs on North Fork.	\$10,000
Children's Museum of the East End (CMEE)	Address issues arising from COVID isolation. Reading assistance for K-6 grade children from bilingual families through the summer.	\$10,000
Project Most	2 Full Scholarships to their iGrow Summer Learning Lab (9 weeks, full time camp). Children 5-13 years old	\$7,000
East End Special Players	Production and Performance of new play "Turtles on the Tarmac". 30 actors have varied needs and abilities	\$7,000
The Coalition for Women's Cancers	Spanish Speaking Support Group for Breast Cancer Patients	\$22,650
Orient Congregational Church	Renumeration for efforts to establish a Free Narcan program in local East End drug stores	\$8,000
Citizens 4 Humanity	Expand "Frugal Food Project". Purchase of food delivery truck. Healthy prepared meals delivered to those in need.	\$8,000
Church of the Harvest	Food Pantry Supplies. Can't meet increased local demand. Affiliated with LI Cares	<u>\$15,000</u>
<i>Total of 13 Organizations</i>		\$139,304

The high quality of the projects proposed, and their diversity was a testament to the dedication and creativity of the institutions. Each proposal had merit and it would have been wonderful to be able to honor each request. HICO limits grants to one per year and we are on a 10-month cycle so, 2021 grantees could not apply in 2022. That said, two of the 13 proposals were from organizations that had applied last year and were declined (Sepa Mujer, Community Action Southold Town) while The Butterfly Effect Project was a grant recipient in 2020. COVID remains a significant factor. Our emphasis on mental health and recognizing young people’s difficulty readjusting to social situations and catching-up on their studies were prescient. One area outside our 2022 Focus was food security which continues to loom large for our community. The PAC spent considerable time discussing the potential impact of proposed projects, their scope, sustainability, prospects for success and the dollar amount of grants. Our change in focus brought out several agencies with very exciting projects which was rewarding. It was relatively easy for the PAC to find common ground identifying projects that were deserving of an award.

The number as well as the quality of the proposals prompted the PAC to stretch our outlays to \$44,000. This is the largest annual award the PAC has undertaken. Further, we were empowered by the \$5,600 in contributions by our congregation’s members. The PAC always struggles with trying to limit the number of grantees and making larger grants. This year, the seven grantees clearly met the desired populations/needs expressed in our Focus 2022. There were two additional projects that had significant merit where the PAC was disappointed in not being able to say Yes. We have referred a couple of applications to the Helping Hand Fund. With these seven institutions, HICO will have made 20 grants to 19 different organizations across our East End Communities. Clearly, our funds are making a difference. After the checks are cashed, HICO’s available funds will total \$89,670.

Awards are detailed in the table below:

Grant Scheme:

Organization	\$ Request	Award	% of Request
Sound Justice Initiative	10,000	7,000	70%
NY LGBT Initiative	10,000	5,000	50%
Sepa Mujer Inc	8,200	6,500	79%
The Butterfly Effect Project	16,454	8,100	49%
Inspirational Triathlon Racing	7,000	5,000	71%
Community Action Southold Town	10,000	6,000	60%
Children's Museum of the East End	10,000	6,400	64%
TOTAL	71,654	44,000	61%

HICO Awards

The PAC feels good about targeting a 10-month award schedule. It helps generate new applicants and keeps the buzz alive. The work associated with soliciting applications, evaluating projects and follow-ups with grant recipients is considerable. Evaluations can be quite taxing as PAC has been proactive in identifying grassroots institutions with smaller budgets and staff. It is fair to say that these fledgling institutions lack the resources and ability to provide comprehensive reporting. We will continue to use the “Meet and Greet” program as a way of introducing the congregation to our award recipients.

Past Awards:

September 2020	\$41,175
July 2021	\$31,000

Current Award:

June 2022	<u>\$44,000</u>
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Grant Total:	\$116,175
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Next Award:

May 2023	\$30,000
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Next Steps:

- Having informed the Board of our decision, we will reach out to the Treasurer to draw up checks for the appropriate agencies
- Communicate to the 13 agencies our decisions
- Draft a formal Announcement to distribute to the press
- Communicate to the congregation HICO’s actions via email, the UUCSF website and a prospective Sunday service
- Plan a Meet & Greet of the Agencies for the Fall, 2022
- Try to facilitate a broader relationship with agencies that express interest.

Grant Recipients and Projects

A summary of the organizations and projects that will receive awards:

Organization: Community Action Southold Town (CAST)

Name Change: Center for Advocacy, Support, Transformation

Grant Request: \$10,000

Award: \$6,000

Focus 2022: Population Served: Low Income People of Color/Hispanics

Needs: Equal Access to Opportunities

Town(s) Southold, Shelter Island

Description: CAST provides a safety net and promotes self-sufficiency for those in need on the North Fork and Shelter Island. Their vision is to build a thriving community where every person can build a

better future for themselves and their families. CAST has grown from a food program to offering multiple programs/services for their neighbors.

Approved Project: CAST created the North Fork Culinary Program for High School Students not going to college. The goal is to provide needed skills in the Hospitality industry so that their graduates enter better paying jobs/careers with experience, internships, connections, knowledge and skills. CAST works with schools in Greenport, Southold, Mattituck and Shelter Island to recruit students. Most of these young adults are Latino/Hispanic; are already contributing financially to their family income; and want to remain in the area. CAST's 12-week, 50 hour course is offered in English and Spanish providing essential job-readiness skills. Program volunteers include chefs, hotel owners, vintners, bakers, aqua culturists, administrative support, etc. Instruction is geared to hands-on experience preparing participants for the real world. The course also works on the soft skills of employment – resume writing, interviewing, interpersonal communication and time management. All students taking the Suffolk County Food Managers Exam have passed, gaining certification. In 2022, there were 25 participants who passed the course and 22 sat for and passed the Suffolk County exam. All graduates were offered jobs at local establishments.

Organization: Sound Justice Initiative (SJI)

Grant Request: \$10,000

Award: \$7,000

Focus 2022: Population Served: POC (46% Black/44% Latinx)

Needs: Equal Access to Education/Jobs

Town(s): Southampton, East Hampton, Shelter Island, Riverhead, Southold, Shinnecock Nation

Description: SJI was formed in response to the deepening racial and economic segregation that creates educational inequities helping to fuel the school-to-prison pipeline on Long Island. SJI brings thought provoking college level liberal arts courses to incarcerated students in local jails. Promoting educational programs helps develop critical thinking, self-esteem and other skills so individuals will be better prepared to reintegrate into society.

Approved Project: Justice-involved individuals have a history of being educationally shortchanged. Even a short stay in jail has adverse consequences on future success. SJI fills a void in rehabilitation. Jail terms are for shorter terms (typically under a year) so there are fewer opportunities for education and/or training. Jails are often a gateway to deeper and more lasting involvement with the criminal justice system. SJI is providing liberal arts as well as employment and financial skills courses to individuals in Suffolk County jails. They are breaking courses down into 5- and 15-week segments geared to jail times. SJI is offering individual counseling and programs designed to produce certificates of accomplishments and references. A more welcoming “classroom” and a more mature student can facilitate education success for individuals left behind by public schools. Helping people avoid another arrest is a key benefit of the program. Further, engaging individuals in learning and developing skills to understand the world, make better decisions, problem solve, communicate more effectively and advocate for themselves are vital for their participation in society.

Organization: NY LGBT Network

Grant Request: \$10,000

Award: \$5,000

Focus 2020: Population Served: LGBT
Needs: Advocacy

Town(s): Riverhead, Southampton, East Hampton, Shelter Island, Southold, Shinnecock Nation

Description: NY LGBT Network is the only agency 100% dedicated to serving LI's LGBTQ community. Through 30 years of service, they have built-up trust and credibility. As both a human services and advocacy organization, they help support LGBTQ people working to end discrimination, violence and harassment. The Network offers multiple programs with nearly 9,000 contacts in 2021.

Approved Project: Bullying, harassment and unsafe environments are a constant challenge for LGBTQ students. This violence leads to negative outcomes as students are more likely to miss school, have lower GPAs, do not pursue college degrees, have lower self-esteem and are a suicide risk. The Network is working to create safe spaces. Schools with Gay Straight Alliance/Gender Sexuality Alliance (GSA) clubs have reported success in generating a greater sense of belonging to their community and reduced bullying/harassment. NY LGBT Network will bring it's Safe School Initiative and Anti-Bullying/LGBT 101 to East End schools. Aside from increasing knowledge and awareness in the general school population, the program is expected to empower and build leadership capabilities among LGBT youth. GSA clubs are expected to be formed in six schools.

Organization: Sepa Mujer Inc.

Grant Request: \$8,200

Award: \$6,500

Focus 2022: Population Served: Latinas
Needs: Equal Access to Jobs

Town(s): Riverhead, Southampton, Southold

Description: Sepa Mujer is a grassroots LI organization working to ensure the well-being, empowerment, and full development of Latina immigrant women. SEPA is a trusted resource for the Latina community providing support and education for over 200 members. Their efforts often revolve around civic engagement, leadership training, community outreach, immigration resources and youth mentorship. Their two newest chapters are in Hampton Bays and Riverhead.

Approved Project: SEPA would like to bring its "Latina Works" project to their Hampton Bays and Riverhead chapters. Latina Works strives to get equal access to job opportunities and job satisfaction. Education starts with an awareness of worker's rights. Enhanced knowledge of one's rights empowers Latinas to advocate for themselves against discrimination and exploitation. Common workplace occurrences that are tackled are: combatting wage theft, understatement of hours work, unpaid sick time, racist comments, threat of deportation, unsafe working conditions and not being allowed to apply for higher pay. Lastly, those most vulnerable are targets of sexual harassment. SEPA will run their "Know Your Rights and Sexual Harassment Remedies" workshops in Spanish twice a month in Hampton

Bays and Riverhead. Additionally, SEPA provides access to job search skill classes to access opportunities and is able to provide referrals to Suffolk County Department of Labor.

Organization: The Butterfly Effect Project (BEP)

Grant Request: \$16,454 **Award:** \$8,100

Focus 2022: Population Served: Young Adults
Needs: Advocacy

Town(s): Riverhead, Southampton, Southold

Description: The Butterfly Effect Project addresses the systemic problems of the minority communities of the East End. It serves the most economically disadvantaged children who do not have the resources or support systems to elevate themselves out of poverty. Current enrollment is 518 girls. BEP serves the girls as well as their families addressing the many urgent needs that surround us.

Approved Project: BEP has launched its Butterfly Action Group (BAG) to guide young adults in generating impactful changes in their schools and communities by bridging gaps, removing barriers, and understanding how government/democracy works. BAG chapters learn to discuss divisive topics such as race, inclusion, prejudices and discrimination with peers. The goal is to create a “Code of Conduct” for their respective High Schools. Ideally, BAG becomes a forum for students to discuss issues such as offensive behaviors, bullying, misunderstandings resolving them together, rather than resorting to social networks, fighting or via disciplinary actions. A Youth Administrator will guide the process with the cooperation of teachers and administrators of three High Schools – Riverhead, Southold and Southampton.

Organization: Inspirational Triathlon Racing Int’l (i-tri)

Grant Request: \$7,000 **Award:** \$5,000

Focus 2022: Population Served: POC (54% Latina, 14% Black, 8% Asian/Native American)
Needs: Mental Health

Town(s): Riverhead, Southampton, East Hampton, Shinnecock Nation

Description: i-tri creates an inclusive community-based program that fosters self-respect, personal empowerment, self-confidence, positive body image and healthy lifestyle for disadvantaged adolescent girls. i-tri gives girls the opportunity and tools to achieve the seemingly impossible goal of completing a youth triathlon. The process develops healthy habits and attitudes that last a lifetime. The program will serve 150 girls **Free of charge** – equipment, training and transportation.

Approved Project: i-tri recognizes that the COVID pandemic is having a significant impact on young adolescent girls. The grant will address the girls’ psychological needs. i-tri is working to create a “culture of trauma care and coaching” which will be practiced in the program and integrated into their curriculum. The funding will allow the professional development and training of all their personnel from an outside consultant – Center for Healing & Justice through Sport. i-tri target audience is particularly vulnerable to negative mental health consequences of the pandemic – depression, anxiety and failure to thrive. The project supports: 1) i-tri leadership training on trauma care, 2) i-tri small

group training to gain feedback and support for trainers and 3) Integration of learnings into their curriculum for the future.

Organization: Children’s Museum of the East End (CMEE)

Grant Request: \$10,000

Award: \$6,400

Focus 2022: Population Served: POC (Hispanic)

Needs: Equal Access/Mental Health

Town(s): Southampton, East Hampton

Description: CMEE works to spark the imagination and foster learning for children of all backgrounds and abilities. They build strong connections to the East End community via partnering with other arts and social service organizations to address issues that impact families.

Approved Project: CMEE will restore and support reading fluency in bilingual children K-6 grade. The pandemic has severely impacted these children. Staff has observed steep declines in reading fluency and comprehension. The regression of students reading, learning and behavioral skills as well as greater inhibitions and a loss of curiosity threaten their long-term educational achievements. CMEE will expand its summer reading program and recruit additional students in partnership with OLA. Funds will support an 8-week summer course with mentors trained for basic reading skills and also to help with emotional needs and anxiety management. Supplies will be free to children. It will be a family event engaging parents to take part with a coffeeshop, newspapers, and activities.

Respectively Submitted to UUCSF’s Board of Trustees on June 25, 2022

Proposal Assessment Committee: Ken Ettlinger, David Holstein, Celia Josephson and Lora Tucker